

## GENDER ACTION PLAN

### A. Project Affected Females

1. According to the social survey and the social support program, there are 10,553 females living in 4,683 total affected persons (AP) households by the Phuoc Hoa Water Resources Project. In each of the subprojects, namely, the Duc Hoa main canal, the Duc Hoa irrigation system and the Tan Bien irrigation system, the female headed households are as follows:

- i. In Tan Bien irrigation system area there are 6 female heads of households from ethnic minorities and another 41 female heads of households from the Kinh majority. Of this total there are 7 female heads of households that will be severely affected.
- ii. In the Duc Hoa main canal area there are a total of 32 female heads of households of which 21 will be severely affected.
- iii. In Duc Hoa irrigation system area there are a total of 195 female heads of households included in the list of affected households.

### B. Gender Strategy

2. The following principles will be applied to each of the three subprojects:

- **Consultation.** When conducting village level surveys and enquiring into resettlement needs and preferences, the district resettlement committee and On-Farm and Social Development Program (OSDP) will conduct participatory meetings and conduct separate meetings with women's groups.
- **Discussing engineering designs and layouts.** Women must be present at meetings and separate women's group meetings should be included to ensure that women take part in decisions regarding canal layouts and also in the placement of other structures such as crossings and bridges particularly in regards to severance of households.
- **Detailed measurement surveys.** Women must be present during consultations made when conducting the detailed measurement survey. This is to ensure that all information and opinions can be collected and include the women's perspectives.
- **Resettlement site development.** Women must be included in visits to resettlement sites under preparation to ensure that the needs of women are included in developing the sites.
- **Land allocation in the resettlement sites.** Names of both husband and wife must be in the land use rights certificates.
- **Presence of women in compensation.** Women must be present when compensation payments are made to ensure that any decisions regarding use of compensation monies will be open to decisions made by husband and wife.
- **The social development program and OSDP.** These programs will also conduct separate women's group meetings for planning and designing training courses, and women must be included in agricultural extension programs.
- **As vulnerable households, female headed households** are entitled to participate in the social development program. This will assist in ensuring that these households are not disadvantaged and are able to fully restore their livelihoods.
- **Resettlement monitoring.** Women must be included in monitoring and evaluation of resettlement and also in assessing project impacts. Separate women's groups should be formed for the participatory evaluations and participatory rural appraisals done by the monitoring agency.

- **Social support program.** This program provides benefits for women and other vulnerable groups and ethnic minority people. The social support program includes the following components:
  - (i) **Agricultural extension.** Affected farmers who are compensated with agricultural land, or receive cash compensation for partial loss of productive land and still have some agricultural land remaining will be entitled to agricultural extension assistance to increase productivity on their remaining (or their new) land. Such assistance would include cultivation techniques for new high-yielding varieties. This measure could help restore future income losses so that the AP will be in a position to produce the same level of income from the next season's harvest. The implementing agency will coordinate with the extension department of the relevant provincial department of agriculture and rural development to facilitate the provision of agricultural extension services to all severely affected farmers.
  - (ii) **Skills training.** Under the social support program, one member of each severely affected agricultural family (losing more than 20% of their total agricultural landholding) will be entitled to skills training (plus a training subsistence allowance) either in their current occupation to enhance their existing skills so as to improve their productivity, or in a new occupation which could put them in a position to increase household income.
  - (iii) **Literacy training.** Those APs being physically displaced or losing more than 20% of their productive land, and vulnerable APs will be assisted under the social support program to increase their literacy through connection with existing Ministry of Labor, Invalids and Social Affairs programs.
  - (iv) **Access to credit.** Lack of access to credit often leads to lack of equipment and inputs and lack of capacity to optimize the use of agricultural land or to difficulties in creating new enterprises. In order for the poor and other vulnerable groups, including severely affected farmers, to gain fully from these new opportunities, severely affected and vulnerable APs will be assisted under the social support program to obtain credit assistance.
  - (v) **HIV/AIDS and human trafficking:** The campaigns to raise awareness of local people, particularly women, on HIV/AIDS and human trafficking will be implemented by the provincial and district women's unions.
  - (vi) **Project-related job opportunities.** Severely affected persons will also have priority to be employed in the works linked to the project.