

GENDER ACTION PLAN

A. Gender Context

1. Viet Nam's Gender Equality Law (2006) states that its goals are to "eliminate gender discrimination, to create equal opportunities for men and women in socio-economic development and human resources development in order to reach substantial equality between men and women." Specifically, in the realm of economic development (Article 12), "Men and women are equal in setting up a business, carrying out business and production activities, managing business and are equal in accessing information, capital, markets, and labor sources."

2. While the labor force participation of Vietnamese women is one of the highest in Asia and the Pacific at 73% in 2019,¹ women still have limited access to formal employment and men are nearly three times more likely to be managers than women.² In addition, women are underrepresented in science and technology fields; e.g., only 31% of engineering graduates in Viet Nam are women.³

3. **CONFIDENTIAL INFORMATION DELETED.**

4. While BIWASE currently has no policy focused on increasing its ability to hire, retain and promote female staff nor a policy on flexible work arrangements, it is committed to provide equal opportunity ensuring equal pay and benefits to all employees. It abides by the provisions of Decree No. 85/2015/NDCP, which details labor policies for female employees. In addition, BIWASE provides additional entitlements specific to female employees, such as pregnant employees receiving an additional one month paid leave before giving birth and female employees assigned to waste treatment and wastewater treatment operations being entitled to biannual health checkups.

B. Proposed Gender Action Plan

5. The investment is categorized as *effective gender mainstreaming* (EGM) wherein gender design features and targets will be incorporated in the project's operations.

6. The proposed gender measures for the project are presented in the gender action plan.

¹ International Labour Organization. [ILOSTAT database](#). Data retrieved in September 2019.

² World Economic Forum. 2018. [The Global Gender Gap Report 2018](#). Davos.

³ United Nations Educational, Scientific and Cultural Organization. 2015. *UNESCO Science Report: towards 2030*. Oxford.

Table 2: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms
Outputs	By 2023	
2. BIWASE's creditworthiness and institutional capacity enhanced	2a. At least 10 staff (50% women) of BIWASE's finance department with enhanced skills and knowledge on IFRS reporting (2019 baseline: not available)	Technical Assistance completion report.
3. BIWASE's gender inclusiveness improved	3a. At least 80 jobs provided during construction phase, of which 10 jobs are for women (2019 baseline: not available).	Periodic project monitoring report
	3b. BIWASE increases the proportion of women in management to 13 by Q4 2023 (2019 baseline: 8)	BIWASE annual report
	3c. Development and implementation of a gender policy that includes increasing hiring, retention and promotion of female staff by Q4 2021 (baseline: no policy)	BIWASE annual report
4. Support for gender norm change in work-life balance enhanced	4. Development and implementation of a Flexible Work Arrangement Policy that is applicable after COVID-19 crisis by Q4 2021 (baseline: no policy)	BIWASE annual report

BIWASE = Binh Duong Water Environment Joint Stock Company, COVID-19 = coronavirus disease, IFRS = International Financial Reporting Standards, Q = quarter.

Source: Asian Development Bank.