

## GENDER ACTION PLAN

### A. Gender Action Plan Overview

Project Component	Gender Actions
<p><b>Output 1:</b> A significant amount of rural and coastal infrastructure in the project provinces is rehabilitated, upgraded and maintained.</p>	<ul style="list-style-type: none"> <li>- At least 40% women participants in consultation meetings, and women consulted separately and jointly during the subproject identification, prioritization and implementation ;</li> <li>- Women to be consulted specifically on needs and constraints related to rural infrastructures planning and development to identify and mitigate impacts on women in period of the sub-project preparation;</li> <li>- Contractors will prioritize the use of local unskilled labor for civil works and , at least 30% will be female;</li> <li>- At least 30% of participants of Community Supervision Boards are women;</li> <li>- Equal pay for men and women for work of equal type;</li> <li>- Meetings to be held at times and in locations convenient for women and in languages understood by ethnic minority communities;</li> <li>- All Female headed households will have equitable access to water for irrigation.</li> </ul>
<p><b>Output 2:</b> Improved capacities of national and provincial staff in technical design and farmers in agricultural production techniques</p>	<ul style="list-style-type: none"> <li>- At least 40% of farmers receiving agricultural training are women.</li> <li>- Of the 130 provincial staff trained in technical designs, and participatory techniques,30% are women</li> <li>- Gender mainstreaming training for local levels (District and communal level and water user groups);</li> <li>- Leadership and skills training for local levels (District and communal level and water user groups) in subproject area with a view to empowering women, improving their confidence and increasing their participation in management of community based organizations including CSB, WUO, and Women Union;</li> <li>- All community/ beneficiary level trainings will respond to female as well as male farmers needs (designed based on needs identification with women and men, to be held at times and in locations convenient for women, to be conducted in languages understood by ethnic minority communities and with participation targets informed to both groups clearly);</li> </ul>
<p><b>Output 3:</b> Improved project management skills for infrastructure development.</p>	<ul style="list-style-type: none"> <li>- 30% of 300 provincial, district and commune level staff trained in project management, supervision and safeguards are women</li> <li>- About 40 central and provincial level procurement staff (15% of them being women) trained in ADB new procurement procedures and requirements</li> <li>- Central Project Management Unit (CPMU) and Provincial Project Management Units (PPMUs) will facilitate communities' access to at least four (4) organizations active in the areas for social rural infrastructure services;</li> <li>- PPMU GAP will be prepared and introduced to each sub-project's stakeholders for implementation of targets based on project overall GAP framework;</li> <li>- Ensure that all CPMU and PPMU staff are provided with gender training and roles and responsibility trainings on implementing the GAP;</li> <li>- Annual GAP review, planning and budgeting workshops will be conducted for CPMU and PPMUs' key concerned staff;</li> <li>- Ensure that gender indicators are integrated in the project M&amp;E framework: CPMU and PPMUs will develop and maintain sex-disaggregated and ethnicity-disaggregated M&amp;E system for data collection and reporting on project targets (GAP and DMF) to ADB regularly.</li> </ul>

ADB = Asian Development Bank, CPMU = central project management unit, DMF = Design and Monitoring Framework, EM = ethnic minorities, FFH = female-headed households, FS = feasibility study, GAP = gender action plan, LURC = Land use rights certification, MARD = Ministry of Agriculture and Rural Development, O&M = operation and maintenance, PPC = provincial peoples committees, PPMU = provincial project management unit.

**B. Implementation Arrangements for the Gender Action Plan**

1. CPMU and PPMUs will be responsible for implementation of GAP and will appoint Safeguard Officers with responsibility as gender focal point(s) ensuring annual planning, implementation and M&E of GAP as part of project activities. The CPMU will recruit gender consultants to provide technical assistance to CPMU and PPMUs in implementation and M&E and reporting of GAP and related DMF targets. They will support PPMUs in preparing PPMUs GAPs. The PPMUs will work with the relevant provincial, district and commune agencies (Vietnam Women's Union, Agriculture extension agencies, Committee for Ethnic Minority Affairs and NGOs, etc.) to implement and coordinate training, capacity building activities.

2. Implementation of the Gender Action Plan will be overseen by MARD's project steering committee which will include MARD's Committee for the Advancement of Women's representative. Budget for GAP implementation will be included as part of (i) training budgets for capacity building on PRI and gender sensitization activities at central and provincial level; (ii) gender consultants in consultancy package.