

GENDER ACTION PLAN

Strategy	Activities and Targets	Responsibility
Output 1: FNEP road network connectivity improved		
Enhance women's participation in decision making	<p>T1.1 Participation of community in consultations during subproject DED: 50% are women.</p> <p>A1.1 Consultation meetings held at convenient times and venue for women.</p> <p>A1.2 Women's groups and Union consulted during subproject DED.</p> <p>T1.2 35% of the community monitoring committee' membership is female.</p> <p>A1.3 Community members trained for construction monitoring.</p>	PMUs, design consultant, supervision consultant
Economic empowerment for women	<p>A1.4 Equal employment opportunities for female and male unskilled local labor is a provision included in contractors' contract.</p> <p>A1.4 PMUs monitor contractor compliance with gender related labor code (such as equal pay for work of similar value, providing protective gears to workers, no use of child labors, etc.).</p>	PMUs, contractors, construction supervisor
Reduction in gender inequalities and social risks	<p>A1.6 Road safety measures: Traffic calming measures provided to all road sections passing schools, markets, medical facilities and administrative centers.</p> <p>T1.4 15 training programs, one for each road subproject, provided to vulnerable road users on each of the road subprojects targeting women and children, with girls accounting for 50% among participants (2016 baseline 0).</p> <p>A1.7 All road safety information and communication will be conducted in a gender sensitive manner and use gender inclusive language.</p> <p>A1.8 Training in a language understandable to EM women.</p> <p>T1.5 Communication campaign facilitators minimum 50% women.</p> <p>A1.9 PMUs and mass organizations will conduct campaign on traffic regulations and safety measures in communes/villages and schools to raise awareness of road safety during construction and operation.</p> <p>A1.10 Prevention of HIV/AIDS and Human Trafficking: awareness delivered to construction worker and community people, especially women of EM groups during civil works.</p>	PMUs, design consultant, contractors, local governments
Output 2: Rural water supply improved		
Enhance women's access to benefit, participation in decision making, employment opportunity and reduce social risks	<p>T2.1 10 rural water supply plants will be built and provide water connections to with 49,400 beneficiaries, 50% are female.</p> <p>A.2.1 Women's groups consulted separately during subproject design.</p> <p>T2.3 35% of the community monitoring committees are female.</p> <p>T2.4 Community members trained on construction monitoring.</p> <p>A2.2 PMUs ensure that contractors comply with gender related labor code (such as ensuring equal pay for work of a similar value, providing protective gears to workers, do not use of child labors, conduct HIV/AIDS awareness program for workers, etc.).</p>	Contractors / PMUs

Strategy	Activities and Targets	Responsibility
Output 3: ARVC infrastructure in Lang Son province improved		
Enhance women's participation in decision making and participation in service delivery	<p>T3.1 Establishment of Horticultural Sector Industry Organization, in which Composition of the HortLangSon board must include at least 35% women members.</p> <p>T3.2 Five commodity associations with supporting market and quality assurance systems (at least 40% female membership).</p> <p>T3.3 Technical training provided to at least 100 women in the Producer Groups and HortLangSon.</p> <p>T3.5 Women's membership of Product Groups at least 50%.</p> <p>T3.6 HortLangSon staffing compliment must include a minimum of at least 40% of women employees by end of the project.</p> <p>T3.7 Field service delivery units have 40% of female staff.</p> <p>A3.1 All related field services staff completed orientation training on (i) women and their agricultural and business roles; (ii) methods of working with ethnic minorities; and (iii) methods of working with people who have low literacy and numeracy.</p> <p>T3.8 30 enterprises receiving matching grants for value addition (at least 10% female headed enterprises¹).</p>	HortLangSon, PMU
Enhance Women's economic benefit and decision making	<p>T3.9 Producer group infrastructure packages for 80 market linked groups with at least 50% female membership in these groups, which include support for time saving infrastructures and /or time saving production technology.</p> <p>T3.10 30 producer group's grants for value addition with at least 30% of the groups leadership women.</p> <p>T3.11 50% of leaderships positions of the farmer groups of star anise and vegetable groups are female.</p>	HortLangSon, PMU
Capacity building for gender mainstreaming		
	<p>T4.1 PMUs comprise of at least 20% female staff members.</p> <p>A4.1 GAP briefing to PMU relevant staffs (gender focal point, procurement, resettlement and safeguards, M&E, etc.)</p> <p>A4.2 Project M&E include sex-disaggregated data collection and analysis for GAP and DMF gender related target.</p> <p>A4.3 GAP consultant recruited to support GAP implementation.</p> <p>A4.4 Gender focal point in PMUs support GAP implementation.</p> <p>A4.5 Marketing/technical or impact studies will be conducted taking gender perspective into consideration.</p>	PMUs

A = activity, DED = detailed design, DMF = design monitoring framework, EM = ethnic minority, GAP = gender action plan, M&E = monitoring and evaluation, PMU = project management unit, T = target

The GAP budget is estimated to be \$165,000 for operational costs plus the input from the gender LIC consultants (budgeted \$304,000). The four northeastern Provincial People's Committees will be the EAs and the Departments of Planning and Investment (DPIs) will be the implementing agencies, responsible for GAP implementation. The Project Management Units (PMU) under DPIs will implement and monitor the GAP with support from the social/gender consultant and appointed gender focal point PMU staff member. The PMUs will incorporate GAP monitoring in their quarterly progress reports (using the ADB GAP Progress Report template).

¹Female headed enterprises are the enterprises of which the final decision making on transition is led by a woman' female headed households are the one in which women are the income earners.