

GENDER ACTION PLAN (Design Phase)

VIE: Urban Environment and Climate Change Adaptation Project Gender Action Plan (GAP)	
Project Outputs	Gender Design Measures and Targets
<p>1. Dong Hoi New and Improved Climate Change Resilient Urban Infrastructure</p> <p>1.1 Bao Ninh Urban Development</p> <p>1.2 Wastewater Management</p>	<ul style="list-style-type: none"> • 56,886 women will benefit from improved climate change resilience and urban infrastructure improvement in Dong Hoi • Effective gender-sensitive audio and visual materials developed to raise awareness for men and women at the ward/commune level of Dong Hoi Climate Change Action Plan through public meetings and discussions.^a • Viet Nam Women's Union (WU) to manage Affordability Funds for wastewater system connection and climate change adaptation measures for the 535 poor households including the 330 poor female headed households in Dong Hoi. • Support the existing WU role in emergency measures by including its management staff in the design of urban flood warning systems. • Men and women are trained in environmental protection, health awareness, and proper hygiene with 50% women and 50% men participants. • 30% women participate in project consultation meetings and focus group discussions. • At least 50% of facilitators of climate change mitigation measures and adaptation planning sessions are women. • At least 25% of unskilled laborers employed in project construction are women with equal pay, safe working environment and separate/proper toilet facilities. • At least 30% of Quang Binh URENCO staff trained in operational management systems are women. • Gender responsive physical design features addressing safety concerns, such as street lighting, will be included in the Bao Ninh Urban Development component.
<p>2. Hoi An New and Improved Climate Change Resilient Urban Infrastructure</p> <p>2.1 Co Co Urban Development</p> <p>2.2 Integrated Flood Management</p> <p>2.3 Water Supply Improvement</p>	<ul style="list-style-type: none"> • 46,532 women will benefit from improved climate change resilience and urban infrastructure improvement in Hoi An. • Effective gender-sensitive audio and visual materials developed to raise awareness for men and women at the ward/commune level of Hoi An urban development plan through public meetings and discussions. • When designing Lai Nghi conjunctive use scheme (drinking water/irrigation/recreation), ensure 50% women's participation in consultations to address residents' concerns about water borne health issues, hygiene and sanitation. • Flood forecast and warning system covering Vu Gia and Thu Bon river basin established with minimum of 30% WU management staff/community members input in design (zero baseline). • Flood forecast and warning system covering Vu Gia and Thu Bon river basin established with minimum of 30% WU management staff/community members input in implementation (zero baseline). • Men and women are trained in environmental protection, health awareness, and proper hygiene with 50% women and 50% men participants. • Support the Hoi An WU recycling income generation program to involve another 100 women. • Facilitation course on climate change mitigation measures and adaptation planning, of which 50% of the trainees are female. • At least 20% of unskilled labourers employed in project construction are women with equitable pay, safe working environment and separate/proper toilet facilities. • Gender responsive physical design features addressing safety concerns, such as street lighting, will be included in the Bao Ninh Urban Development component.

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3. Improved competencies in urban environmental management and climate change adaptation.	<ul style="list-style-type: none"> • Quang Binh PMU staffing (12 positions with some positions still to be filled) increased to 30% women (baseline 17% in September 2013) with at least one woman out of three in management. • Female staff increased to 35% (baseline 24%) in Quang Nam WSDC • Female staff increased to 50% (baseline 42%) in Hoi An branch of Quang Nam WSDC • Female staff increased to 50% (baseline 40%) in Quang Binh URENCO with 4 or 25% women (baseline 0%) in management • All PMU/project related agency/government staff trained in gender awareness and GAP implementation, monitoring and reporting. • Gender training programs include integration of gender analysis into climate change strategies, action plans and screening criteria.^c • Knowledge and skills of at least 40 staff of Quang Binh and Quang Nam PPCs are strengthened in urban management, environmental protection, and climate change adaptation (at least 30% of participants are women) • At least 20 PMU staff are trained on project administration and implementation, particularly on financial management, procurement, safeguards, gender, and monitoring and reporting (at least 30% of participants are women)^b • All WU city representatives, commune/ward leaders and commune/ward environmental staff receive training in environmental management; climate change adaptation, assessment, and planning; design of improved disaster managements systems, public health awareness, and proper hygiene and sanitation. • An international gender specialist (6 person-months) and two national gender training specialists (6 person-months each) will assist gender focal points in Dong Hoi and Hoi An PMUs to coordinate the implementation and monitoring of GAP, ensure the collection of sex disaggregated data, provide quarterly/bi-annual GAP reports using ADB's GAP progress report template, and feed data into mid-term review/PCR.

^a "Gender-sensitive" refers to materials that take into account both women's and men's interests and needs (based on their different roles and responsibilities), and that are presented in such a way that both women and men can understand the information being communicated and do not contain contents or images that reinforce gender stereotypes.

^b Operation and maintenance plans will be developed under the project. Wherever available, such plans will seek to provide employment opportunities for women. The international social and gender specialist will determine appropriate targets during implementation.

^c "Screening criteria" refers to climate change projects seeking climate finance support such that one of the screening criteria include "analysis of gender and gender impacts".

ADB = Asian Development Bank; GAP = gender action plan; PCR = project completion report; PMU = project management unit; PPC = provincial people's committee; URENCO = Urban Environment Company; WSDC = Water Supply and Drainage Company; WU = women's union.