

## GENDER ACTION PLAN

### A. Country and Sector Context

1. **Country.** Viet Nam has had considerable progress in addressing gender disparities in education, employment, and health. The gender gap in primary schooling has been eliminated and women have caught up and even surpassed men in terms of attaining college degrees.<sup>1</sup> Viet Nam has one of the highest female labor-force participation rates in the world, at 73% in 2019, although it was still lower than men's which was 82%.<sup>2</sup> The gender gap in earnings, although persistent, is lower in Viet Nam than in many other East Asian countries. Women's economic opportunities are constrained by the significant degree of segregation of men and women in their fields of study, occupation, and industry of employment. There is also an unequal burden of unpaid care work which limits women's involvement in the workplace as well as a general resistance to women taking up leadership positions (footnote 1).

2. **Energy sector.** Women represented 27% of employees in the utilities sector and just 16% of management positions across all sectors in Viet Nam in 2019.<sup>3</sup> These broader trends are reflected in the renewable energy sector in Viet Nam which has a small proportion of women in management, technical and field-based roles and a high concentration of women in office positions such as administration, finance and human resources. There are however notable exceptions with a few medium and large sized renewable energy firms in Viet Nam led by women.<sup>4</sup>

### B. Company Context

3. Dau Tieng Tay Ninh Energy Joint Stock Company (DTE) is a recently incorporated entity which does not have an anti-sexual harassment policy nor an internship program. In February 2021, while 7 of DTE's 17 staff were female, none of the management or technical roles were held by women.

**Table 1: Dau Tieng Tay Ninh Energy Joint Stock Company Staff, sex disaggregated**

Item	Male	Female	Total
Senior Management team	3		3
Professional Technical team (incl engineers)	3		3
Non-technical Professionals	4	5	9
Junior office workers		2	2
<b>Total</b>	<b>10</b>	<b>7</b>	<b>17</b>

Source: Dau Tieng Tay Ninh Energy Joint Stock Company (as of 25 February 2021).

### C. Gender Action Plan for Dau Tieng Tay Ninh Energy Joint Stock Company

4. The project is categorized as Effective Gender Mainstreaming (EGM). The gender measures are presented in the gender action plan (Table 2).

<sup>1</sup> World Bank. 2011. *Vietnam Country Gender Assessment*. Ha Noi.

<sup>2</sup> International Labour Organization. 2021. [ILOSTAT Database](#) (accessed 6 January 2021).

<sup>3</sup> International Labour Organization. 2020. [ILOSTAT Database](#) (accessed 6 January 2021).

<sup>4</sup> USAID Clean Power Asia. 2017. *Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities*. Bangkok.

**Table 2: Gender Action Plan**

<b>Results Chain</b>	<b>Performance Indicators</b>	<b>Data Sources and Reporting Mechanisms</b>
<b>Outputs</b>		
3. Gender equality in staffing enhanced	3a. Number of technical or managerial roles held by women in DTE increased by at least 1 by 2023, and in the case that the total number of such staff positions is increased, by at least 2 by 2025 (2020 baseline: 0)  3b. At least 50% of jobs in grass cutting are held by women by 2024 (2020 baseline: 0%)	3–5. DTE's annual development effectiveness monitoring report
4. Gender inclusiveness of work environment enhanced	4a. DTE's code of conduct includes anti-sexual harassment provisions by 2022 (2020 baseline: NA)  4b. At least 80% of staff trained on the anti-sexual harassment provisions by 2023 (2020 baseline: 0)	
5. Capacity of women in renewable technologies enhanced	5a. Internship program <sup>a</sup> at DTE is developed and implemented with at least 50% of internships offered to women by Q4 2023 (2020 baseline: 0)	

DTE = Dau Tieng Tay Ninh Energy Joint Stock Company, Q = quarter.

<sup>a</sup> DTE has indicated that the internship program will be targeted at students or recent graduates for a period of at least two months. They expect to be able to accommodate approximately two interns per year starting 2022 (to accommodate the coronavirus disease pandemic) which means approximately four interns in total by fourth quarter of 2023.

Source: Asian Development Bank.