



Food System Resilience Program

Gender Gaps and Social Inclusion Action Plan

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LIST OF ACRONYMS

Acronyms	Meaning
AF	Additional Finance
ESS	Environmental and Social Standards
FBO	Farmers Based Organization
PIU	Project Implementation Unit
GPN	Good Practice Note
GR	Grievance Resolution
GM	Grievance Mechanism
IPF	Investment Project Financing
MDAs	Ministries, Departments and Agencies
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organization
PWD	People Living with Disabilities
SLARI	Sierra Leone Agricultural Research Institute
FNSEWS	Food and Nutrition Security Early Warning Systems
GAFFSP	Global Agricultural Food Security Program
MOGCA	Ministry Of Gender Children's Affairs
UN	United Nations
WHO	World Health Organization
UNDP	United Nations Development Program

1.0 INTRODUCTION

Gender discussions in Africa most often than not focuses on empowering women and girls and therefore most times misconstrued as feminism, but this is not the case because gender issues in Africa focus on empowering the disadvantage groups who are mostly women and girls and it most often than not has to do with closing the gaps. Focusing on women and girls does not mean leaving the men and boys behind at all as works on gender equality recognizes that empowering women also empowers and benefits men and boys. In Sierra Leone to be specific we cannot leave the men behind as we live in a male dominated society thus the need for the male involvement in any successful drive to women and girls' empowerment.

Government of Sierra Leone with support from the World Bank is implementing the West Africa Food System Resilience Program. This project seeks to contribute to the prevention of food insecurity and crisis in the sub region, reduce vulnerability to climate change, strengthen local institutions, improve economic opportunities, build public trust and strengthen regional food and nutrition security in the sub region. As part of its implementation strategy the project has a safeguards unit among which is the gender and social inclusion section whose domain is to ensure gender issues are mainstreamed into project activities at all levels and has in place a Gender and Social Inclusion Action Plan to act as blueprint in the delivery of project activities. This must pay attention to especially women issues as they play important and varied roles in agriculture, but they are constrained by two important types of gender gaps: women have unequal access relative to men, to productive resources, and there is insufficient information about the roles and resources of women and men as access to resources does not only improve the living conditions of women but also increases progress towards a sustainable agricultural development across sectors.

The gender and social inclusion Action Plan is a guiding tool to help in the successful implementation of the FSRP 2 in Sierra Leone. During the project implementation, this Action Plan will focus on gender gaps in agricultural and social inclusion. The importance of this Action Plan is that major inequalities persist between women and men in terms of access to resources that can improve their living conditions through agriculture—particularly access to land and equipment, credit, markets, and advisory and support services. Also, granting women access to productive resources will improve their productivity and contribution to the overall development in the various agricultural sectors over time. Over the past 15 years, women have assumed a growing share of responsibility for agriculture as men and young people have joined the rural exodus. This trend is changing traditional gender roles as women become increasingly involved in farm management, (Schuster, S. and Lambrecht, I. (2017). Gender Roles in Agriculture: Did anything Change? Several factors continue to undermine women's participation in

the economy, including insufficient access to productive resources; low human capital development (inadequate technical education); limited access to markets; a legal framework that renders women dependent on their spouses to access modern financial services; and substantial contributions to the reproductive sphere of their households: for instance social norms that may restrict women's ability to move outside the home, partake in higher income generating activities, child care etc. Equally inimical to the promotion of women's livelihoods including in agricultural value chain are prevalent social norms such as overbearing household chores including child care that may restrict women's ability to move outside the home to partake in higher income generating activities.

It is hopeful that with this Action Plan being put in place, the FSRP 2 will be guided to ameliorate gender gaps in agriculture and inequality, in access to productive resources and participation in decision making that concerns their welfare and development and promote social inclusion in an orderly and comprehensive manner using an inter-divisional, inter sectoral and community-based approach for the successful implementation of the FSRP 2. It will also ensure that no discrimination against persons either because of their gender, age, social status, physical conditions are left out of the project delivery processes and accessibility to benefits. Crucially also in promotion of women's empowerment through the Plan will be a gendered agricultural value chains analysis that will assess where women are working, in which stage (production, processing, retailing, etc), key barriers they face and how they can be linked to better information, markets and opportunities for value addition. In the plan's implementation, a formidable linkage between the PIU and the Implementing Agencies will be forged to ensure effective and non-discriminatory inclusion of beneficiaries especially women in the access productive resources and other opportunities in project operational communities. In doing so, the project must allow several but safe and credible entry points accessible to especially women, youths and physically challenged, starting with the PIU and cascading right across project operational communities.

The world Bank pays serious attention to gender and social inclusion in the implementation of the FSRP, so with the availability of Additional Finance will deepen the implementation of the gender strategy of the program. The emergency interventions will focus on support to the populations most vulnerable, particularly women, youths, persons with disability and children. The parent project acknowledged that there is profound inequality between women and men in Sierra Leone, which ranks 156th out of 162 countries on the inequality index between the sexes (United Nations Development Program, UNDP, 2019). Women rely heavily on agriculture for employment and income but suffer from low access to productive assets, and they have been greatly affected by the current food insecurity crisis. The AF from GAFSP will complement the parent project to address key issues related to gender imbalances, through capacity-building in communities especially in areas where gaps are huge and challenging women and youth empowerment and their livelihoods like seed production and processing, access to gender and youth friendly machineries, entrepreneurship and linkages to markets and

marketing information and improve their food and nutrition security and income-earning opportunities. In the public sector also, the need to promote activities that close gender gaps in women's participation in agriculture as well as leadership capacities to enhance their involvement in decision making.

2.0 PROJECT DESCRIPTION

At the national level, the project will directly benefit 266,200 farming households, with impact on 943,200 direct beneficiaries, of which at least 45 percent (424,440) will be women, 40 percent (377,280) youth, and 5 percent (47,160) vulnerable groups, including people with disabilities. Of the total number of beneficiaries (182,000). During project inception phase, analysis was done to identify barriers and entry points for gender and social inclusion. In addition to gender and youth empowerment being mainstreamed across all interventions in response to analysis conducted at the project appraisal stage, the project will also implement specific activities that target women and youth groups across all components of the project. The project will also benefit institutions involved in the Food and Nutrition Security, Early Warning System (FNSEWS) in the form of training, infrastructure support, relevant equipment, and operational costs. The project aims to also strengthen private sector actors involved in the three selected value chains (rice, cassava, and livestock). These private sector actors will benefit from capacity building and business opportunities through matching grant arrangements. Appropriate beneficiary selection criteria will be developed to ensure that all interventions reach the most marginalized persons in the community; conform to environmental and social safeguard protocols and benefiting private sector actors meet high performing standards. Other benefiting entities will include Farmers' Associations, the Sierra Leone Agricultural Research Institute (SLARI), Njala University (NU), agribusinesses and other public and private sector institutions.

This project will be implemented in all districts in Sierra Leone. However, for respective value chains, the following districts will be targeted:

- i. **Rice:** Bonthe, Port Loko, Tonkolili, Bo, Kenema and Kambia
- ii. **Cassava:** Bonthe, Bo, Moyamba and Pujehun
- iii. **Livestock:** Bo, Moyamba, Koinadugu, Falaba/ Large Runinants: Koinadugu, Falaba

The Project Development Objective (PDO) which is “to increase preparedness against food insecurity and improve the resilience of food system in Sierra Leone” will be achieved through the following five components:

Component 1: Digital Advisory Services for Agriculture and Food Crisis Prevention & Management

This component seeks to take advantage of new information technologies, data sources and service delivery models involving the private sector to provide digital advisory services to address the multi-dimensional nature of Food Security. This component has two subcomponents:

Sub-Component 1.1 - Upgrading Food Crisis Prevention & Monitoring Systems (to be implemented at the regional level); and 1.2 - Strengthening Creation and Provision of Digital Advisory Services for Farmers which is to be implemented at the country/national level.

Sub-component 1.2 - Strengthening Creation and Provision of Digital Advisory Services for Farmers - seeks to increase access to and use of location-specific information relevant to food security by decision makers and farmers via national extension systems. Subcomponent activities will include: (i) capacity building and institutional strengthening activities for hydromet and agromet service providers (public & private) at the national level; (ii) enhancing the national capability to observe hydromet phenomena to supplement regional and global weather data and infrastructure; (iii) development and provision of impact-based forecasting, warning and advisory services to respond to the demands of the agriculture and food security; (vi) support the timely delivery of agro-meteorological information to farmers using multi-modal channels including ICT in partnership with the private sector (telephone companies, agro-dealers, service providers) and civil societies; and (v) support to the development of climate information that can better inform the development of agriculture and risk financing instruments (emergency funds, insurance, derivatives, contingency loans) and cross-border counter cyclical farmer support measures.

Component 2: Sustainability & Adaptive Capacity of the Food System’s Productive Base

This component targets the resilience of agro-sylvo-pastoral production systems allowing small and medium producers, especially women and youth, to sustainably meet their nutritional needs and raise incomes from the sale of surpluses in local and regional markets. This would be achieved through: (i) adapting and adopting technologies, innovation, and knowledge to counter the evolving challenges of the food system; and

(ii) building resilience in food insecurity priority areas through multisectoral interventions including better access to innovation and technologies. The component activities are structured within two subcomponents, including 2.1: Adapting and adopting Innovations and Technologies for Resilient Food Systems (to be implemented at the regional level); and 2.2: Strengthen food security through sustainable practices in targeted areas (to be implemented at the country/national level).

The sub-component 2.2 - Strengthen food security through sustainable practices in targeted areas - which will be implemented at the national level, aims at sustainably improving rural households' food security and their resilience to climate variability in targeted areas. The interventions will cover specific themes including (i) land and watershed restoration; (ii) floodplains restoration; (iii) water mobilization and irrigation development; and (iv) delivery of farm/community level CSA packages of technologies.

Component 3: Market Integration & Trade:

The component's objective is to expand food trade in West Africa to enable an effective distribution of surplus produce to deficit regions and facilitate production and commercialization of agricultural inputs and technologies within and across national borders. This would be achieved through attracting private investment along the region's priority value chains. The two subcomponents into which the component activities are structured include 3.1 - Facilitate Trade across Key Corridors and Consolidate Food Reserve System (to be implemented at the regional level); and 3.2 - Support to Development of Strategic Value chains with integration results of gender analysis (to be implemented at the country/national level).

Under sub-component 3.2 - Support to Development of Strategic Value chains - the project would support the development of up to three value chains, focusing on backward and forward segments of priority staple crops and short cycle livestock value chains, with the potential for tangible positive impacts on regional food security.

Component 4: Contingent Emergency Response Component

The objective of this component is to make resources available to strengthen the response capacity of the Government in case of emergency situations sparked by natural disasters (pests, droughts and floods, pandemic outbreak, etc.) through a synergy of actions. The CERC has been activated under the Crisis Response Window (CRW), which is the AF 1 of the FSRP. The following interventions are supported under this component through the AF1 with defined specific objectives:

To meet the immediate food security needs of vulnerable groups, over a period of 3-6 months:

- i. **Provide food and nutrition assistance to vulnerable households based on fair GBV/SEA/SH sensitive distribution criteria.** Some 20,000-crisis affected vulnerable farm households (approximately 100,000 people) will receive three (3) months of cash transfers. Of these, 75 percent of beneficiaries will be female-headed households. The cash transfer activity will be implemented by the Social Safety Net Project coordinated through the National Commission for Social Action (NaCSA) using existing cash transfer systems (targeting, value provision, and administrative infrastructure). The cash transfers will be based on criteria such as equity, needs, non-discriminatory and unconditional equal access. To ensure a coordinated response to the high fuel and food price crisis, NaCSA will implement this program in coordination with WFP and other partners of national food security and early warning system. Through this scheme, the project will reach to help them meet their immediate food and nutrition needs and minimize the impact on their livelihoods.
- ii. **Provide cash for work to support local food production.** 8,700 smallholder farming households within 158 Farmer Based Organizations will be provided with 60 days of employment in public works, focusing on rehabilitation of critical agricultural infrastructure, particularly that affected by recent floods, including 1,300 hectares of IVS.¹ The program will have two layers of targeting: (a) geographic according to the level of food insecurity in districts; and (b) at the household level, self-targeting of the poor within food insecure communities. The wage rate will be no higher than the market wage for unskilled labor (agricultural daily wage) in different locations. Under this activity, the project with technical support from WFP will also support: (i) deploying 40 power tillers to high performing groups to mechanize land preparation; (ii) fencing 50 hectares of IVS in Falaba district to mitigate conflicts between crop farmers and cattle herders; (iii) upgrading of 15 Farmer based organization (FBO) stores and rehabilitation/construction of 15 drying floors to improve post-harvest management; and (iv) restoring degraded water catchment areas through planting 25,000 economic trees.
- iii. **Support school feeding to prevent the deterioration of nutrition status of children.** The AF will support school feeding in crisis affected districts to enhance

nutritional levels of the children from deprived homes. WFP will be the main implementing partner, working in close partnership with the School Feeding Secretariat which is responsible coordination, quality assurance, monitoring, and reporting. WFP will procure and deliver in-kind food assistance to 120,000 children attending public primary schools in 34 chiefdoms in Karene, Kenema and Bonthe districts, shown to be among the most food insecure by the 2020 *Comprehensive Food Security and Vulnerability Analysis*. All actors involved in the school feeding programme (WFP) - for in-kind food assistance; School Feeding Secretariat - for provision of coordination, oversight, monitoring and reporting responsibilities; School Management Authorities - for ensuring adequate and quality food and report on activities of caterers; Caterers - for facility level preparation and service of quality and adequate food to school children) - will sign and adhere to the project code of conduct for service providers. The code of conduct among other things will ensure fair distribution of benefits and protection against abuse. With this support, targeted schools will prepare and serve daily hot meals, ensuring that they meet 30 percent of their daily nutritional needs, increasing attendance, retention, and educational attainment. The program will finance WFP to procure 320 Metric Tons (MT) of rice locally for the first term, and 1,400 MT internationally for the second and third term. Some 420 MT of pulses, 140 MT of vitamin-A fortified vegetable oil, and 70 MT of iodized salt will be procured internationally.

To boost local production of a diversified basket of food, over a period of 24-36 months, the project will:

- i. **Finance procurement of agricultural planting materials and inputs, organize advisory services and technical training to restore the productive capacities of crisis affected farm households.** Some 30,000 farming households will be supported, focusing on improved tolerance to climate-related stress and short duration crops to maximize the 2022/2023 cropping season. The beneficiaries will include about 3,000 recent flood affected households. The intervention will support the delivery of 4,000 tons of fertilizers and soil amendments and 3,000 tons of improved short duration seeds, as technology packages, to cultivate 30,000ha of priority crops (particularly rice) through the e-Voucher scheme. Crisis affected farmers will be supported to cultivate 10,000 ha of bio-fortified cassava and orange flesh sweet potato varieties. The AF will also finance expanded access to mechanization services for land preparation and harvesting, through machine ring operators, as well as other production support services, including support for

agricultural extension services (using the e-extension platform where accessible). The delivery of high-yielding short-duration varieties of target crops would help farmers to take advantage of rains and residual moisture in the floodplains in raising a successful second crop. This will help restore productive capacity, boost crop yields, and improve food security in the medium-term.

- ii. **Promote the cultivation of high nutrient crops such as legumes (groundnut, cowpeas, and soybeans) and vegetables in crisis-affected communities,** particularly those severely affected by recent floods. Beneficiary farming households and FBOs will be supported with simple tools for land preparation, and technology packages comprising early maturing seeds, and organic and inorganic fertilizers and pesticides, aiming to cultivate 850 ha of groundnuts, 155 ha of soybeans, 400 ha of cowpeas, and 2,000 ha of vegetables. 2 tons of assorted onion and vegetable seeds will be procured, in addition to some 2,000 tons of dung through local service providers. Five (5) solar water irrigation pumps for large-scale vegetable production during the dry season will be installed, focusing on the production of onions and other assorted vegetables through female farmer groups. With technical assistance from FAO, the project will finance: (i) training in climate smart practices including organic production system and integrated pest management systems and strategies; (ii) capacity strengthening of farmers, marketing cooperatives, and aggregators to foster linkages among value chain actors and smoothen markets, through establishing two regional agricultural business platforms to bring together smallholders and the private sector; and (iii) nutrition education to improve production and consumption diversification.

To create and rehabilitate resilience-enhancing productive assets, over a period of 24-36 months, the project will:

- i Provide targeted beneficiaries in food insecure districts with grants to acquire assets such as labor-saving small farm implements and tools to enhance productivity, and in-kind support to own and rear livestock as sources of alternative livelihoods. The sub-component will emphasize the integration of climate-smart practices across the supported interventions to ensure sustainability and build climate resilience. With technical assistance from FAO, the project will support vulnerable farm households in short cycle livestock production, particularly in backyard poultry, small ruminants (sheep and goats), piggery and aquaculture production. These will internalize previous lessons learned and be provided as in-kind support to broaden income sources

of the farm household, improve capacity to manage shocks and improve household nutrition. This will include support to produce 250,000 six-weeks-old chicks of improved breeds of cockerels to benefit 5,000 farm households for backyard poultry that would also improve local breeds. About 8,000 small ruminants (sheep and goats) with improved climate-resilient breeds will be procured and distributed to 2,500 vulnerable farm households, who, in turn, will be required to pass on the progeny as gifts to subsequent sets of beneficiary households. Beneficiaries will also receive technical assistance to construct appropriate housing for the livestock and support initial feed needs (20 tons) and veterinary products aimed at improving livestock health and husbandry.

Sub-Component 4.1: Support to Implement Government's Quick Action Food Security Response Plan

The reallocation into this new sub-component responds to GoSL's request for the activation of the CERC to address the short- and medium-term implications of the global food, fertilizer, and fuel price crisis for the country by improving access to food and strengthening agricultural production, particularly for food insecure districts and smallholders. This subcomponent proposes to meet the immediate food and nutrition needs of acutely food insecure agricultural households and communities identified for support through the Government-led targeting process.

Component 5: Project Management

This component would finance project management costs of the PIU to be established within the National Development Partner Project Coordinating Office (NDPPCO) for staffing, monitoring, and evaluation, including project technical audits (as needed) and mid-term and end-project evaluations, safeguards, financial management, procurement, and training as well as cover any costs related to the setup of a grievance redress mechanism. The component will also support advocacy, knowledge exchange and partnerships for sustainable agriculture and food systems resilience.

The GAFSP Additional Financing

The program has also received additional funding through the Global Agriculture and Food Security Program (GAFSP) to scale interventions mainly under component 2 with little administrative support under component 5 of the FSRP. The Program Development Objective of the main FSRP is maintained for this AF. Interventions are supported to be implemented in six selected districts (Pujehun, Moyamba, Port-Loko, Tonkolili, Kambia,

Koinandugu), focusing on vulnerable households and communities. See details of the planned interventions below:

Subcomponent 2.1: Consolidate Regional Agricultural Innovation System -Under this sub-component, the GAFSP grant will fund the scale-up of interventions to enhance the delivery of agricultural extension services to farmers and other economic operators in the agricultural value chains. This activity will contribute to the strengthening of the agricultural extension system with additional equipment and staff training to enhance the capacity of the Ministry of Agriculture and Food Security (MAFS) to deliver extension services. It will (i) support the review and strengthening of the current extension system to enhance extension service delivery through the use of digital platforms, with private sector participation, to significantly increase the reach, impact and cost effectiveness of the county's extension system; (ii) expand the space for innovative technologies and digital techniques in the delivery of agricultural advisory and other services; (iii) support the operational needs of the field extension staff through skills development, provision of relevant technology and digital tools; (iv) promote private sector participation in the delivery and operation of the recently launched MAFS e-extension system to ensure sustainability; and (v) provide logistical and mobility support (like motorbikes) to frontline extension staff to enhance field operation and monitoring. The core beneficiaries of this sub-component will be the extension staff of MAFS at national and district level, private service providers and farmer-led facilitators.

Key Activities: To deliver this sub-component, the following scale-up activities will be financed: (i) further develop and regularly update agricultural extension portal to which the farmer knowledge library (Interactive Voice Response (IVR) system) and the Call Center (operated at MAFS) will be linked. The e-extension portal will digitize and store all extension messages and information for easy access, including producing and disseminating documentary videos of improved agricultural practices and technologies; (ii) provide Technical Assistance in reforming agricultural advisory practices towards greater use of digital systems; (iii) provide training to district extension staff and specialists on extension services to farmers and monitoring of field-based production activities using appropriate digital systems and tools; (iv) provide support for the training of farmer-based facilitators on new extension tools; (v) procure electronic devices to support data collection, reporting, and knowledge management and dissemination; (vi) support the operationalization of the MAFS e-extension system, as a key extension delivery tool, through the provision of training on effective farmer engagement, provision of smart android devices for call response, and the provision of incentives for IVR and Call Center operators (especially the volunteers until MAFS

finalize the regularization of their employment by GoSL); (vii) facilitate engagements with the private sector and Telecoms in leading the delivery, operation and management of the digital tools for sustainability; (viii) support to operationalize the IVR system to provide ready-to-go information to farmers 24/7. This support will include IVR licenses and hosting renewal and maintenance, awareness raising and sensitization through radio adverts and TV talk shows, community meetings, newspapers publications, etc.; and (ix) engage National Federation of Farmers of Sierra Leone (NaFFSL) to work with farmers through the commodity platform approaches for adoption of best farming practices and commitment to improving production.

Sub-component 2.2: Strengthening Regional Food Security through Integrated Landscape Management (ILM) - The AF will scale up interventions of the parent project that promote climate-smart and nutrition-sensitive agriculture practices, technologies and interventions. It will scale-up FSRP interventions towards the development of ILM technologies, focusing on communal lands to strengthen the natural resource base in a sustainable way while promoting appropriate climate-smart agricultural practices and technologies in the context of the support for the cultivation of rice, cassava, and vegetables through the supported e-voucher program. This support will increase the target of FSRP's ILM intervention in the IVS by 8,000 ha.

Key Activities: To deliver this, the GAFSP AF will provide additional support for financing stakeholder mobilization and awareness raising for participatory integrated communal landscape planning and management, including the establishment, or strengthening of the functioning of local committees to lead the implementation. This will be led by civil society groups/NGOs who will facilitate participatory work for planning on communal land. Foreseen investments include (i) civil works for improved soil and water management (rehabilitation/development of 7,000 ha IVS, lowland and bolilands (seasonal hydromorphic swamps) through the rehabilitation and improvement of weirs, dykes, bunds, water harvesting and erosion control structures, and 1000 ha of small-scale and efficient irrigation systems, etc.) on communal lands (cultivated by smallholders) identified through participatory landscape planning; (ii) training community youth contractors, farmers, and engineering staff in IVS rehabilitation and improved water management practices; (iii) establishing and training Water User Associations (WUAs) and Land User Associations (LUAs) for sustainable management of water catchment and irrigation systems, and lowland ecologies respectively who will ensure that all community members have equal access to the developed lands; (iv) training to major farmers and WUA and LUAs' members on CSA and agronomic practices, and (v) investments in the deployment and adoption of CSA packages that respond to current

and projected impacts of climate change and intend to maximize productivity and climate resilience, as well as environmental co-benefits (including greenhouse gas emissions reduction) with focus on improved soil and water management, integrated nutrient management (including preparation and application of organic fertilizers), increased input-use efficiency.

The GAFSP AF will also augment the productivity enhancing support to farmers through private sector delivery using the e-voucher system. This includes, inter alia, support for (i) CSA packages such as high-yielding, early-maturing, and drought-resistant, acidity and salinity tolerant genetic material; and (ii) environmentally friendly practices for agricultural intensification including organic fertilizers, liming to minimize soil acidity and enhance fertilizer use efficiency, training on fertilizer use efficiency, biological plant pest and disease control, etc. The AF will also pilot the improvement of community vegetable gardens (5-10 ha each) into modern community vegetable gardens for vulnerable women (including persons with disability) in 20 vegetable growing areas in the project intervention zone to diversify their production and enhance household incomes and nutrition. Under the community garden scheme, the AF will finance, among others (i) pressurized water management technologies to modernize production systems, with associated investments such as on-farm water storage tanks, on-farm drip or sprinkler irrigation equipment, greenhouse and vertical farming with appropriate digital enhancements, fencing, solar energy system and pumps (to promote green energy use); (ii) training of women vegetable gardeners on modern vegetable farming as well as on the operation and maintenance of the financed irrigation equipment to ensure its sustainability; (iii) training the women groups on business facilitation and market development; and (iv) facilitation of productive partnerships with agribusinesses downstream the vegetables/horticulture value chains to guarantee access to high value vegetable markets. Scaled up private sector investments are expected in areas of the vegetables/horticultural value chains that will enhance the efficient use of the precision irrigation infrastructure, product quality improvement (towards meeting global standards) and in market development. This activity will be implemented with Technical Assistance from FAO, as key implementing partner, in association with business development services providers.

Moreover, the AF will promote nutrition-sensitive practices for vulnerable groups through a variety of activities, including the support for training and establishment of homestead/kitchen and community vegetable gardens for a subset of beneficiaries, support to women groups to establish horticulture value chains to expand the supply of nutritious food in the country (as described above), capacity-building in MAFS and other institutions, and information campaigns for rural families to grow, purchase and

consume more nutritious food and increase dietary diversity. Prioritized value chains for support under the AF include rice, biofortified cassava, beans (cowpeas), soybeans, groundnuts (peanuts), orange flesh sweet potatoes and vegetables. The sub-component will also support behavioral and communication campaigns for consumer acceptance of nutritious diets, especially the biofortified crops.

The AF will also finance the increase in the productive capacities of 18,000 eligible vulnerable farmers to enable them to engage in continued production of key staple foods in the short-medium term (6-24 months), to complement the emergency response interventions of FSRP to alleviate the impact of the food crisis in Sierra Leone. The project will finance: (i) procurement and distribution of improved seeds and planting materials, with a focus on key food crops and vegetables through private sector delivery using e-vouchers cultivate an additional 9,000 ha of land for rice (5,000 ha), bio-fortified cassava (2,000 ha) and sweet potatoes (1,000 ha orange flesh variety) and vegetables (1,000 ha for female producer groups mainly); and (ii) provision of requisite organic inputs (organic fertilizers and bio-pesticides) and advisory services in support of improved productivity and production system resilience to climate change.

Project Institutional Arrangements

Project Management Unit (PIU) – The overall day-to-day management of the project will be carried out by the PIU established within the Ministry of Agriculture and Forestry’s National Development Partners Project Coordinating Office (NDPPCO). The PIU in the NDPPCO shall consist of the following personnel: (i) Project Coordinator, (ii) Financial Management Adviser/Specialist, (iii) Monitoring and Evaluation Specialist, (iv) Procurement Specialist, (v) Data Analyst, (vi) and (vi) an Environmental and Social safeguards unit with 3 specialists: an Environmental Specialist, Social, and Gender-based violence (GBV) Specialist.

Project Steering Committee (PSC) – A Project Steering Committee (NPSC) will be established to provide policy guidance and oversight. The Steering Committee will be responsible for: (i) approving the annual work plans; (ii) approving the annual procurement plan; and (iii) reviewing progress in the implementation of the work plans and other aspects of project performance, including taking responsibility on fiduciary oversight responsibilities; and (iv) ensuring that there is policy and implementation coordination, not only between sub-components of the project but also among all the project implementing institutions. The Minister of Agriculture and Forestry, as the key sector ministry, will chair the NPSC which will comprise relevant officials from the other sector ministries and the state and non-state institutions involved in project implementation.

2.0 Implementation Arrangements

Some of the project's activities will be executed in partnership with public sector implementing agencies. The NDPPCO will sign Memoranda of Understanding and output agreements with those entities as Project Implementation Agencies. Component 1 will be led by the Sierra Leone Meteorological Agency (SLMet), Component 2 by MAF, Component 3 by the Directorates and agencies under Ministry of Trade and Industry, in partnership with MAFS. Implementation arrangements will be detailed in the PIU. Additionally, Sierra Leone's culture is male dominated and FSRP beneficiary regions are no exceptions thereby as communities within these regions are mostly characterized by:

- Wife inheritance to have access to deceased properties, forced and early marriage of girls is a common cultural practice, and that women and girls do not freely participate in public consultations.
- School enrolment and retention rates among girls in target communities are still low due to domestic responsibilities, child marriage, teenage pregnancy, lack of money to basic, long distances to schools, and lack of sanitation facilities and supplies among other factors up until now that there existing acts and laws which need to be cascaded to rural communities.

3.0 DEFINITION OF KEY CONCEPTS

This section provides a brief explanation of some key concepts as they relate to this write up. These include Gender issues, Gender-gaps specific to agriculture, youth issues, productive resources, participation in decision making and PWDs.

Gender Issues: Gender issues include all aspects and concerns related to women's and men's lives and situation in society, the way they interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions, and policies.²

Gender Gaps in Agriculture: No blueprint exists for closing the gender gap, but some basic principles are universal: governments, the international community and civil society should work together to eliminate discrimination under the law, to promote equal access to resources and opportunities, to ensure that agricultural policies and programs are gender-sensitive, and to make women's voices heard as equal partners for sustainable

development. Achieving gender equality and empowering women in agriculture is not only the right thing to do. It is also crucial for agricultural development and food security.

Productive Resources: Productive resources are the natural, human, and capital resources used to make goods and services.

In the case it means access to land, machinery, skills, finance etc. for women's unequal participation with men in the agricultural sector.

Youths: The United Nations, for statistical purposes, defines those persons between the ages of 15 and 24 as youth without prejudice to other definitions by Member States.", But in the Sierra Leonean Context and this write up considers a youth as someone between the ages of 15- 35

Participation in Decision Making: Participation in decision making is the opportunity for an individual to provide input into the decision-making process related issues that affects that individual, when they have a say for instance in their choice of quantity of land/ ecology and crops they want to cultivate, and their contributions in making decisions that affect the nature of work are valuable and leads to positive actions, this alone makes them feel empowered.

People with Disability: Disability is the experience of any condition that makes it more difficult for a person to do certain activities or have equitable access within a given society because of being physically challenged. Disabilities may be cognitive, developmental, intellectual, mental, physical, sensory, or a combination of multiple factors. But for this write it is limited to being physically challenged

4.0 LEGAL AND POLICY FRAMEWORK

This Gender Gaps and Social Inclusion Action Plan is prepared in line with the national laws of Sierra Leone and international laws especially the World Bank Environmental and Social Standards (ESSs), specifically ESS1, ESS2, ESS4 and ESS10 and World Bank Good Practice Notes on Gender and Social Inclusion.

National laws and Strategies - Detailed in Table 1 below

Table 1: Related National Laws and Strategies

#	Relevant Laws and Strategies	Purpose
1.	Constitution of Sierra Leone:	The Sierra Leone Constitution (1991) Section 15 of the Constitution guarantees fundamental Human Rights of the individual irrespective of sex. In the area of protection from violence, Section 15(a) of the Constitution provides for the right to life, liberty, and security of person, while Section 20 stipulates that no person shall be subject to any form of torture or punishment or other inhuman or degrading treatment. These constitutional provisions constitute the basis for government to formulate and implement appropriate policies, acts and strategies/programs that especially protect and promote the rights of women, children and disabled; safeguard them against violence and abuse; and promote their socio-economic development.
2.	Gender Equality and Women's Empowerment (GEWE) Act enacted in 2022	Under this Act, GEWE act aims at mainstreaming gender into all development and political processes in Sierra Leone to promote the livelihoods and social protection for women, men, boys and girls for sustainable peace and economic growth. The act emphasizes on ensuring equal opportunities for all sexes to attain senior positions in the workplace, and equal access to productive resources and capacity building training opportunities.
3.	Sexual Offences Act of 2012	Delineates actions that constitute sexual offences, including rape, indecent assault, sexual harassment, incest, indecent exposure, prostitution, and child pornography – most of which are considered in the Action Plan.
4.	Persons with Disability Act of 2011	Defines and categorises persons with disability, prohibits discrimination against persons with disability, and provides for equalization of opportunities for persons with disability.
5.	Registration of customary Marriage and Divorce Act, 2009 (Act 05)	Provides for the registration of customary marriages and divorces and for other related matters. Protects girls from forced marriage and makes provision for 18 years as the minimum age for customary marriages and requires the consent of both parties.
6.	The Child Right Act of 2007	It identifies the Rights of Children as well as their responsibilities, protecting children from being dehumanized and violated. The Act consolidates the age of a child, defines the age limit, looks at issues of early marriage and child neglect among others.
7.	The Anti Human Trafficking Act of 2007	The Act criminalizes the use of human transaction for their individual gainful use when moved from one place to another, without the consent of the person being used. In most cases people are being taken for prostitution; labor, under the guise of helping the development of the individual when their intention is clearly to make money. The most vulnerable groups that suffered from this are women and children. In Sierra Leone, women are being used for prostitution, while the bulk of children are being taken from the provinces for the sole purpose of using

#	Relevant Laws and Strategies	Purpose
		them for petty trading, prostitution amongst others, deceiving the parents and the children that the children are being taken for schooling.
8.	Domestic Violence Act enacted in 2007.	It defines, criminalizes, and prescribes penalties for actions that constitute domestic violence in domestic relationship i.e., between couples and partners, parents and children and other family members. It seeks to address the high incidence of domestic violence in Sierra Leone which sometimes results in death.
9.	Devolution of Estate Act of 2007	An Act to provide for surviving spouses, children, parents, relatives, and other dependents of testate and intestate persons and to provide for other related matters.
10.	National Gender Strategic Plan (2010-2013)	The Strategic Plan provides a framework for the implementation of all gender-related programs in Sierra Leone with special focus on women's advancement and gender equality. The Strategic Plan mainly focuses on the issues of capacity building, management, and oversight; women's participation in governance; sexual and reproductive health rights; research, documentation, and IC; women's empowerment; and gender budgeting and accountability
11.	Persons with disability Act 2011	This act ensures the formulation and development of measures design to achieve equal opportunities for persons with disability by enduring as far as possible that they obtain education and employment and participate fully in sporting, recreational and cultural activities and are afforded equal access to community and social services

Table 2: National Policies

1.	National Youth Policy (NYP) of 2003	The NYP seeks to catalyze widespread action on youth development across five priority areas including education; employment and entrepreneurship; youth leadership and development; health, fitness, and sports; and social justice.
2.	Gender in Agriculture (GiAP) Policy of 2020	This is a guiding document with a strategic framework for action to influence and support the integration of gender issues in agriculture policies, strategies, projects, and program.

Table 3: World Bank Group Policy

1.	World Bank Group Gender Strategy (FY16-23): Gender Equality, Poverty Reduction, and Inclusive Growth	To achieve sustainable development, the international communities to advance gender equality. In September, with the adoption of the Sustainable Development Goals (SDGs), UN Member States committed to a renewed and more ambitious framework for development. This agenda, with a deadline of 2030, emphasizes inclusion not just as an end in and of itself but as critical to development effectiveness. At the
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		center of this agenda is the achievement of gender equality and empowerment of all women and girls (SDG 5).
2.	World Bank Group Gender Policy	The WBG's work on gender is an ambitious and shared commitment across the institution. In 2022, the Bank launched the year-long Accelerate Equality initiative, which explores the progress made and lessons learned over the last 10 years in closing gender gaps and promoting girls' and women's empowerment.

Table 4: International Policies and Conventions

1.	Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) of 1988	CEDAW is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girl's equal rights
2.	Beijing Platform for Action	Is an action for advancing Women's rights and gender equality world-wide. It is a visionary agenda for the empowerment of women
3.	FAO's gender equality policy	The goal of this policy is to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. Clear synergies exist between FAO's mandate and its gender equality goal and objectives.

5.0 RELEVANT WORLD BANK ENVIRONMENTAL AND SOCIAL STANDARDS (ESS)

The ESS contains environmental and social standards that borrowers must apply to all projects for the projects to be sustainable, non-discriminatory, transparent, participatory, environmentally, and socially accountable as well as conform to good international practices. The relevant World Bank Environmental and Social Standards for the Gender, Gender-Based Violence, Sexual Exploitation and Abuse and Sexual Harassment Action Plan for the FSR Project include:

ESS1: Assessment and Management of Environmental and Social Risks and Impacts.

These standards place the responsibility of ameliorating the environmental and social impacts of a Bank-financed project on the borrower. Specifically, the objectives are to:

- identify, evaluate, and manage the environment and social risks and impacts,
- anticipate and avoid risks and impacts,

- minimize or reduce risks and impacts to acceptable levels where avoidance is not possible,
- mitigate, compensate, or offset where significant residual impacts remain,
- adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project.

It encourages utilization of institutions, systems, laws, regulations and procedures in the assessment, development, and implementation of projects, whenever appropriate.

ESS 2: Labor and Working Relations. ESS2 recognizes the importance of these in the pursuit of poverty reduction and economic growth. It requires management to:

1. treat workers fairly and provide them with safe and healthy working conditions to enhance the development benefits of projects,
2. to protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate and
3. to provide project workers with accessible means to raise workplace concerns specific to objectives of ESS 2.

ESS 4: Community Health and Safety. ESS4 addresses the potential health, safety, and security risks and impacts of projects (resulting from project activities, equipment, and infrastructure) on project-affected communities. It places a responsibility on the Borrower to:

- avoid or minimize such risks and impacts, with particular attention to people who, because of their circumstances, may be vulnerable,
- anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both routine and non-routine circumstances,
- promote quality and safety, and considerations relating to climate change, in the design and construction of ... to ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities.

ESS 5: Land Acquisition, Land Use Restrictions, and Involuntary Resettlement.

ESS5 recognizes.

- i. that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition¹ or restrictions on land use
- ii. may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), or both. This could be more devastating for women headed households.

ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources has a component to support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities. Women need to be equally and actively involved in processes to conserve and sustainably use biodiversity because they play critical roles as primary land managers and resource users and they face disproportionate impact both from biodiversity loss and gender blind conservation measures.

ESS 10: Stakeholder Engagement and Information Disclosure. This ESS places a premium on open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Its specific objectives are:

1. to establish a systematic approach to stakeholder engagement that will help identify stakeholders and build and maintain project affected parties.
2. to assess the level of stakeholder interest and support for the project and to enable stakeholders ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner and format.
3. to provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow Borrowers to respond to and manage such grievances.

6.0 Technical Guidance Documents

The formulation of the Gender Gaps and Social Inclusion Action Plan was also greatly informed by the following documents:

The World Bank Gender and Development Policy Framework- A Guidance Note. The main objective of this guidance note is to clarify management's position that the Bank's gender policy framework is wider than OP/BP 4.20 and that project level entry points for integrating gender issues are triggered by various factors. The guidance note therefore pulls together in one place the various strands of bank policy that has a gender focus.

ILO Convection on Harassment (ILO C190). This aims to eliminate workplace violence and harassment and redefines a future of conducive work environment based on dignity, respect, devoid of violence and harassment. It recognizes that violence and harassment in the work environment can constitute a human rights violation or abuse, is a threat to equal opportunities and is unacceptable and incompatible with decent work.

FAO Gender. 'Why is gender equality and rural women's empowerment central to the work of FAO?' FAO recognizes that rural women and men, together, hold the keys to end hunger, malnutrition, and poverty. Rural women and girls are recognized as agents of change and resilience builders. Across low-income countries, women make up 48 percent of agricultural employment. As agricultural producers, farm managers, processors, traders, wage workers, entrepreneurs, and community leaders, they fulfil important roles across agrifood value chains, and in the management of biodiversity and natural resources, such as land and water. Therefore, the need to close any gender gap restricting their access to productive resources.

FAO Gender and Food Loss in Sustainable Value Chain: This guiding note by FAO aims to conceptualize and raise awareness on the nexus between gender equality and food loss while offering practical guidance on and tools for integrating gender concerns into the carrying out of food loss case studies and the planning and implementation of reduction strategies and interventions. By overlooking the importance of gender dynamics and operating gender-blind, food loss reduction may be less effective and even exacerbate gender inequalities along the food value chain.

World Bank Good Practice Note: It also prioritises the importance of building on national, district and community levels' knowledge through stakeholder engagement and continuous monitoring and learning. This document is included in the references.

World Bank's Living Standards Measurement Study-Integrated Surveys on Agriculture (LSMS-ISA): g in this study, gender gaps in agricultural productivity are considerable, ranging from almost 11 % - to 28%. Other studies using comparable methodology have generated similar findings for other countries with gender gaps in agricultural productivity, ranging from 8% to more than 30% and gave multiple sources of constraints in agricultural gender gaps key among which has to do with women's lower access to productive resource in agriculture e.g. agricultural inputs.

Developing Gender Sensitive Value Chains. 'A guiding framework': This manual is used for facilitating the systematic integration of gender equality dimensions into value chain development programs and projects. Gender equality dimensions often remain overlooked in value chain development interventions. Consequently, there is a risk of perpetuating existing gender inequalities and, in turn, undermining the efficiency of targeted value chains, it provides a framework and specific tools to support practitioners in designing, implementing, and monitoring gender-sensitive value chain programs.

Gender Roles in Agriculture: Did anything Change? This is a USAID report which discusses issues around gender myths and the reality in agriculture in Ghana and the differences between male and female involvement and access to productive resources. It also discusses the share of adults in rural areas who depend primarily on agriculture for their livelihoods, and that women still provide more unpaid farm labor than men.

7.0 THE NEED TO REDUCE GENDER GAPS

To achieve sustainable development, national and international organizations are strongly advancing on gender equality. With the adoption of the Sustainable Development Goals (SDGs), UN Member States committed to a renewed and more ambitious framework for development. This agenda, with a deadline of 2030, emphasizes inclusion not just as an end but as critical component effective development. At the center of this agenda is the achievement of gender equality and empowerment of all women and girls (SDG 5).

In addition to governments, the private sector is increasingly committed to reducing gaps between men and women not just because it is the right thing to do, but because it makes business sense. Gender equality is also central to the World Bank Group's own goals of

ending extreme poverty and boosting shared prosperity in a sustainable manner. No society can develop sustainably without transforming the distribution of opportunities, resources and choices for males and females so that they have equal power to shape their own lives and contribute to their families, communities, and countries. Promoting gender equality is a smart development policy.

Women and men are constrained in accessing agro chemicals, but women are especially constrained by their relative lack of access to inorganic fertilizers, which must be purchased in the marketplace. Rather, they tend to rely more on organic fertilizers, which are usually produced by livestock owned by households, and this is more for vegetable cultivation, as this is mostly the main crop of most Sierra Leonean women. To get them diversify their crops to cash or economic crops which are more financially rewarding certain gender gaps need to be closed to empower them enhance their livelihood. While organic fertilizers have beneficial effects for soil quality, women's over-reliance on this input reduces the productivity of their plots compared to the plots of men, who may use chemical fertilizers.

8.0 ENVISAGED GENDER AND SOCIAL INCLUSION CHALLENGES

With all the concerns raised by international and national governments, backed with the private sector in increasingly their commitment in reducing gaps between men and women, agriculture inclusive, is not just because it is the right thing to do, but because it makes business sense. Gender equality is also central to the World Bank Group's own goals of ending extreme poverty and boosting shared prosperity in a sustainable manner. No society can develop sustainably without transforming the distribution of opportunities, resources and choices for males and females so that they have equal power to shape their own lives and contribute to their families, communities, and countries. Promoting gender equality is a smart development policy.

Notwithstanding this, community members especially women and children within beneficial communities have grown up in a culture dominated by patriarchal type of leadership with men in the helm of affairs majority of whom who think women should not lead, take decision, and have access to certain resources. Therefore, the safeguards team of the Project will ensure that gender and social inclusion issues are keen right across project implementation and ensure project PIU and all implementing partners adhered to this either for participation in training/ recruitment, task assignment, decision making in the project implementation processes may discriminate against women, youths and persons with disabilities should not be discriminated against.

9.0 OBLIGATION FOR SOCIAL INCLUSION BY CONTRACTORS' /SUPPLIERS' /CONSULTANTS' AND IMPLEMENTING PARTNERS

To ensure gender, youth and social inclusion is mainstreamed in all aspects of the FRSP, the Project will ensure that Contractors, Suppliers and Consultants who engage in major contracts sign a compliance commitment to:

1. Go through the procurement and bidding processes with the understanding that they must satisfy the requirements of mainstreaming gender, youth and social inclusion in their implementation;
2. Sign the Codes of Conduct prepared by the PIU before the contract documents are completed and signed by the parties;
3. Sensitize and train their management and workers on the importance of gender, youth and social inclusion compliance of the FSRP;
4. Agree to participate in the grievance mechanism of the FSR Project as entry points for reporting of gender, youth and social/staus discrimination cases;
5. Ensure that the engagement and treatment of their workforce according to Sierra Leone's Labour Act and other relevant legislations;
6. Ensure that the protection, safety, security and confidentiality of workers are protected;
7. Desist from employing minors as workforce;
8. Procvide protective clothing and ensure timely and regular payment of fair wages/salaries to workers;
9. Provide water, sanitation and hygiene facilities at work sites for women and men;
10. Report to the assigned Safeguards personnel when the case is resolved for onward logging by the Grievance system.

10.0 Awareness Raising and Community Stakeholder's Engagements

The PIU will develop and lead the implementation of awareness creation, sensitization and education strategy on gender and youth mainstreaming and social inclusion and targeting key stakeholders as audience. The audience will include all Project Communities, particularly women, men, girls, youth, children, and persons with disabilities; identified GBV Service Providers on and off project sites; Project Staff and related MDAs' staff; District Councils' officials; CSOs, CBOs, FBOs, NGOs; Traditional, Religious, and other Opinion Leaders; and the general public. Key elements of the strategy will include the following:

11.0 Design, Development and Dissemination of IE&C Materials for the need for gender and youth mainstreaming

The PIU will develop IEC materials such as posters, brochures, stickers, flyers, banners to communicate strategic and contextual messages to the target audiences. The materials in English and local languages will be used as tools during stakeholders' engagements such as community durbars, town hall meetings and mass sensitization and education outreach campaigns in communities. Besides, these materials will be displayed at strategic locations within the communities, at District Councils' premises, community centers and the PIU office premises.

12.0 Social media platforms for interaction between Project Staff, Project Contractors. Implementing Partners and the Public

Develop and design Gender, Youth and Social Inclusion discrimination prevention and Response messages at various social media platforms to be used by the project e.g., Twitter, Facebook, WhatsApp, SMS, Instagram, and radio talk show.

13.0 Publication of Available Services in Project Communities

Provide available inventory of all project interventions by service providers to beneficial communities as well as accessible systems of reporting any grievances due to marginalization and or discrimination in accessing program facilities by beneficiaries

14.0 Use of Community FM Radio Dialogues

The Project will identify strategic communication partners in the community FM stations and Community Information Centers (CICs) for talk shows aimed at disseminating crucial information to community leaders, service providers and the public. It will also use town criers in communities to make announcement where radio FM and community radio stations cannot reach.

15.0 Film Shows/Documentaries

The communication team shall leverage on existing or produce short films and documentaries on the activities of gender, youths, and disable people who are actively

into agricultural activities across various value chains and use them as tools for public sensitization and moral booster for hard work through mobile community television and radio stations.

16.0 Formation and Engaging Community Gender and Youth Taskforces/Committees

Identify and train Gender and Social Inclusion taskforce/committee members to be actors of change in their communities, and to ensure gender and youth inclusion in FSR Project implementation.

17.0 Training and Capacity Building for Project Actors

Training manuals will be developed by the PIU and used for delivery of training and refresher trainings to guide gender and social inclusion issues as specified in the Gender Gaps Action Plan. These trainings will target Project team, implementing partners and community members.

The FSRP 2 Project Team will be trained on mainstreaming gender, youth, and social inclusion by undertaking training and advocacy in the following:

- The status quo of gender and youth concerns, and what need to be done for Sierra Leone to feed itself;
- Training of women and youth seed dealers and their outgrowers in quality seed production, processing and storage ;
- Training on gender concepts and tools for gender analysis, the relevance of social inclusion and to enhance gender and youth mainstreaming in agriculture and food system analysis;
- Screening of women and youth interventions in the FSRP 2;
- Identify the country, gender and youth specific interventions for the FSRP 2;
- Training on why crop diversification and gender issues to bridge the gender inequalities in agrifood systems to bridge the gender and youth challenges in agriculture;
- Value addition through training in post harvest processing, storage, packaging and labelling
- Sensitive Gender Budgeting;
- Monitoring, assessment and reporting of gender and social Inclusion concerns;
- Assess annual gender and social inclusion outcomes of the project;

- The relevance of gender and climate change and the use of climate smart agricultural practices: improves seeds, irrigation and water and crop management
- How to support gender equality in the prevention and management of agricultural and food crisis;
- Tools for gender integration and analysis.

18.0 Establish Collaboration and Networking with Partners in the agricultural, gender, youth, and social domains.

The safeguards Unit of the PIU will establish a sustainable network and working relations with other developments actors in the agriculture, livelihood, gender, youth, and vulnerable groups to develop synergy, share experiences, learns lessons of best practices. Through exchange/ working visits, online meetings, WhatsApp groups, undertaking of joint activities be it trainings, monitoring etc. These actors could be MDAs, non-governmental and international organizations working in Sierra Leone, or in their home countries.

19.0 Knowledge Generation, Management and Communication

The PIU is open to learning for the successful implementation of the FSRP 2 in Sierra Leone, thus the PIU through the Gender, Social Safeguards and Environmental Specialists and in collaboration with sister projects of the Ministry of Agriculture and other stakeholders will document experience, knowledge and lessons gained from applying the rubrics of gender and youth mainstreaming tool, and the principle of social inclusion in project implementation and assess how this will positively affect project outcomes. Therefore, this gender action Plan, once approved by the bank, it will be disseminated among project implementing partners and beneficiary communities. This will enhance regional, national and district level knowledge exchange activities on gender, well as act as a blueprint to ensure national policy implementation.

20.0 Monitoring, Assessment, Evaluation and Reporting

The Project Social Safeguards, Environmental and Gender Specialists at the PIU, Focal Persons at Community level will oversee the monitoring of this the gender and social inclusion at all levels of project implementation. Detailed M&E indicators against which results of the project gender and social inclusion activities will be measured will be developed. Regular monthly monitoring of progress on gender, youth, and social inclusion mainstreaming within the project communities and activity sites will be done. Monitoring activities will focus on areas such as compliance with relevant policies,

regulations principles, code of conduct and activity specifications; gender equality and dissegregation relative to facilities and opportunities; availability, accessibility and utilisation of redress channels; and the effectiveness of service providers and other stakeholders with regard to their roles in the System. Annex 2 is a check list to be used during monitoring rounds. There will also be annual review of the GRM systems to ascertain their effectiveness, and relevant strategies to be pursued for continuous improvement. The PIU will conduct mid-and end of Project evaluation of gender, youth and social inclusion to ascertain their effectiveness, efficiency and impact on the overall success of the project.

21.0 THE FSRP 2 GENDER AND SOCIAL INCLUSION ACTION PLAN

Table 2 below outlines the activities and actions to address gender gaps and social inclusion challenges in the agriculture sector, as well as personnel and time frame for implementation of the activities. It also indicates timeframes for delivery of the activities, monitoring time schedules implementation responsibilities and tentative budgets. This Action Plan makes provision for the FSRP to contribute in achieving the Sustainable Development Goals in strengthening the gender capacities of National Agricultural Research Systems, with the aim to facilitate inclusion and gender-sensitive Agricultural Research and Development, to ensure generation of climate sensitive technologies and innovations in the entire agricultural value chains, extension services, agricultural infrastructure and equipment, training for men, women , youths and disadvantaged groups. Therefore, this Action Plan has specific areas of intervention in this regard.

Table 5: Gender Gaps, and Social Inclusion Action Plan

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
Increasing gender and social inclusion compliance and effectiveness of projects	Identify gender and social inclusion entry points, and gender and youth indicators to track progress and impacts by conducting gender and social inclusion screening of all project interventions	Number of project gender and social inclusion entry points identified	100% of gender and social inclusion entry points identified	Activity report						GBV and Social Inclusion Specialist	1000
	Ensure that gender and social inclusion is mainstreamed in all project activities: training, consultancies, beneficiary selection, and employment of casual / permanent staff	Number of trainings, beneficiaries by age and sex selected, and employed as casual /permanent staff	At least 40% of gender and social inclusion is complied with by all project stakeholders	Activity and screening reports						GBV and Social Inclusion Specialist	2,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Signing of Code of Conduct by staff, contractors, implementing partners, bidders to ensure gender and social inclusion is considered in their activities/institutions/business	Number of Code of conduct signed and complied by	100% project stakeholders signed code of conduct	Project quarterly reports						GBV and Social Inclusion Specialist	No Cost
Developing improved understanding of gender dynamics and mainstreaming in FRSP project implementation with gender capacity building of NARS, PIU stakeholders involved in FRSP project implementation	Attended regional gender trainings organized by CORAF to enhance the capacity of FRSP gender specialist and the NARS gender focal person and heads	Number of people trained at regional level (disaggregated by sex and age category)	At least 50 people trained of whom at least 40% of women and 30% of youths	Training reports						GBV and Social Inclusion Specialists CORAF/FAO	Done Already
	Conduct National gender training for project stakeholders Regional and community levels	Number of stakeholders trained at country level (disaggregated by sex and age category)	At least 200 people trained with at least 40% of women and 30% of youths as beneficiaries	Activity and Project Technical reports						GBV and Social Inclusion Specialist/MOGCA/Consultant/CORAF	30,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Conduct Regional gender training for project stakeholders	Number of stakeholders trained at country level (disaggregated by sex and age category)	At least 150 people trained with at least 40% women and 30% of youths as beneficiaries	Activity and Project Technical reports						GBV and Social Inclusion Specialist/ Consultant/C ORAF	20,000
	Conduct Community gender training for project stakeholders		At least 1000 people trained, with at least 40% of women and 30% of youths as beneficiaries	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /MOGCA/M AF	10,000
	Building the capacities of women's groups (for Sierra Leone: Gender in Agriculture and Nutrition (GIAN) and Sierra Leone Women Farmers Forum) to serve as advocates for mainstreaming gender across all	Number of women advocates	At least 40% of women advocates capacities built	Activity and Project Technical reports						GBV and Social Inclusion Specialist and Women's Groups in Agriculture and Nutrition	5,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	interventions in the project										
	Monitor and assess the implementation of country GAP	Number of Monitoring and evaluation reports	100% of activities implemented monitored	Project monitoring and evaluation reports						GBV and Social Inclusion and M&E Specialists	5,000
	Develop and implement national Gender Action Plan (GAP)	Level of implementation of the country GAP	Country GAP fully implemented (100%)	Project technical reports, and national Gender technical reports						GBV and Social Inclusion Specialist/Consultants / CORAF	5,000
	Promote and train stakeholders in gender sensitive budgeting	Number of project stakeholders trained in gender sensitive budgeting	100% of stakeholders are trained in gender sensitive budgeting	Activity Report on application of knowledge						GBV and Social Inclusion Specialist/Consultants / CORAF	Budgeted for already

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Formation of Gender taskforce/ committees at PIU/District and Community levels	Number of gender taskforces	100% of all Project implementing Communities have Gender taskforces/ committees	Activity and Project technical reports						GBV and Social Inclusion Specialist/ Consultants / CORAF	2,000
Advancing Scientific and leadership capacity development for women and youth in ARD and in extension systems	Facilitate access to MSc and PhD scholarships in agricultural sciences education for women and youth across projects	Proportion of women and youth having access to MSc and PhD scholarships in agricultural sciences education	At least 40% female and youth benefit from scholarships (disaggregated in MSc and PhD)	Project reports and gender technical reports						GBV and Social Inclusion Specialist/ Component 2 Lead/SLARI	Liaise with component 2 Lead
	Facilitate scientific and leadership capacity building for female researchers	Proportion of females and youths who benefited from scientific and leadership training	At least 40% female and youth beneficiaries	Activity and Project technical reports						GBV and Social Inclusion Specialist and Component 2 Lead/SLARI	Liaise with component 2 Lead

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Training of women extension and youth agents (at least 40 percent of all trainees) in the districts and district agriculture directorates on the use of e-extension system	Proportion of women and youths trained as extension agents	At least 40% women and 40% youth trainees are women and youths	Activity and Project Technical reports						GBV and Social Inclusion Specialist and Component 2 Lead	Liaise with component 2 Lead
Investing in scaling of gender, climate and nutrition smart technologies to improve food and nutrition security and for agribusiness development to promote women and youth empowerment	Facilitate access to gender, climate, and nutrition smart technologies for men, women, and youth, especially the most vulnerable across projects	Number of people who accessed the gender, climate, and nutrition smart technologies (disaggregated by sex and age category)	At least 10,000 persons (including at least 50% women, and at least 30% youth) accessed the technologies across projects	Training and Projects Technical reports						GBV and Social Inclusion and Environmental /Technical Specialists/GAFSP coordinator	5,000
	Nutrition education to improve production and consumption diversification									GBV and Social Inclusion /MAFS/GAFSP Coordinator	10,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Facilitate capacity building in agribusiness development in the various value chains	Number of women and youths who benefited from capacity building and internship in agri-business	At least 200 women, and 150 youth beneficiaries of capacity building in agribusiness	Project and gender technical reports						GBV and Social Inclusion, Agribusiness Specialist and Private Sector	Liaise with Agribusiness Specialist (Component 3)
	Facilitate youth placement in Agro-food companies for internship (in partnership with private sector)	Number of youths in internships	At least 100 (60/40) of women and male youths in internship respectively	Activity and Project Technical Reports						GBV and Social Inclusion, Agribusiness Specialist/ Feed Salon Coordinator and Private Sector	Liaise with Agribusiness Specialist (Component 3)
	Organize and introduce women (40 percent) and youth (40 percent) and socially excluded to improve technologies through community demonstrations	Number of women, youths and socially excluded who have access to improved technologies	At least 40% women each of women and youth, and 5% of socially excluded accessed improve	Activity and Project Technical Reports						GBV and Social Inclusion Specialist and Component 2 Lead	Liaise with component 2 Lead

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
			technologies								
	Create a yearly Youth Innovation Award to recognize the best innovations, to stimulate agribusiness development for youths	Number of Awards distributed to youth who develop innovations in agri-business	Awards distributed to all deserving youth innovators in agri-business	Activity and technical reports						GBV and Social Inclusion, Agribusiness Specialist and Private Sector	Liaise with Agribusiness Specialist (Component 3) and Feed Salon Coordinator
Increase the participation of Youths in Agriculture	Facilitate school garden establishment and intra-school and inter school garden competition	Number of school gardens established per District	At least 5,000 school gardens established across the country and number of awards distributed	Activity reports						GBV and Social Inclusion Specialist and Component 4 Lead	Liaise with Component 4 Lead /Feed Salon and GAFSP Coordinators

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Conduct school-based sensitization sessions and advocacy to do STEM in all 16 districts	Number of school sensitization	At least 5,000 schools sensitized (3000 primary and 2,000 Jnr Secondary Schools)	Activity and Project Technical Reports						GBV and Social Inclusion Specialist /STEM Girls Initiative SL	5,000
Increase female professionals in the field of Agriculture and related courses	Lobby SLARI and Public Service Commission and MAFS for the recruitment of female graduates from NUATC, and Njala University	Number of advocacies to relevant authorities	At least 40% of shortlisted candidates for any vacancy are females and youths	Activity and Project Technical Reports						GBV and Social Inclusion Specialist /STEM Girls Initiative SL	2,000
	Catalogue female graduates from Njala University Agric Training Centre (NUATC)	Catalogue of number of Female Graduates in Agriculture and related courses	All women graduate from NUATC catalogued	Activity and Project Technical Report						GBV and Social Inclusion Specialist/STEM Girls Initiative SL	3,000
	Profiling of Volunteers especially women volunteers for employment	Profile of volunteers for employment	At least 40% of female and youth volunteers profiled employed	Activity Report						Gender and Social Inclusion Specialist /MAFS/Public Service	1,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
										Commissioner	
	Lobby with implementing partners to have Gender Desk Officers	Number of Gender Desk implementing partners having Gender Desk Officers	100% of implementing partners have Gender desk Officers	Activity and Project Technical Reports						PIU/MAFS/ All Implementing Partners	100
Enhance access of female farmers to improved technologies	Provide improved technologies and train female youth farmers in proper usage of improved technologies	Number of female youth farmers who have access to, and use improved farming technologies	At least 40% of female youth farmers have access to, and can effectively use improved technologies	Activity and gender technical reports						GBV and Social Inclusion Specialist and Component 2 Lead	Liase with Component 2 Lead
	Enhance participation of female producers/farmers in Innovation Platforms	Number of Innovation Platforms attended by female	At least 40% of female youth producers / farmers attend	Activity and project Technical Reports						Gender and Social Inclusion and Technical Specialists /MAFS	1,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
		producers/farmers	innovation Platforms								
Capacity Building for Community Seed Production	Seed Training for women and youth seed dealers and out growers	Number of seed dealers and out growers trained	At least 100 people trained with at least 40% women and youths	Project technical report						Gender and Social Inclusion and Technical Specialists /MAFS/SLeS CA/SLARI/Private Sector	Done already in 2023
	Construction /rehabilitation of seed stores and shops	Number of stores and shops constructed/rehabilitated	At least 100 seed stores and shops constructed/rehabilitated for farmers including 45% of trained women and youths	Activity and project Technical Report						Gender and Social Inclusion/Technical/Agribusiness Specialists/SLeSCA/SLARI/Seed Tech/Private Sector	Collaborate with Technical and Agri business Specialist
	Provision /upgrading of basic seed processing equipment	Number of seed processing equipment procured	At least 40% of women and youths accessed seed dealers	Activity and project Technical Report						Gender and Social Inclusion/Technical/Agribusiness Specialists /MAFS/SLeS	Collaborate with components 2 and 3 Leads

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
			accessed basic seed processing equipment							CA/SLARI/Private Sector	
	Stakeholder Engagements in the seed sector	Number of Stakeholder engagements	At least 40% stakeholders engaged are women	Activity/Project Technical Report						Gender and Social Inclusion and Technical Specialists /MAFS/SLARI/ SLeSCA, SMP/Private Sector	Done in 2023
	Establishment of learning fields on out growers' farms	Number of learning fields established on out growers' farms	At least 500 learning fields established with at least 40% of women and youths participating in learning fields	Activity/Project Technical Report						Technical Specialist/MAFS/SLARI/SLeSCA, SMP/Private Sector	Collaborate with Technical Specialist

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Mentorship facilities for Seed dealers and Out growers	Number of dealers and out growers who have benefitted from mentorship	At least 40% of women and youth seed dealers and out growers benefit from mentorship	Activity/Project Technical Report						Gender and Social Inclusion and Technical Specialists MAFS/SLARI / SMP/Private Sector/NaFFS L	10,000
	Support SLARI to produce Breeder and Foundation Seeds for seed growers and dealers	Kgs of Breeder and Foundation Seeds Produced	At least 5,000kg of breeder and foundation seeds available to women and youths seed producers /vendors/ dealers	Activity and Project Technical Report						Gender and Social Inclusion and Technical Specialists /SLARI	Collaborate with component 2 Lead
Monitoring and delivering information services on food security	Financing/Supporting women and youth groups to access reliable data for planning purpose	Number of women and youth groups have access to non-physical production	At least 20 groups of women and youth farmers accessed	Activity and Project Technical Reports						Gender and Social Inclusion/Technical /M&E Specialists	5,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
		factor and extension services	reliable data for planning							/MAFS/NaF FSL	
	Training relevant institutions, especially women staff, to collect basic food security data, to facilitate forecasting/ advisory services on food insecurity challenges e.g., real-time bush fires	Number of trainings on basic food security data collection	At least 50 personnel of implementing institutions trained to collect basic food security data	Activity and Project Technical Report						Gender and Social Inclusion and Technical Specialists /MAFS	Collaborate with component 1 lead
	Financing of targeted capacity building and/or usage of quota for women to participate in dedicated trainings	Number of women who accessed aid program for quality education	At least 45% of women and youths trained	Activity and Project Technical Report						GBV and Social Inclusion Specialist/M AFS	Lobbying with PIU and IPS/service Providers
Pest and disease monitoring and management mechanism	Setting target for reaching women beneficiaries adopting integrated pest management packages and technologies	Number of women beneficiaries who have access to inputs	At least 40% of women accessed inputs	Activity and Project Technical Reports						Gender and Social Inclusion/ Technical /Environmental Specialists	Liase with component 2 and 3 Leads

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Strengthening gender-friendly channels for providing early warning and disseminating information on disaster risk, pest and disease outbreak, e.g., installing last-mile radio alert devices for dead zone reception farming/rural areas benefitting and other vulnerable and socially excluded beneficiaries	Number of women and youth having access to non-physical production factors and extension services	At least 40% of women and youths empowered to access relevant information	Activity and technical reports						Gender and Social Inclusion/Technical/and Communication Specialists/Component 1 Lead/MAFS	Collaborate with components 2 and 3 Leads
	Enhancing support for women in alerting agencies/animal health professionals	Number of women and youth trained in disease and pest alert	At least 40% of women and youths enhanced	Activity and Project technical reports						Gender and Social Inclusion and Technical Specialists	

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
Extension and ICT uptake	Engaging vulnerable and socially excluded (SE) beneficiaries/ women / youth farmers in designing and the development of the Early Warning System communication system to ensure their specific needs are duly considered, including the supply and installation of last-mile radio alert devices for dead zone reception farming/rural areas	Number of vulnerable and socially Excluded Engaged	At least 40% of women and youths' farmers engaged	Activity and Project Technical Reports							Collaborate with components 1 and 2 Leads
	Engaging women, youth and vulnerable groups in workshops, trainings, meetings and sensitization activities relating to early warning systems, e.g., 30 percent each of women and youth supported to access geospatially targeted	Number of women, youths and vulnerable groups who have access to non-physical production factor (information), access to extension services	At least 5% of disabled, 40% of women and youths engaged	Activity and Project Technical Report						GBV and Social Inclusion/Technical Specialists	Collaborate with component 1 and 2 Leads

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	technologies for adoption										
	Developing information tools specifically designed to address women's ICT uptake needs and/or toolkit for e-learning opportunities, e.g., information campaign, enrollment, and training on good practices to overcome potential participation issues, including gender of trainers etc.	Number of ICT tools developed and number of women who have access	At least 40% of women have access to ICT learning opportunities	Activity and Project Technical Reports						Gender and Social Inclusion and Communication Specialists /MAFS	2,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Financing the development of decision support tools and methods for improved gender-targeted advisory services	Number of women, youths and vulnerable who have access to decision support tools	At least 40% of women and youths have access to decision support tools	Activity and Project Technical Report						Gender and Social Inclusion and Consultant/MAFS	10,000
	Organizing TV and radio programs on the utilization of the food commodities at the national and district levels	Number of TV and radio programs	At least 80% of all activities have TV/Radio coverage	Activity and Project Technical Reports						Gender and Social Inclusion and Communication Specialists /MAFS	2,000
Innovation Platforms	Training 80 % Women Agricultural Extension Staff, and 50 percent male AEAs on gender issues in agriculture	Number of women extension and male AEA staff trained	80% women extension and 50% male AEA staff trained	Activity and Project Technical Reports						Gender and Social Inclusion Specialist/MAFS/CORAF	Budgeted for already
	Scaling up of women's participation in innovation Platforms	Number women in innovation platforms	At least 40% of women in innovation platforms	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /MAFS	2,000

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Promoting forums serving as spaces for the informal exchange, learning, sharing, and adoption of agricultural technologies, innovations, and best practices for women	Number of forums established	At least 5% of disabled, 5% of Vulnerable males, 40% women and youths as forum members	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists/M AFS/NaFFSL	Laise with component 2
	Encouraging women led Innovation Platforms and build their capacity	Number of women-led Innovation Platforms established capacity built	At least 5% of disabled, 5% of Vulnerable males, 40% women and youths as forum members	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists/M AFS/NaFFSL	Laise with component 2 and 3
Input support	Financing of subsidies for women farmers to access fertilizers and seeds	Number of women farmers who have accessed subsidized fertilizer and seeds	At least 40% of women farmers accessed subsidized fertilizer and seeds	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists MAF/NAFFSL	Laise with Component 2 and 3

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Financing of input credit or subsidies over 50% for women farmers in seed production	Number of women farmers in seed production accessed credit/subsidies	At least 40% of women farmers in seed production accessed credit/subsidies	Activity and Project Technical Reports						Gender and Social Inclusion and Agribusiness Specialists/Private Sector /MAF	5,000
	Identifying vulnerable women and youth groups in communities and support them with inputs (seeds and fertilizers for rice production	Number of vulnerable women, youths accessed seeds and fertilizers	At least 40% vulnerable women and youth groups accessed seeds and fertilizer	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /MAF/NAFFSL	Collaborate with Technical Specialist and Feed Salon and GAFSP coordinators
ILM	Supporting women, youth, physically challenged and vulnerable men to have access to irrigable lands for production purposes	Number of supported women, youths and physically challenged who have accesses irrigable land	At least 40% each of women, youths and 5% physically challenged or vulnerable men supported to have access to irrigable	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /NAFFSL	Collaborate with Component 2 Lead

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
			land for farming								
	Supporting women and youth with soil testing services and information /recommendations	Number of women and youths supported	At least 40% of women and youths supported	Activity and Project Technical Report						Gender and Social Inclusion and Technical Specialists /MAF/NAFF SL	Collaborate with Technical Specialist
	Organizing and building the capacity of women and youth in agroforestry/ woodlots, and crop livestock integration	Number of women and youths organized and capacitated	At least 40% of women and youths organized and capacitated	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /MAF/NaFF SL	Collaborate with Technical Specialist
	Setting a quota of 15 percent of restored flood plains allocated to women farmers and youth (121 hectares) and 30 percent of communal agricultural farms to women farmers, youths and disabled (22 hectares)	Percentage of restored flood plains allocated to women, youths, and disabled farmers	At least 15% of restored flood plains allocated to women, youths, and disabled farmers	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists/M AF/NaFFSL	Collaborate with Technical Specialist

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Setting a quota of 40 percent of women and youth to benefit from small scale private land irrigation investments	Percentage of women and youths who benefit from private land irrigation investments	At least 40% of women and youths benefit from private investments in irrigation schemes	Activity and Project Technical Reports						Gender and Social Inclusion and Technical Specialists /MAF/NaFFSL	Collaborate with Technical Specialist
	Promotion of solar pumps for irrigation, which is labor reducing for women farmers.	Number of women who have access to, and use solar pumps to irrigate their farms	At least 40% of women have access to solar pumps for irrigation	Activity and Project Technical Report						Gender and Social Inclusion and Technical Specialists/M AF/NaFFSL	Collaborate with Technical Specialist
Value chain development	Organizing yearly trade fairs with strong women participation and enabling environment to attract additional trade participants	Number trade fairs organized	At least one yearly fair organized with at least 40% of women and youths 5% of disabled participating	Activity and Project Technical Reports						Gender and Social Inclusion and Agri business Specialists/M AFS/NaFFSL /Private Sector	Laise with Agri business Specialist/Feed Salon and GAFSP coordinators

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Providing matching grants for value chain actors to invest in enterprises that support women's economic activities like aggregation centers and infrastructure that reduce food loss and waste, storage facilities etc.	Number of women and youth led agribusinesses who have accessed matching grants	At least 5% disabled, 40% women and youth led agribusinesses accessed matching grants	Activity and Project Technical Reports						GBV and Social Inclusion and Agribusiness Specialists/NaFFSL/Private Sector	Collaborate with Component 3 lead
	Supporting women's access to equipment within producer organizations with matching grants (at a lower matching contribution from women and youth)	Number of women and youth in organizations who have accessed grants for equipment acquisition	At least 5% disabled, 40% women and youth access grants for equipment	Activity and Project Technical Reports						GBV and Social Inclusion Specialist/NaFFSL/Private Sector	Collaborate with Technical and Agribusiness Specialist
	Strengthening women and youth cooperatives including women parboiled rice cooperatives	Number of cooperatives Strengthened	At least 100 cooperatives strengthened	Activity and Project Technical Reports						GBV and Social Inclusion Specialist and NaFFSL	Collaborate with agribusiness Specialist

Focus Area	Actions	Indicator	Target	Means of Verification	2023	2024	2025	2026	2027	Responsible Party	Budget USD 2024/Collaborate
	Provision of tailored training for women on local products, good hygiene practices and marketing	Number of women, youths and disabled farmers trained in local products, good hygiene practices and marketing	At least 5% of disabled, 40% of women and youths trained in related areas	Activity and Project Technical Reports						GBV and Social Inclusion Specialist and NaFFSL	Collaborate with Agribusiness Specialist
Gendered Agricultural Value Chain Analysis		Number of communities, households, individual interviews and focus group discussions	Representative samples from project operational Districts							GBV and Social Inclusion and M&E Specialists	20,000
Monitoring and Evaluation	Quarterly Monitoring and Evaluation of Gender Gaps Activities	Number of participatory monitoring and evaluation missions undertaken and reported on	100% of gender gaps activities monitored, evaluated, and reported on	Monitoring and evaluation/Project Technical Reports						GBV and Social Inclusion and M&E Specialists	5,000
	Total Budget										165,100
	Contingency (5% of Total Budget)										8,255
	Grand Total										173,355

Annex 1: Gender and Youth Screening Tool-

Gender and Youth Screening Tool

Food System Resilience Program

Date: ____/____/____

Project number: _____

Project title: _____

Project implementation institution (agency): _____

Project budget: _____

Signature: _____

Dimensions		YES	NO	OBSERVATIONS
Analysis				
	Is the problem identified in the project gender and youth sensitive, i.e., does it consider the concerns of women and youth, as well as other disadvantaged groups?			
	Are the general objective and specific objectives of the project gender and youth sensitive?			
	Are youth, women, the elderly, the disabled, climate refugees, and other vulnerable groups considered in the targeting of beneficiaries?			
Actions				
	Does the project consider specific actions - activities that meet the needs of vulnerable groups such as women, youth, the disabled, elderly, climate refugees, etc.?			
	Could the interventions - activities of the project really contribute to reducing existing gender gap in the agricultural research and development?			

Dimensions		YES	NO	OBSERVATIONS
	Does the project consider gender-sensitive communication tools such as rural broadcast, television, sketches, translation of documents into local languages to inform disadvantaged groups (illiterate) about the project activities, services, opportunities, and the expected impacts of the project?			
Monitoring & Evaluation - Potential Impacts				
	Are there gender/sex and age disaggregated indicators in the results framework?			
	Does the project provide mechanisms for monitoring the process of mainstreaming gender and youth dimensions into activities? and for gender and youth impact assessment?			
	Could vulnerable groups such as women, and youth really benefit from the project?			
	Could the project really contribute to improving food and nutritional security among the beneficiary groups?			
	Could the project contribute to job creation and income generation for women and youth along with other vulnerable groups?			
	Could the project contribute to reducing rural exodus and cross-border/illegal migration by creating employment and income generation opportunities for women and youth?			

Responsibilities
<ul style="list-style-type: none"> • Gender Specialist and the M&E Officer • Project Coordinator

Recommendations from the gender specialist

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