

## GENDER ACTION PLAN

Project output	Gender Action Plan Targets
<b>Output 1: Road infrastructure in five VDTA provinces rehabilitated</b>	
<b>Civil works</b>	<ul style="list-style-type: none"> <li>- At least 50% of participants in consultation meetings during the subproject design and implementation are women.</li> <li>- Separate consultation meetings of women only will be held</li> <li>- Meetings to be held at times and in locations convenient for women and in languages understood by ethnic minority communities</li> <li>- Civil works will include option of hiring local un-skilled work in their bidding documents, prioritizing in which the use of female local workers 25% – 30%<sup>1</sup> and ethnic minority workers 20%-50%<sup>2</sup></li> <li>- At least 35% of participants of Community Supervision Boards (CSBs) are women, who will be trained on how to do supervising technically, environmentally and socially.</li> <li>- Male and female unskilled laborers will receive equal pay for equal work.</li> <li>- Child labor will not be employed on civil works contracts</li> </ul>
<b>Road Safety Activities</b>	<ul style="list-style-type: none"> <li>- Road safety measures including gender benefit: In the design and construction including the road safety measures (road safety signs at strategic spots, road bumps to control speed at strategic spots, sufficient sluice covers in front of resident houses, etc.)</li> <li>- Community facilitators will be trained and involved in disseminating information and interacting with local communities. 20% -50% are ethnic minority people and 50% of community facilitators will be women and are paid allowances.</li> <li>- IEC materials are gender sensitive and use appropriate language.               <ul style="list-style-type: none"> <li>- Women account for at least 50% of participants (30,000 people) in the communication on road safety.</li> <li>- Improved awareness of road safety compliance measures among outreached participants</li> </ul> </li> </ul>
<b>Prevention of HIV/AIDS and Human Trafficking</b>	<ul style="list-style-type: none"> <li>- Contractors will conduct HIV/AIDS prevention awareness campaign for construction workers</li> <li>- HIV/AIDS prevention and human trafficking awareness campaigns will be conducted for community and 20% -50% are ethnic minority people<sup>3</sup> and 50% of participants are women</li> <li>- Community facilitators will be trained and involved in disseminating information and interacting with local communities. 50% of community facilitators will be women and 20% -50% are ethnic minority people<sup>4</sup></li> <li>- Sensitive gender materials used for dissemination of information must be suitable with the culture and local language.</li> </ul>

<sup>1</sup> Binh Phuoc :25%, Dak Nong: 30%; Dak Lak: 30%; Gia Lai:30%; Kon Tum: 30%

<sup>2</sup> The rate of ethnic minority people in 5 provinces for all outputs : Binh Phuoc: 20%; Dak Nong: 23%; Dak Lak:40%; Gia Lai: 55%; Kon Tum:45%

<sup>3</sup> ibis

<sup>4</sup> ibis

	<ul style="list-style-type: none"> <li>- Appropriate communication language used during communication sessions for women and ethnic minority people</li> </ul>
<b>Road operation and Maintenance and Management</b>	<ul style="list-style-type: none"> <li>- A sustainable road maintenance action plan will be prepared by implementing agencies with works delegated to rural communities through small community contracts, in Binh Phuoc, Kon tum and Dac Nong</li> <li>- At least 30% of the road maintenance local people under the above plan will be female and be guided on how to perform the tasks<sup>5</sup>.</li> </ul>
<b>Output 2: VDTA plans and facilities for transport and trade facilitation (TTF) with a focus on inclusive growth developed</b>	
	<ul style="list-style-type: none"> <li>- Women accounts for at least 50% of participants in consultation meetings and sharing information on tourism subprojects.</li> <li>- Women's needs and interests in tourism infrastructures are reflected in the infrastructure design features (separate toilet for male and female users, appropriate lighting for safe and secure access, etc).</li> <li>- Ethnic minorities (more than 50% of them being female) in the improved tourist destinations are trained in cultural and nature tourism service provision.</li> <li>- 50% of the tourism related job opportunities generated from the project support are held by women (all are from ethnic minority groups).</li> <li>- At least 50% of members of the Community Tourism Management Board are women.</li> <li>- Develop a pilot tourism/agricultural value chain for ethnic minority communities (priority for the products and services provided by ethnic minority women)</li> </ul>
<b>Output 3: Institutional capacity for VDTA investment planning, project design and implementation, and resource management strengthened</b>	
<b>Action plan for VDTA master plan implementation - Build capacity for gender mainstreaming implementation.</b>	<ul style="list-style-type: none"> <li>- VDTA action plan is prepared/ updated with ecosystem services, climate change, gender and ethnic minority considerations.</li> <li>- Officials of PMU, PPMUs and other stakeholders will be trained on Gender mainstreaming to implement the action planning.</li> <li>- PMU, PPMUs related staff and other stakeholders (Contractors, supervision consultants, etc.) will be oriented on gender action plan and their responsibilities.</li> <li>- At least 30% of participants in training courses on technical and project management are female.</li> <li>- 20% - 40% of PPMUs<sup>6</sup> staff positions hold by women</li> <li>- Each PMU assign a gender focal point responsible for GAP implementation, monitoring and reporting.</li> <li>- Develop sex-disaggregated M&amp;E system and report on gender and ethnic minority indicators to monitor the implementation on GAP and DMF.</li> </ul>

<sup>5</sup> Dak Lak and Gia Lai will not join this due to their road class is not appropriate for this delegated O&M.

<sup>6</sup> Binh Phuoc: 20%; Dak Nong: 35%; Dak Lak:40%; Gia Lai: 40%; Kon Tum: 40%

