

## GENDER ACTION PLAN

### A. Overall Objective and Strategy

1. The project is classified as *Effective Gender Mainstreaming* (EGM). The objective of the GAP is to promote women’s participation in the project and share in the benefits, maximize positive gender equality impacts as well mitigate possible risks and negative impacts. The GAP has a three pronged approach: (1) provide opportunities for and strengthen the role of women in local economic activities; (2) disseminate information about urban environmental sustainability and social risks to men and women; and (3) increase female representation in the sector and in decision making positions. These strategies seek to address limited availability of sustainable livelihoods and gender equality in livelihood opportunities, unequal impact from the poor environmental sanitation due to female higher exposure and gender defined responsibilities, risk of human trafficking and low female representation in government institutions and decision making processes. The GAP includes gender sensitive design elements in urban infrastructure provision; targets for female staff in PCU-PMUs with training in key management areas; gender sensitization training for all community leaders, government officers, and consultants involved in project implementation and delivery; promotion and monitoring of women’s employment in all available project positions; and community information campaigns to enhance awareness of benefits from environmental sanitation improvements and dissemination of social risks of human trafficking. The GAP will be complemented by targeted skills development, supported by market and value chain studies, provided through the Capacity Development Plan to enhance local capture of employment opportunities resulting from project investments. Collection and monitoring of sex-disaggregated data with gender sensitive indicators will be established in the Project’s Performance Monitoring and Information System (PPMIS).

### B. Budget and Implementation Arrangements

2. The GAP budget is part of an integrated budget allocation for the implementation of social development initiatives financed by the Government of Viet Nam, as part of their counterpart funding commitment, under consultancy services and the incremental administration cost. The three PPCs will be the EAs which will work with the towns PMUs/PIUs to implement and monitor the GAP with support from the national social development and gender specialist and 12 local gender focals. International and national community development specialists will assist through the Capacity Building Program, financed from government counterpart funds. The PMUs will incorporate GAP monitoring in their quarterly progress reports, (using the ADB GAP Progress Report template) to government and ADB.

### Gender Action Plan

Action	Indicators and Targets	Responsible
<b>Output 1. Strategic Local Economic Development Plans (SLEDPs) and Sa Pa Green City Action Plan (GCAP)</b>		
Social and Gender specialist inputs to the development of each project town’s SLEDP.	The SLEDPs and GCAP include consideration of poverty, social and gender issues with provision of specific strategic measures.	Steering Committees PCU
<b>Output 2. Priority urban infrastructure investments implemented</b>		
New and improved wastewater management and treatment services	19,700 people (Bac Giang: 8,585 people, in Mong Cai 6,855 people, in Sa Pa 4,260 people) provided with free household connections for wastewater collection system at affordable monthly tariffs. In all towns: 75% of all unskilled laborers/staff should be of local origin.	PCU, PMUs URENCO Bac Giang Waste Water and Pumping Center

Action	Indicators and Targets	Responsible
Strengthened flood management and drainage improvements	In Bac Giang and Mong Cai flood risk is reduced for vulnerable urban areas and meeting MoNRE standards. Mong Cai: riverbank protection includes 980 m walkway with lighting, seating, and landscaped park (20-90 m wide) for recreation.	PCU, PMUs
New and improved roads and transport services	Bac Giang: Urban roads improve linkage between peri-urban, rural area and city center, with shorter travel time to markets in the town for selling agricultural products, to work places, schools and health services reducing women's time poverty. Road safety measures: proposed to limit heavy traffic and full size buses from using this road; footpath along first section of road leaving Sa Pa; ~100 traffic signs installed.	PCU, PMU
Improving the public realm	In Sa Pa: Street lighting and extension and improvement of pedestrian area, improved access for those with mobility problems. Traffic management measures (e.g. one-way street) will enable pedestrians to move more freely and safely.	PCU, PMU
<b>Output 3. Institutional capacities for managing public investments strengthened.</b>		
Targets for female representation in sector/decision making/training	At least 20 persons (30% female) trained in key project management areas. At least 100 persons (50% female) provided gender sensitization training for community leaders, government officers, and consultants involved in project implementation and delivery. PMUs shall target recruitment of 50% female staff, including 30% in decision making positions.	PISC, PMUs
National Social Development and Gender Specialist. Designated PMU counterpart National Social and Gender staff	The National Social Development and Gender Specialist (10 person – months) will be part of the PISC team to assist the PCU/PMUs, working with designated 12 local social/gender focals (16 person-months total).	PISC, PCU, PMUs
Employment creation	30% of unskilled laborers employed in construction are women. 30% of staffs employed in O&M are women. In Sa Pa: Road 152 upgrading include construction of 2-3 traditional style houses located at the road junctions with tracks that provide access to the valley walks, where ethnic minority women can sell handicrafts (included in project cost). Skills training/value chain market support for poor women to ensure local capture of city's "economic competitiveness" features.	PCUs, PMUs
Gender monitoring	PPMIS will include sex-disaggregated data and gender-sensitive monitoring indicators and the PMU will provide quarterly GAP progress reports to the Government and ADB using the ADB GAP progress report template.	PCU, PISC
<b>Output 4. Community awareness on project activities, environmental sustainability improved</b>		
At least 15 community awareness and dissemination campaigns	At least 5 campaigns in each town over the project implementation period, covering environmental sanitation and 'clean city-green city'/social risk themes supporting increased access to services with equal men and women attendance. Inclusion of campaign for protection of young ethnic minority women and youths against human trafficking in Sa Pa.	PMUs, WU

EGM = Effective Gender Mainstreaming; GAP = Gender Action Plan; MoNRE = Ministry of Natural Resources and Environment; O&M = Operation and Maintenance; PCU = Project Coordination Unit; PISC = Project Implementation Support Consultant; PMU = Project Management Unit; PP = Participation Plan; PPMIS – Project Performance Monitoring and Information System; SCS = Stakeholder Communication Strategy; SLEDP = Strategic Local Economic Development Strategy; SPRSS = Summary Poverty Reduction and Social Strategy; URENCO = Urban Environment Company; WU = Women's Union