

GENDER ACTION PLAN

Outputs	Gender Actions
Output 1: Productive rural infrastructure improved	<ul style="list-style-type: none"> • Women account for 50% of design consultation meeting participants. Consultation with women to include women only groups, if requested in collaboration with local women's Unions. • Meetings to be held at times and in locations convenient for women. • Meetings to be held in languages understood by ethnic minority communities. • Minimum 35% of participants of community construction boards are women. • Local contractors will employ at least 30% women in construction/rehabilitation for un-skilled labour category. Mobilization of female workers will be done through local women unions at various levels. • In areas where ethnic minorities constitute the majority of the population, 40% are prioritized to ethnic minority. • Equal pay for men and women for work of equal type. • All construction/civil works will adhere to gender specific labour codes, and separate/segregated makeshift toilets will be provided for men and women workers. • Child labour will not be employed in any civil works. • Rural road and irrigation upgrading designs to consider features such as signage, road shoulders for non-motorised transport, (bicycles, animal carts, pedestrian sidewalks, etc.,) as well as linking paths to transport hubs, markets, and services.
Output 2: Gender sensitive capacity to develop, manage, and use productive rural infrastructure.	<ul style="list-style-type: none"> • Ensure irrigation scheme condition inventories are established, with 35% target for women's participation in PRI management committee/employment in O&M. • At least 35% female participation in training courses. • At least 30% female participation from MARD, CHP counterparts, and IDMCs for in-service training to upgrade formal qualifications. • At least 40% female participation in training courses for PRI users, with special focus on water user groups, and beneficiaries to optimally use the upgraded PRI. • All community/ beneficiary level trainings will response 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). • Ensure all poor FHHs in a community are included as beneficiaries of the project. • At least 50% participation of women on resource user groups. • At least 40% women participation in all agriculture extension and pro-poor services as part of EMDP. • Agricultural extension training will address specific training needs identified by women farmers on enhancing productivity, diversification of produce (including crops which require less water supply to increase crop returns for women farmers on marginal land), and new income generating activities. • HIV/AIDS awareness raising campaigns will be delivered to construction workers and community people, especially women and women of EM groups in EM areas prior to the start of civil works. • Post-construction road and dam safety education will be delivered to sub-project sites. Road and dam safety campaign materials will be gender sensitive and in languages understandable to ethnic minority communities. Ensure 40% of facilitators of road and dam safety education campaigns are female. • All PRI research projects will include analysis of gender dimensions, and

	<p>women participation will be prioritized in PRI research projects (to be measured as share of female participation)</p> <ul style="list-style-type: none"> Any public private partnership approaches piloted in providing and managing rural infrastructure will explore and address gender dimensions.
Output 3: Gender sensitive project management	<ul style="list-style-type: none"> CPMU and PPMUs will facilitate communities' access to at least four organizations active in the areas for social rural services. PPMU GAP will be prepared and introduced to each sub-project's stakeholders for implementation of targets based on project overall GAP framework. Ensure that all CPMU and PPMU staff are provided gender training and roles and responsibility trainings on implementing the GAP. Annual GAP review, planning and budgeting workshops will be conducted for CPMU and PPMUs' key concerned staff. Ensure that gender indicators are integrated in the project M&E framework: CPMU and PPMUs will develop and maintain sex-disaggregated and ethnicity-disaggregated M&E system for data collection and reporting on project targets (GAP and DMF) to ADB regularly.

ADB = Asian Development Bank, CPMU = central project management unit, DMF = Design and Monitoring Framework, EM = ethnic minorities, FHH = female-headed households, GAP = gender action plan, HIV/AIDs = Human immunodeficiency virus infection / acquired immunodeficiency syndrome, M&E = monitoring and evaluation, MARD = Ministry of Agriculture and Rural Development; t/ha = tons per hectare, NGOs = nongovernmental organizations, O&M = operation and maintenance, PPMU = provincial project management unit, PRI = productive rural infrastructure.

Implementation Arrangements for the Gender Action Plan

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, and HIV/AIDs awareness raising and road safety activities.

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; (iii) NGOs work (on road and dam safety education and HIV/AIDS education); and (iv) each subproject with the amount of \$6,500 for design consultation with community people, including women only groups, and PRI-related extension and pro-poor training.