

**MINISTRY of AGRICULTURE &  
FORESTRY**

**DEPARTMENT of IRRIGATION**

**Partnerships for Irrigation and Commercialization of Smallholder  
Agriculture (PICSA)**

**Gender Action Plan (GAP)**

**March 2022**

LAO | Partnerships for Irrigation and Commercialisation of Smallholder Agriculture (PICSA)  
Gender Action Plan (GAP) - **Gender equity and social inclusion**

<b>A. Project Background</b>	
<b>Name</b>	<ul style="list-style-type: none"> <li>Partnerships for Irrigation and Commercialisation of Smallholder Agriculture (PICSA)</li> </ul>
<b>Entry into force</b>	<ul style="list-style-type: none"> <li>29 November 2019</li> </ul>
<b>Completion Date</b>	<ul style="list-style-type: none"> <li>31 December 2025</li> </ul>
<b>Type</b>	<ul style="list-style-type: none"> <li>Enhanced livelihood and climate resiliencies and sustainability within the project intervention area</li> </ul>
<b>Mainstreaming themes</b>	<ul style="list-style-type: none"> <li>Gender promotion in the project's 3 components</li> </ul>
<b>Target Area</b>	<ul style="list-style-type: none"> <li>Programme aims to increase farm incomes from high value crops, market produce supply and variety, watershed conservation in the four northern provinces of Houaphan, Xieng Khouang, Luang Prabang and Xayaboury and nutrition in LPB and XY</li> </ul>
<b>Gender Target groups</b>	<ul style="list-style-type: none"> <li>Focus on female farmers from extreme poor, poor and near poor families, to access intensified agricultural production and improved value chains;</li> <li>Nutritional vulnerable people with emphasis on young mothers, children and adolescent girls and ethnic groups;</li> <li>Female and male youth with business start-up assistance in niche production (ages from 15-to 35 years old) including the youth who migrated out of the project area for job seeking;</li> <li>The target group of PICSA's efforts for intensified agricultural production and improved value chains (extreme poor, poor and near poor) comprises approximately 32,800 households (170,000 persons). Within this, emphasis is given to youth and women. Activities in the field of nutrition focus on the nutrition of at-risk category ethnic groups, adolescent girls, young mothers and children.</li> </ul>
<b>PIM Gender Strategy</b>	<p>The GAP highlights actions needed to <b>ensure gender equity as follows:</b></p> <ul style="list-style-type: none"> <li><b>Extreme poor</b> – predominately found among ethnic groups and with a high prevalence of malnutrition will be provided with support to improve their nutrition through Integrated Homestead Food Production, nutrition education, WASH interventions and employment opportunities created by intensified agricultural production and (nutrition-sensitive) value chain activities. Village authorities will be asked to stimulate the extreme poor's participation in these opportunities.</li> <li><b>Poor and near poor</b> – based on group formation, this group will be provided with a financing facility in favour of poorer households and aimed at agricultural intensification. Village authorities will be instrumental to identify beneficiaries and promote formation of groups in an inclusive manner. An active role of village authorities in the development of market linkages will ensure transparency of agreements and thereby reduce risks for vulnerable households.</li> <li><b>Women</b> – to contribute to tackle constraints faced by rural women, PICSA will adopt an inclusive approach to ensure that women and men equally benefit from project's intervention. Women's role in agriculture is significant, but often undervalued. While women and men have a seemingly equal workload in agriculture, women have additional household chores to manage. The shift from subsistence to market-oriented agriculture is particularly difficult for women from ethnic groups because of their cultural and social based roles and constraints, limited Lao language and technical skills. Inclusion of women, including those from ethnic groups, in a proportional way in farmer groups accessing financing facilities is an important criterion of the project.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Undernourished</b> - The project will target nutritional vulnerable people in the project area, with emphasis on women, children and adolescent girls by supporting the nutrition teams at District and village-level. They will be involved in school-based interventions that focus on (irrigated) school gardens and school ponds for cultivating nutrient-rich food to improve school meals and to provide nutrition education to pupils, parents and teachers. Attention will also be given to a nutrition support fund for investment in Integrated Homestead Food Production. The emphasis is on producing a balanced diet, with surplus sold locally. In promoting high value crops, the project will give preference to products that have a nutritional value as well as a market value.</li> <li>• <b>Youth</b> – A sizeable portion of youth in the age bracket of 15 – 35 years migrate out of the project area as job seekers. Creation of competitive employment opportunities would reduce migration. The project is therefore designed to provide return from labour above the prevailing market rate. Moreover, the Agro-Enterprise Investment Facility (AIF) provides the opportunity to target female and male youth with business start-up assistance in niche production (e.g. organic farming), trade, and post-harvest processing.</li> </ul>
<b>Key Gender Aspects</b>	<ul style="list-style-type: none"> <li>• At least 30% matching grants for post-harvest value addition will be awarded to women; 60% of women meeting minimum dietary diversity; 45% of trainees will be women; 25% of WUGs will be managed by women; Opportunity to target female and male youth 15-35 age with business start-up equally;</li> </ul>
<b>Key Actions</b>	<ul style="list-style-type: none"> <li>• Women will have equitable access to project resources, information, trainings, and benefits.</li> <li>• District staff from the women’s advancement units will be assigned as the gender focal points in each district.</li> <li>• Activities include providing gender awareness training to project staffs;</li> <li>• Women’s leadership in WUG committees;</li> <li>• Collaboration with district and village LWU for supporting nutrition and family income;</li> <li>• Women participation in technical meetings and trainings;</li> <li>• Women’s involvement in post-harvest enterprises and value addition.</li> <li>• Improved knowledge of women, young mothers , children, adolescent girls and ethnic groups on nutrition through access to diversified food sources (as school garden, home gardens and fish pond);</li> <li>• And the development of business driven livelihoods for young female’s and male’s age15-35 returning to villages.</li> </ul>
<b>Key Actors</b>	<ul style="list-style-type: none"> <li>• Ministry of Agriculture and Forestry/Department of Irrigation/PAFO/DAFO</li> <li>• Lao Women Union / at Villages level</li> <li>• Women’s advancement unit/PAFO/DAFO</li> <li>• Ministry of Health/ Province and District level/Health Center</li> <li>• Ministry of Education and Sport/Province and District level/School</li> </ul>

Project component	Activities	Targets/ Indicators	Responsibility agencies	Timeframe	Budget (US\$)
The overall objectives are to promote economic empowerment of women, youth, ethnic minorities and poorer households and to strengthen their voice and influence in rural institutions and organizations. An additional objective is to achieve a more equitable balance in workloads and in the sharing of economic and social benefits between women and men.					
<b>Development Objective: Sustainable and inclusive local economic development</b>					
<b>Component 1: Intensified Agricultural Development</b>					
<b>Gender-related Objective</b>  Enhance women's participation in decision making and promote economic empowerment of women.	Outcome 1: Intensified agricultural development				
	<b>Output 1.1: Decentral implementation strengthened</b>				
	1. Conduct public consultation and Village Meeting on project objective and Introduction of the PICSA support.	Target 50% of women participants need to attend	PGT, PPIT, DPIT, PGT, GFPs, Project Consultants, village authorities	When Project Open	
	2. Invitations to join WUGs and meetings for planning and implementing works for irrigation modernization to both men and women with prior notice.	Activity In this activity, organizers need to see the importance of each step in inviting groups to use the water and encourage women's participation.	PGT, Project Consultants, PPIT – DPIT/PAFO/DAFO, GFPs, National gender target specialist	2022	
	3. All invitations must be sent one week before the meeting and ensure that the time and place are appropriate for women and ethnic groups	Activity Attendance at village meetings must ensure that women are identified as invited,	PGT, PPIT, DPIT, PGT, GFPs, Project Consultants, village authorities	2022	
	4. Activities involving Water User Group members include both husband and wife, not only head of the household	Activity At village level meetings, village authorities, LWUs and communities play an important role in encouraging women's participation	PGT, Project Consultants, village authorities, PPIT – DPIT, PAFO/DAFO, WUGs, Gender specialist, WUG specialist	2022	
	5. WUGs have 25% women management in collaboration with village LWU.	Target 25% of water committee members must select women to participate in decision-making	PGT, Project Consultants, PPIT – DPIT/PAFO/DAFO, GFPs, National gender target specialist	2022	
	6. Members of the female water user group involved at least 30% on average.	Target 30% of the water group members are women	PGT, Project Consultants, village authorities, PPIT – DPIT, PAFO/DAFO, GFPs, gender specialist, WUG specialist	2023	

	7. Activity Village level community liaison officers will comprise one male and one female.	Activity For effective coordination, the village community coordinators should include one male and one female.	PGT, Project Consultants, PPIT – DPIT/PAFO/DAFO, GFPs, National gender target specialist	2022	
<b>Output 1.2: Water users' groups trained</b>					
	8. One training session in each District (19 districts) during which DPIT staffs	Target Women will comprise 25% of participants in consultations related to decision-making	Project Consultants, PPIT DPIT/PAFO /DAFO, GFPs, National gender target specialist	2023	
	9. Irrigation management training provided to WUGs.	Target 25% of Female in WUGS committee members are train to strengthen irrigation management on the role of decision-making in the target area of the project.	PGT, Project Consultants, village authorities, PPIT – DPIT, PAFO/DAFO, GFPs, Gender specialist, WUFG specialist	2023	
	10. Technical training related to irrigation and O&M,	Target At least 45% of trainees in technical training related to irrigation and O&M must be female participants	PGT, Project Consultants, village authorities, PPIT – DPIT, PAFO/DAFO, GFPs, Gender specialist, WUFG specialist	2023	
	11. 45% participation of female farmers in skill training (e.g. communication, contract negotiation, conflict resolution, planning, monitoring, evaluation)	Target 45% participation of female farmers in skill training (e.g. communication, contract negotiation, conflict resolution, planning, monitoring, evaluation)	PGT, Project Consultants, village authorities, PPIT – DPIT, PAFO/DAFO, GFPs, Gender specialist, WUFG specialist	2023	
	12. Documented evidence of consultation with local women and women's groups (including poor women and women from ethnic groups) prior to subproject approval.	Activity In order to take into account the participation of women in all decision-making processes, the collection of evidences of consultation with local women and women's groups is required.	Project Consultants, PPIT DPIT/PAFO /DAFO, GFPs	2022	
	13. Contractors are required to provide equal opportunities and equal pay for women for unskilled labor.	Activity Proof of employment of local women in some of the construction sites under the responsibility of the PICSA project	PAFO, DAFO and GFPs; PPIT leader; DPIT leader, Techniques team (Irrigation Techniques team )	Pre-construction contract	

	14. Prior to the commencement of the construction (number), all contractors must be instructed before starting work on the need for equal opportunities and wages for women, with GFPs and technical team in charge.	Target All contractors receive instruction prior to commencement of works on the necessity of providing equal opportunities and pay for women.	PAFO, DAFO and GFPs; PPIT leader; DPIT leader, Techniques team (Irrigation Techniques team )	Pre-construction contract	
<b>Output 1.3: Extension Service provided</b>					
	15. Stronger production clusters, increased productivity, efficiency and increased value, female farmers have a role, responsibility and ownership in each aspect, along with the gradual improvement of living standards	Activity Provide awareness and access to technologies to produce crops and livestock in HVC.	PAFO, DAFO and GFPs; PPIT leader; DPIT leader	During implementation FGIF	
	16. Encourage women and women farmers to have equal roles and opportunities with men in learning modern technical skills, attend conferences, training, seminars and study tours to increase the number of women in accordance with the figures set out in the 2021-2025 gender action plan..	Activity Agricultural training will conduct for all staffs in Project Implementation Office, village authorities, and Water User Groups at least 35% of women staff and 45% of women farmer.	PAFO, DAFO and GFPs; PPIT leader; DPIT leader and gender target specialist	Q4 2021 or Q1 2022	
	17. Based on indicators of Gender Action Plan /2021-2025 Sub-CAW / MAF Title 12 states that Family farming model, agricultural development village, with local technicians, especially women in the family / village, and can be passed on to the family / village more.	Activity Provide farmer to farmer learning / exchange and extension services to female dry season irrigation activities (Especially female farmer).	PAFO, DAFO and GFPs; PPIT leader; DPIT leader and Village Authorities	Continuous	
	18. Topic 14 on indicators of the Gender Action Plan /2021-2025 Sub-CAW / MAF states that farmers are more self-reliant in livelihoods,	Target Agro-Enterprise Investment Facility (AIF) provides the opportunity to 25% target female and male youth (age 15-	Agro-Enterprise Advisor, Extension and Irrigation Specialist, PAFO, DAFO and GFPs; PPIT leader; DPIT	2022	

	housing management, stable production land, reduced numbers of female farmers, improved production skills, and less migration.	35) with business start-up assistance in niche production (e.g. organic farming), trade, and post-harvest processing.	leader and Village Authorities, XX??		
<b>Output 1.4: Farmer Group Investment Facility established</b>					
	19. Promote the production of goods related to processing, adding value and other necessary to promote income generation and improve living standards, especially for women farmers. (Based on indicators of Gender Action Plan /2021-2025 Sub-CAW / MAF number 5-6).	Activity Provide business planning support / training to enable women to access matching grants. .	PAFO, DAFO and GFPs; PPIT leader; DPIT leader and Village Authorities, XX??	Continuous	
	20. Both male and female farmers are skilled in the use of technical techniques, have a basic knowledge of seed selection, planting and raising, know how to prepare food, such as products to increase the value of produce. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF)	Activity Husband and wife must register to grow crops and raise livestock for high value production.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022	
	21. Number of agricultural household development and household models of agriculture strengthening, and the use of women and child labor in agriculture and to ensure that promote gender equality and equity. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF)	Target At least three pilot initiatives aimed at reducing women's work burden and Increasing their participation in and benefits from HVCs.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022	
	22. Female farmers have access to project funds from other sources for agricultural development, commercial production related to processing, value-added and other subsidies. To	Target 25% Matching grants are awarded to women producers and entrepreneurs. are women, especially women as heads of households and the poor.	PAFO, DAFO and GFPs; PPIT leader; DPIT leader and Village Authorities	Over implementation period	FGIF

	promote income generation and improve living standards. (Based on indicators of Gender Action Plan /2021-2025 Sub-CAW / MAF number 17-18).	Women farmers have access to consumption, production, project funds from other sources for agricultural development.			
	22. Agricultural business training is important for farmers, especially women farmers, so that they have access to efficient, effective and competitive agricultural production in the agricultural trade market.. (Based on indicators of Gender Action Plan /2021-2025 Sub-CAW / MAF number 28-35).	Activity LWU ensure women fully participate in market connection training forums.	GFPs; DPIT leader and Village Authorities, Project consultants, VC Specialist	Continuous	
	23. Trainings at time and place that is convenient to women	Activity 100% Female of target areas report that trainings are easy-to-access, and at convenient time for women	GFPs; DPIT leader and Village Authorities, Project consultants, VC Specialist	Continuous	
<p>1. Point of reference: Female population in sub-project areas around 50%; proportion of women among population involved in agriculture sector average 50% in targeted provinces; women's participation in consultations in completed ADB agricultural projects in LAO PDR 40% to 50%.</p> <p>2. In other words, it is anticipated that by 2024, 10 out of a total of 30 agribusinesses trained in HVCs are led or owned by women. Women-led and/or owned enterprises have at least one of the following: (i) at least 30% of senior managers are women, and /or (ii) at least 50% of enterprise ownership is controlled by women, and/or (iii) at least 50% staffs are women.</p>					



<b>Component 2: Value Chains Development; and Multi Stakeholders Platform (AEIF)</b>					
<b>Gender-related Objective</b>	Outcome 2: Value chains developed				
	<b>Output 2.1: Multi-Stakeholder Platforms established</b>				
Provide women producers and small business operators access to HVC market opportunities	23. Women farmers have been able to access and control production, and 50% of project funds from other sources for agro-forestry and rural development are women, especially women, heads of households and the poor. (Based on indicator of Gender Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF number 17).	Target At least 50% of total participants in business forums are women who represent women-led or owned farms/enterprises.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022	
	24. 25% of women participation on decision- making on consultation, planning activities, discussion and collaborative (Based on indicator of Gender Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MA).	Target Ensure 25% of women are participation on consultation and planning activities, discussion, collaborative on decision- making (Aggregate basis).	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022	
	25. Women report they are fully involved in awareness raising activities on the origins of credit sources and facilitate access to existing sources of funding. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF).	Activity Conduct awareness raising activities on existing affordable credit facilities and financing options including crop insurance.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022-2023	
	<b>Output 2.2: Agro-Enterprise Investment Facility established</b>				
	26. The management positions created in agribusiness are held by women. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF)	Target 25% of registered management positions in agro-enterprises are women.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022-2023	
	27. According to Sub-CAW / of MoAF target is 50%	Target 50% of rural enterprises accessing business development services are managed by women	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2022-2023	

	Because the business unit contract registration must be husband and wife				
<b>Output 2.3: Access improved</b>					
	28. Communities assume responsibility for use, maintenance and management of facilities invested in by the Project	Target 25% of women shall be part of the supervision committee for the road improvement component.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities, \	2022-2023	
	29. The project divides the construction of the access road into two parts: the access road to the community and the access road to the farm to the market; To empower women to recognize and participate in road protection.	Target Must ensure that 25% of communities' women are involved in consultation meeting and the meeting of advocacy on road protection and rehabilitation.	PAFO, DAFO, PPIT, DPIT, GFPs, Village Authorities,	2023-2024...	
<ol style="list-style-type: none"> <li>1. Extension officers of the District Nutrition-related agencies and Village Nutrition Teams will be trained to conduct nutrition sessions.</li> <li>2. Agricultural and health extension agents will work in teams to promote food production and accessibility and nutrition knowledge.</li> <li>3. 160 schools and villages have access to good nutrition and funding to improve their gardens / fish ponds; Assessment of Food taboos among ethnic groups especially for women and girls; The school is a hub for nutrition promotion activities and support activities extended to the villages and households involved; Integrated food production specifically for the 5% poor households in the project area.</li> </ol>					
<b>Component 3: Improved Nutritional Practices.</b>					
<b>Gender-related Objective</b>	<b>Outcome 3: Improved nutritional practices</b>				
Increased awareness of nutrition and nutritional needs at school and communities to ethnic groups, adolescent girls, young mothers and children.	30. In order for the GAP to be effective, PPIT and DPIT must appoint committees in each province and target district.	Target: Appointed nutrition committees in 9 districts in Two provinces (LPB&XYBL).	PAFO, DAFO	Q4 2021	
	31. In gender action Plan/MoAF sub-CAW 2021-2025 Indicate that more than 25% women of Agriculture Forestry and Rural Development office and ensure women's full and effective participation and equal opportunities for leadership at all level of decision making	Target At least 25% of district nutrition committee must members are women.	PAFO, DAFO GFP, National Nutrition Advisor (NNA)	Operation should be completed prior to target selection Q1/2022	

	32. PAFO's agriculture and livestock divisions train nutrition sensitive agriculture in the nine districts.	Target 60% The minimum number of participants must be women, who are in the target group.	DAFO GFP, National Nutrition Advisor (NNA)	Q2 2022	
<b>Output 3.1: School-based nutrition interventions established</b>					
	33. Both male and female, students; (girls the first priority), Teacher and parents	Target At least 70% female participants on training on cooking demonstration for school meals. .	DNC, VNC, LWU,PTA, Teacher	Q3 of 2022	
	34. 100 School garden /ponds training and (To target on at teachers, pupils, the school's cooks and parents).	Target Schools will be the centre for nutrition promotion activities and supportive activities will be extended to associated villages and households 1. For this, the target group is clearly identified and selected according to the number, but keep in mind that the training of women must be at least 30% involved. 2. 100% of school cooking women have access to training. 3. And another thing to keep in mind is that teaching tools must be easily accessible to <b>female ethnic</b> .	DNC, VNC, PTA and others DAFO GFPs, Village Authority and National Nutrition Advisor (NNA)	2022 / 2023	
<b>Output 3.2: Increased dietary intake and improved dietary quality</b>					
	35. Establish/ re-form nutrition committee of province (PNC), district (DNC) and village (VNC) nutrition committee	Target Ensure that 25% of extension officer nutrition committee in each level are female	PPIT, DPIT, PDA, GFPs , gender target specialist	2022	
	36. Provide TOT training to PNC, DNC on the extension methods and communication skills on agriculture practices and nutrition related activities.	Activity 100% of extension officer nutrition committee had training	PPIT, DPIT, PDA, GFPs , National Nutrition Advisor (NNA)	2022	

	37. In each village women of reproductive age meet minimum dietary diversity.	Target % Number of Women reporting improved quality of their diets	PPIT, DPIT, PDA, GFPs , National Nutrition Advisor (NNA)	Semi-annual report and Annual report.	
	38. In each village Awareness campaign It is important for the community or women to understand the limitations of a healthy diet and the belief.	Activity Ensure that participants on village consultation meetings, project information dissemination meetings, other related meeting on comprehensive nutrition promotion activities are women ethnic groups, female of reproductive age and children	PAFO, PPIT, DPIT, DAFO GFP, Village Authority and National Nutrition Advisor (NNA)	2022	
	39. Selections of poor household in the nutrition target villages to support integrate homestead food production (IHFP).	Activity Must ensure that 100% pf selected households are poor households. Ensure 100% of women from those households are involved	PAFO, PPIT, DPIT, DAFO GFP, Village Authority and National Nutrition Advisor (NNA)	The selection will be completed before provide garden starter packs	
	40. Training to HH target about home garden /small livestock (Please recheck on target groups not mention only women).	Target At least 50% of female must train on garden /small livestock.	PGT, PAFO, PPIT, DPIT, DAFO GFP, Village Authority and National Nutrition Advisor (NNA)	The training will be provide after get the list of target from the villages	
<p>1. MAF-Sub-CAW, The PAFO and DAFO CAW gender focal points, LWU representatives, the Dept. of Irrigation CAW focal point, are actively involved in Gender Action Plan implementation, monitoring and reporting.</p> <p>2. Including, but not limited to, information such as: (i) the number of farmers using HVCs disaggregated by sex; (ii) the number of training sessions on gender equality in agribusiness value chains; (iii) disaggregating data by sex (and where relevant ethnicity) on all training sessions administered by the project.</p>					
<b>Project management/institutional gender related activities</b>					

<p>Gender-related Objective</p> <p>Gender is mainstreamed throughout project activities</p>	<p>41. The staff of the agricultural sector is more aware of, and responsible for their gender identity, as well as receiving basic gender training;</p> <p>In the implementation of gender programs, staff at all levels need to have a deep understanding of GAP and gender issues in order to focus on effective implementation.</p>	<p>Activity</p> <p>Training on gender awareness and GAP training for each subproject.</p>	<p>PGT, PAFO, DAFO and PPIT leader; DPIT leader and gender target specialist</p>	<p>Q1 2022 or Q2 2022</p>	
	<p>42. 70% of province and district project implementing staff (PPIT and DPIT) and 100% of Gender focal point must attend GAP and gender basic knowledge training</p>	<p>Target</p> <p>GAP training requires 70% participation of GFPs, PPIT and DPIT staff.</p>	<p>PGT, PAFO, DAFO and PPIT leader; DPIT leader and gender target specialist</p>	<p>Q1 2022 (if any possible) or Q2 2022</p>	
	<p>43. In each of the 19 target districts, one of DAFO's Women Advancement Unit staff will be appointed to gender focal point</p>	<p>Activity</p> <p>For good GAP establishment 19 target districts needs to appoint a gender coordinator to monitor GAP implementation and report progress on a regular basis.</p>	<p>PGT, PAFO, DAFO and PPIT leader; DPIT leader and gender target specialist</p>	<p>Q4 2021 (if any possible) or Q1 2022</p>	
	<p>44. The female staff at each level, each local extension center has the ability to transfer a wide range of knowledge, lessons and experiences (local technical). (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF)</p>	<p>Activity</p> <p>Prepare a clear ToR for Sub-CAW or LWU's involvement (especially at local levels) as key partner in Gender Action Plan implementation, monitoring and reporting.</p>	<p>PGT, PAFO, DAFO and PPIT leader; DPIT leader, GFPs and gender target specialist</p>	<p>Q4 2021 (if any possible) or Q1 2022</p>	
	<p>45. Gender action plans are integrated into the annual plans of the offices of the Departments, Institutions, Provincial Departments of Agriculture, Forestry and Rural Development / and projects to be implemented. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF).</p>	<p>Activity</p> <p>TOR for team leader indicate overall responsibility for gender mainstreaming and successful implementation of the GAP</p>	<p>TL, PGT, PPIT, DPIT, GFPs, gender target specialist</p>	<p>Start from 2022</p>	

	For this, it is the responsibility of the team leader to bring the indicators in gender action plans (GAP) integrated into the project work plan, including the annual, quarterly project plans.				
	46. GAP updating, will compile all implementation of GAP-related activities, based on quarterly reports collected by GFPs and M&E staffs.	Activity Updates on GAP performance will be included in project progress reports and mid-term reviews.	TL, PGT, PAFO, DAFO and GFPs; PPIT leader; DPIT leader, gender target specialist and M&E specialist	Quarterly report Include mid-term reviews.	
	47. Monitoring the impact of the project on women, youth, ethnic minorities including young mothers and children, in the target groups is a key issue for gender work, to ensure that they receive additional benefits beyond what is required. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF).	Activity The PGT will monitor the impact of the Project on women, youth and ethnic minorities reporting the results of these actions through the collection and analysis of sex-disaggregated data in project M&E system and find out the develop directional guide for improvement.	PGT, PPIT; DPIT; M&E staffs and GFPs	Every Quarterly During implementing and reporting	
	48. Qualitative data collection is another way to highlight how women, youth and ethnic minorities benefit from the project? Operators must see the importance of this point.	Activity Collect qualitative data to highlight how women, youth and ethnic minorities are benefiting from the project.	PGT, PPIT; DPIT; M&E staffs and GFPs	Monthly and Quarterly	
	49. At all workshops, meeting and training the participants must have sex-disaggregated data. (Because compilation of sex-disaggregated statistics is necessary because it is one of the indicators that can achieve gender mainstreaming).	Activity All reports/ Documents include sex-disaggregated data.	PGT, PPIT; DPIT and GFPs; M&E staffs, project consultants	Activity - Monthly and Quarterly	
	50. It is well known that the gender budget will not be clearly defined in the implementation of the budget.	Activity	PGT, Project consultant (TL), PPIT, DPIT	Prepare by Q4 2021-2022	

	However, it is hoped that you will be able to budget for some of the essential activities, such as GAP training and quarterly monitoring and evaluation for key stakeholders.	The Project will ensure that adequate funds are allocated for GAP implementation.			
	55. information, access, users, and their interests have been addressed in gender-sensitive policies, as well as guidelines / guidelines for gender-sensitive planning in the agricultural and forestry sector to be published by 2020. (Action Plan/ Gender Strategy 2021-2025/Sub-CAW-MAF)	Activity All information and communication will be conducted in a gender sensitive manner.	PGT, PPIT, DPIT, GFPs, Project consultants	During the implementation of project activities	
	56. Conducted by at least 25% female trainers of whom at least 50% will be from ethnic groups	Target All project training materials will be reviewed for gender and ethnic group inclusivity by GFPs prior to implementation	PGT, PPIT, DPIT and GFPs, Project consultants , gender target specialist	During the training season	
	57. Development and dissemination of case studies on successful women, youth, people from ethnic minorities and poorer households who have benefited from PICSA support	Target 30% of case studies prepared on successful people from ethnic minorities and poorer households	PGT, PPIT, DPIT and GFPs, M&E staff, Project consultants (TL) , gender target specialist	Continuous	
	58. Collection, consolidation and analysis of sex-, age- and ethnicity-disaggregated and poverty data, at both output and outcome level	Activity Sex-, age-, ethnicity- and poverty-disaggregated data collected, analysed, and reported through the M&E framework	PGT, PPIT, DPIT and GFPs, M&E staff, Project consultants , gender target specialist and M&E specialist	Continuous	

PAFO = Provincial Agriculture and Forestry Office, DAFO = district agriculture and forestry office, PGT= Program governance team, PPIT = Provincial Project Implementation Team, DPIT =District Project Implementation Team, GAP = Gender action plan, GFP = Gender focal point, LWU = Lao Women’s Union, Sub-CAW = Subcommittee for the Advancement of Women, TL = Team Leader, GTS = Gender Target Specialist, NNA = National Nutrition Advisor, M&E = monitoring and evaluation, TOR = terms of reference, WUG = water user group, HVC = High-value crop, PNC = Province Nutrition Committee, DNC = District Nutrition Committee, WASH = Water, Sanitation and hygiene, PRI = Productive rural infrastructure.

