

GENDER ACTION PLAN¹

Project outputs	Gender design features/activities
1.Enhanced regional data, information and knowledge base for the management of flood and drought events	<p>At least 2 qualified female staff in Lao PDR are trained on forecasting models.</p> <p>In Viet Nam, the study will propose trans-boundary flood management options incorporating gender sensitive initiatives and design criteria for flood and drought mitigation schemes in the Mekong Delta that takes into account gender and community vulnerability.</p>
2. Water management infrastructure upgraded	<p>Ensure at least 40% female participants in consultation workshops/events related to the subprojects (including resettlement planning, subproject design and implementation etc); and at least one workshop of this kind per each commune will be organized by commune women unions.</p> <p>Gender sensitive technical training prepared and conducted, at least 40% of participants should be women.</p> <p>Contractors will prioritize the use of local unskilled labor for civil works and at least 30% unskilled laborers (20% in Lao PDR) will be women and equal pay for equal work will be ensured.</p>
3.Community capacity for disaster risk management enhanced	<p>Ensure at least 40% female trainees in all training on disaster risk assessment and analysis; prioritization and implementation of locally appropriate risk management measures;</p> <p>Ensure at least 40% participants in all public consultations for the development of safer village and commune plans are women;</p> <p>Ensure that at least 40% of community facilitators of the public consultation will be women.</p> <p>At least 50% implementers of the CBDRM measures will be women</p>

¹ Specific numerical targets may have to be adjusted for national context depending on baselines; similarly, different urban and rural targets may not be relevant for all countries.

Project outputs	Gender design features/activities
	<p>Gender sensitive materials on CBDRM will be prepared in the local language and distributed</p> <p>At least 40% of Commune CBDRM technical working group (Viet Nam) members are women</p>
4. Effective project implementation	<p>Integrate gender related activities into work plans and budget allocation, and ensure adequate funds are allocated for GAP implementation</p> <p>Tailor GAP to national and provincial context, and introduce GAP to all stakeholders</p> <p>Appoint gender representatives in CPMU and PPMUs (for Viet Nam) and NPCO and PIOs (Lao PDR)</p> <p>Documented gender specific analysis result and GAP indicators per country,² will be available.</p> <p>Provide at least three gender awareness training workshops for management and staff.</p> <p>At least 30% of project staff are women</p> <p>Inclusion of gender based performance indicators in project monitoring and evaluation framework.</p>

CBDRM = community-based disaster risk management, CPMU = central project management unit, GAP = gender action plan, NPCO = National Project Coordination Office, PIO = project implementation office, PPMU = provincial project management unit, WUA = water users' association.

Implementation arrangements: The Ministry of Agriculture and Forestry in Lao PDR and the Ministry of Agriculture and Rural Development in Viet Nam, as executing agencies of the respective national projects, will have overall responsibility to implement the GAP. Social safeguard/gender specialists will be hired as part of the project implementation consultants in each country to support GAP implementation.

² GAP per country will be slightly different and indicators will be adjusted accordingly