

## GENDER ACTION PLAN

<b>Proposed Actions and Targets<sup>a, b</sup></b>
<p><b>Output 1: Green and Resilient Urban Infrastructure services in Vinh Yen improved<sup>c</sup></b></p> <ul style="list-style-type: none"> <li>• At least 1,718 vulnerable HHs (disaggregated by sex) are among the 25,000 or more HHs in Vinh Yen City that will benefit from improved urban infrastructure services, including wastewater connections and improved drainage, which cover only about 70% of HHs in the city</li> <li>• At least 20% of unskilled civil works employment opportunities created by the project prioritize women through the local WUs and NGOs for all civil works contract</li> <li>• Park development and landscaping components include kiosk areas for small enterprises to enhance livelihood opportunities for poor and vulnerable HHs, with minimum 50% trading space prioritized for female vendors</li> <li>• At least 80% of poor female-headed HHs (383 in 2016) benefit from the revolving fund for wastewater network connection</li> <li>• Gender-responsive and pro-poor design features integrated in proposed subprojects and any community-led initiatives</li> <li>• CSBs established per subproject ward or commune with at least 30% women members, are trained in effective supervision of civil works</li> <li>• Wastewater tariff roadmaps integrate gender and affordability concerns informed by local WU and NGO participation in roadmap planning exercises</li> <li>• Separate men's and women's latrines and living quarters, available at all construction sites where workers' camps are established</li> <li>• IEC campaigns led by WUs, targeting local residents, of which minimum 40% are male participants</li> <li>• Gender-responsive IEC materials integrating women's issues and needs produced and disseminated through channels accessible by women and men</li> <li>• CMG—with at least 30% women members—established for each community-led initiative to facilitate participation in design and implementation</li> </ul>
<p><b>Output 2: Green and Resilient Urban Infrastructure services in Hue improved<sup>c</sup></b></p> <ul style="list-style-type: none"> <li>• At least 4,056 vulnerable HHs (disaggregated by sex) are among the 78,500 or more HHs in Hue City and Phu Son Commune that will benefit from improved urban infrastructure services and improved water supply, respectively</li> <li>• At least 20% of unskilled civil works employment opportunities created by the project prioritize women through the matching support by local WUs and NGOs for all civil works contract</li> <li>• Gender-responsive and pro-poor design features integrated in proposed subprojects and any community-led initiatives</li> <li>• CSBs established per subproject ward or commune with at least 30% women members are trained in effective supervision of civil works</li> <li>• Water tariff roadmaps integrate gender and affordability concerns informed by local WU and NGO participation in roadmap planning exercises</li> <li>• Separate men's and women's latrines and living quarters, available at all construction sites where workers' camps are established</li> <li>• IEC campaigns led by WUs, targeting local residents, of which minimum 40% are male participants</li> <li>• Gender-responsive IEC materials integrating women's issues and needs produced and disseminated through channels accessible by women and men</li> <li>• CMG—with at least 30% women members—established for each community-led initiative to facilitate participation in design and implementation</li> </ul>
<p><b>Output 3: Green and Resilient Urban Infrastructure services in Ha Giang improved<sup>c</sup></b></p> <ul style="list-style-type: none"> <li>• At least 322 vulnerable HHs (disaggregated by sex) are among the 12,300 or more HHs in Ha Giang City that will benefit from improved urban infrastructure services</li> <li>• At least 20% of unskilled civil works employment opportunities created by the project prioritize women, through the matching support by local WUs and NGOs for all civil works contract</li> <li>• Gender-responsive and pro-poor design features integrated in proposed subprojects</li> <li>• CSBs established per subproject ward or commune with at least 30% women members, are trained in effective supervision of civil works</li> <li>• Separate men's and women's latrines and living quarters, available at all construction sites where workers' camps are established</li> <li>• IEC campaigns led by WUs targeting local residents, of which minimum 40% are male participants.</li> <li>• Gender-responsive IEC materials integrating women's issues and needs produced and disseminated through channels accessible by women and men</li> </ul>

## Project management and green and resilient city planning capacities enhanced

- At least 80 trained in project management, procurement, safeguards and social and gender aspects, public finance and anti-corruption (of which at least 33% of participants are women)
- At least 200 professionals from both city and local governments in urban management, strengthen knowledge and skills in green and resilient city concept, environmental protection, climate change adaptation and community-level support, integrating gender responsive planning principles (of which at least 33% of participants are women)<sup>1</sup>
- Engage social development and gender specialists to provide support to PMUs in implementing, monitoring and reporting GAP performance
- Project management information systems and tools established include sex-disaggregated data collection for monitoring and reporting on GAP and DMF gender related targets
- Ensure that a social development and gender focal person is appointed in each PMU
- Ensure 10% of female PMU staff in each city are in technical or managerial positions
- Capacity development on gender mainstreaming for PMU staff and 40% of EA and IA staff responsible for GCAP planning and implementation.
- All GCAPs that are approved and implemented include gender-responsive and pro-poor features
- Ensure at least progressive increases in female representation of PMU staff hired in Vinh Yen = Year 1: 20%, Year 3: 30%, Year 5: 40% (baseline 18% in 2017) and Hue = Year 1: 15%, Year 3: 25%, Year 5: 35% (baseline 10% in 2017), and retain minimum 50% in Ha Giang (baseline 67% in 2017) by 2023

ADB = Asian Development Bank, CMG = Community Management Group, CSB = Community Supervision Board, DMF = Design and Monitoring Framework, DOLISA = Department of Labor, Invalids and Social Affairs, DONRE = Department of Natural Resources and the Environment, EA = Executing Agency, GAP = Gender Action Plan, GCAP = GrEEEn City Action Plan, HH = Household, IA = Implementing Agency, IEC = Information, Education and Communication, NGO = Non-Government Organization, PC = People's Committee, PMU = Project Monitoring Unit, PWD = Persons With Disabilities, WU = Women's Union

<sup>a</sup> The estimated budget for GAP implementation and monitoring is \$497,000 (Detailed in the PAM).

<sup>b</sup> For the three cities, gender-responsive and pro-poor design features might include:

- (i) For roads, pavements, and river embankments: (a) access ramps for PWDs and tactile paths for the visually impaired; (b) railings along paved embankments for improved security; (c) separate toilet facilities for men and women; (d) landscaped areas with benches and tables; (e) children's play areas; (f) exercise areas for the elderly; (g) cost-effective lighting fixtures for improved security; (h) small platform/open area for community activities and public performances; and (i) marked bicycle paths, especially along the university road in Vinh Yen City.
- (ii) For park development and landscaping: (a) separate toilet facilities for women and men; (b) public taps supplying treated drinking water; (c) access ramps for PWDs in all areas and tactile paths for the visually impaired; (d) children's play areas; (e) exercise areas for the elderly; (f) lighting fixtures for improved security; (g) landscaped/green areas with benches, tables and gazebos/other kinds of shelters; (h) kiosk areas for small enterprises that can provide livelihood opportunities for poor and vulnerable HHs selling souvenirs and food and drink items; (i) small platform/open area for community activities and public performances, (j) stairs to access the lake or river along any embankments; and (k) parking areas.
- (iii) For the industrial promotion and linkage center in Vinh Yen: (a) separate toilet facilities for women and men; (b) access ramps for PWDs in all areas, including tactile pavements for the visually impaired; (c) tactile sign boards for the visually impaired to understand displays; and (d) public water fountains supplying treated drinking water.

<sup>c</sup> General IEC campaign topics might include (i) improved household sanitation and hygiene practices; (ii) 3Rs—"reduce, reuse, recycle" in solid waste segregation and disposal; and (iii) community-based disaster risk management. In addition, specifically for the revolving fund for HH sanitation in Vinh Yen, IEC will include improved HH and environmental sanitation, and for Phu Son Commune (Hue Province), IEC will cover improved water conservation and management, cost recovery, etc.

Source: Asian Development Bank.

<sup>1</sup> Agencies or entities targeted may include PMU/City PC, CSB, CMG, Commune or Ward PCs, Women's Union, Fatherland Front, Youth Union, Farmers' Association, DOLISA and DONRE, among others.