

GENDER ACTION PLAN¹

Project Output	Gender Action Plan proposed
The project components of the GMS Northeastern Corridor in Viet Nam and Lao PDR are improved	<ul style="list-style-type: none"> • Road shoulders in villages will be sealed to enable carts with wheels to reduce burden on women and girls who haul/carry water and other goods. • Physical road safety measures will be provided in villages for the safety of children and pedestrians to slow down traffic speed • Road safety sign boards, signs, markings will be installed in the critical spots (cross-roads, school, market sites, and etc.). • 15% of unskilled laborers will be women except Ha Trung, where local people, including women have plenty of more attractive employment opportunities² • Statement will be included in bidding documents to prioritize recruitment of women for unskilled works • Male and female unskilled laborers will receive equal pay for equal work. • Children will not be employed on civil works contractors • Separate male/female latrines/basic hygiene facilities will be provided in the construction sites.
Road safety on the project road sections of Northeastern Corridor is improved	<ul style="list-style-type: none"> • Community based road safety program will be implemented and information on road safety rules will be disseminated. • At least 50% of paid community facilitators will be women. • Women facilitators will receive allowances • Material developed for dissemination during road safety awareness campaign will be gender sensitive and in an appropriate language.
Project Management	<ul style="list-style-type: none"> • GAP orientation training will be provided to PMU1 staff. • At least 25% of PMU1 staff will be female. • All stakeholders (contractors, supervisors, and relevant local authorities' representatives) will be provided with gender briefings. • GAP targets and DMF gender targets will be a part of the project performance monitoring system. • PMU1 has a gender focal point to be responsible for GAP implementation and reporting to ADB on quarterly basis.

ADB = Asian Development Bank; DMF = design and monitoring framework; GAP = gender action plan; PMU = project management unit.

Implementation arrangement: PMU1 will be responsible for implementation of the GAP through construction supervision consultants (CSCs) to be engaged under the project. It will continue the gender focal point that was appointed under the ongoing project to responsible for the planning; implementation; and monitoring, evaluation and reporting of the activities included in above GAP. The provision of \$100,000 as budget for the GAP implementation including national gender consultant input of 18 person-months and capacity building for stakeholders to implement the GAP (excluding community-based road safety awareness program) will be included in the CSC contract package.³

¹ HIV/AIDS awareness and human trafficking prevention program will be implemented separately.

² The population in Ba Thouc and Cam Thuy districts plant bamboo and run bamboo processing plants thus income generation is higher than road unskilled works.

³ \$54,000 was estimated for consulting services; \$36,000 for activities and training for stakeholders; including contractors, supervisors, related PMU1 project staff, local authorities in the project sites; and \$10,000 for administrative/management and communication.