

Gender and Social Inclusion Action
Plan (GAP)
Climate Adaptation and Resilience in
Thua Thien Hue Province
("CARE Hue")
June, 2023

1. GENDER AND SOCIAL INCLUSION ACTION PLAN (GAP)

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
Goal statement: IF TT Hue local stakeholders have i) access to an improved climate information and early warning system, ii) a strengthened institutional framework that supports climate adaptation, planning, investment and monitoring ; iii) resilient ecosystem-based adaptation (EbA) solutions; and iii) climate-resilient agriculture value chains, THEN TT Hue's population and ecosystems will have increased resilience to impacts from climate related hazards (floods, droughts, and sea level rise) and improved livelihoods BECAUSE they will have information, planning tools, financial resources and technologies to adapt their households, communities and production systems to the impacts of climate change. It is anticipated that the project strengthens the climate resilience of 305,000 direct beneficiaries and of 115,900 hectares of forest ecosystems and agricultural land.					
Cross-cutting	<ul style="list-style-type: none"> The project will recruit gender expert¹ to provide technical support to ensure women participation in capacity-building activities and mainstream gender across all project activities 	<ul style="list-style-type: none"> A gender expert was recruited in Year 1 of project implementation The gender expert continuously worked on implementing the Gender Action Plan throughout project implementation 	TAO	Year 1-5	Part time, national expert position (12 months á 2,800 USD) ²
Cross-cutting	<ul style="list-style-type: none"> The project monitoring system includes performance targets disaggregated by gender, age, ethnicity, disability, and geographic location to collect data for monitoring and evaluation per sub-activity The monitoring system will also ensure that targets defined in this Gender and Social Inclusion Plan are tracked. The share of ethnic groups among the participants from vulnerable 	<ul style="list-style-type: none"> The project has collected disaggregated monitoring data throughout project implementation for all activities The Targets and Indicators defined in the Gender and Social Inclusion Plan are integrated into the project M&E system. The share of participants from ethnic groups in dedicated project activities is monitored (if 	TAO	Year 1-5	Included in project management budget

¹ The gender expert must have proven experience in working with ethnic minorities. If this qualification criteria cannot be met, alternatively the Environmental and Social Safeguards Expert can compensate this qualification. Yet, the TAO needs to ensure that at least one of the two experts deliver the required expertise in working with ethnic minorities.

² To be combined with safeguards expert position (see ESAP budget): either 27 months safeguards and gender expert, or two positions (13,5 months each) for safeguards and gender.

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	groups (usually set at a minimum of 10% in this plan) will be monitored.	ethnic groups are present in the target area).			
Cross-cutting	<ul style="list-style-type: none"> ▸ Development of a Code of Conduct prohibiting SEAH by project staff and implementation partners 	<ul style="list-style-type: none"> ▸ A SEAH Code of Conduct is in place and enforced during project implementation 	TAO	Year 1	Included in project management budget
Cross-cutting	<ul style="list-style-type: none"> ▸ Training of project and partner staff on gender-related subject matters during project implementations. The topics include, but are not limited to: <ul style="list-style-type: none"> ○ Approaches and methods to effectively include women and vulnerable groups in participatory processes, trainings and capacity building measures ○ Relevance of gender aspects across all project activities ○ Relevance of gender aspects in climate change impacts and adaptation measures ○ Awareness raising and coaching concerning the risk of SEAH (incl. training on code of conduct prohibiting SEAH, and awareness raising on what is 	<ul style="list-style-type: none"> ▸ 6 trainings conducted at the beginning of the project, one training for project staff, one training for partner staff at province level, and 4 trainings for partner staff at district level 	TAO	Year 1	2 trainings á 2,500 USD (project staff, province-level partner staff), and 4 trainings á 1,200 USD at district levels (9,800 USD in total)

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	considered as prohibited behavior)				
Cross-cutting	<ul style="list-style-type: none"> Conduct consultations with local women and other marginalized groups as soon as concrete intervention sites have been identified. Because concrete intervention sites were not yet explicit during initial project consultations, the consultations with women and vulnerable groups at the site level will be conducted as soon as locations are precise. 	<ul style="list-style-type: none"> Consultation with local women groups and vulnerable groups (poor households, ethnic groups, people with disabilities) have been conducted and documented before activities start. The consultation's outcomes have been integrated into the planning process of the site-specific intervention. 	TAO	Y1-5	Budget of up to 10 consultations for each province at the local site level (up to 10 sessions x 4 provinces x 300 EUR = 12,000 EUR)
Cross-cutting	<ul style="list-style-type: none"> The above-mentioned consultations will be accompanied by participatory approaches listed in the Stakeholder Engagement Plan (see ESAP) planned for each project output. In many cases, local consultations are already foreseen to assess and plan site-level interventions (e.g. multi-stakeholder platforms, with farmers, cooperatives local authorities and off-takers to identify suitable areas for expansion of lotus production, and Thanh Tra Pomelo.). These local consultations will promote the participation of women and members of vulnerable groups. 	<ul style="list-style-type: none"> At least 30% of the stakeholders involved in participatory planning processes and related community meetings are female At least 10% of the participants will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 	TAO	Y1-5	Included in the budget for the respective activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
<p>Outcome 1 statement: Outcome 1. Climate change adaptation and resilience in TT Hue province is enhanced with a strengthened early warning system</p> <p>Output 1 statement: Improved early warning system (EWS) in place to enable local people and governments at the provincial, district and commune level to better prepare for climate hazards and to respond to climate change impacts</p>					

<p>Strengthen the existing early warning system in TT Hue province (Activity 1.1)</p>	<ul style="list-style-type: none"> ▸ The project will promote the participation of women and other vulnerable groups (such as ethnic minority and poor households, and people with disabilities), in workshops and trainings for members of district and commune commanding committees (CC) for natural disaster prevention and grassroots shock taskforces (Sub-Activity 1.1.3). The training aims to improve knowledge and skills on communication, preparedness, and emergency response ▸ Relevant training will include: <ul style="list-style-type: none"> ○ 3 Training of trainers (TOT) for knowledge and skills on communication, preparedness, and emergency response for members of district and commune commanding committees (CC) for natural disaster prevention ○ 141 rollout training sessions for knowledge and skills on communication, preparedness, and emergency response for members of commune CCs and grassroots shock taskforces 	<ul style="list-style-type: none"> ▸ At least 30% of participants in Information, Education and Communication (IEC) and capacity building activities are women. The participants in IEC and capacity building activities reported that they gained a better understanding of preparing for climate hazards ▸ Participation of members from vulnerable groups will be promoted. At least 10%³ of the participants will be from vulnerable groups, including both women and men 	<p>TAO</p>	<p>Year 1</p>	<p>Included in budget for this activity</p>
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Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	<ul style="list-style-type: none"> Scale up the Community-based Early Warning System (CBEWS) model in target vulnerable communes (42 sessions) 				
	<ul style="list-style-type: none"> Prior to start of the trainings, the needs of men and women will be assessed. Women may face additional barriers for participation, such as family duties, a different time schedule than men, limited mobility, cultural barriers, etc.) Active support of the WU will be sought to assess and address potential barriers for women's participation 	<ul style="list-style-type: none"> WU at district and commune level is involved in assessment A training plan has been elaborated that takes into consideration women's barriers (e.g. suitable location, adequate timing, child care opportunities, women only groups, if needed, direct invitation of women) A training plan has been elaborated that takes into consideration special barriers of vulnerable groups (e.g. suitable location, adequate timing, ethnic groups, if needed, direct invitation of vulnerable groups) 	TAO	Year 1	Budget for training needs assessment included in costs for consultancy for developing training materials
	<ul style="list-style-type: none"> Sub-activity 1.1.1 will support the development of a set of indicators and guidelines for evaluation of natural disaster prevention and control at the district and commune level 	<ul style="list-style-type: none"> Indicators and guidelines developed for the evaluation of natural disaster prevention and control at the district and commune level are gender mainstreamed 	TAO	Year 2-5	Included in budget for this activity

³ According to the Gender and Social Assessment, the poverty rate in TT Hue is 3,5%. Moreover, 5.5 % of the population belong to an ethnic minority. Since the project will focus on rural areas, where vulnerability indicators such as poverty and ethnicity tend to be higher, the minimum participation of vulnerable groups should be 10%. In communes with an ethnic minority population of more than 10%, the participation of ethnic minority households in project activities will increase respectively.

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	<ul style="list-style-type: none"> The project will train and involve mass organizations and community-based organizations (CBOs) in scaling up the Community-based Early Warning System (CBEWS) model in target vulnerable communes (Sub-Activity 1.1.3). They will support capacity-building activities and ensure women's participation in decision-making and planning of district and commune-level EWSs 	<ul style="list-style-type: none"> Mass organizations and CBOs at the district and commune levels have been involved in all capacity-building measures In each district, at least three mass organizations (WU, FA, YU) and at least one CBO has been trained in communication and response capability 	TAO	Year 1-2	Budget for training of mass organization and CSOs (1,200 USD per training in 4 districts; total 4,800 USD)
Outcome 2 statement: Locally-led adaptation action is planned and its effectiveness monitored Output 2 statement: Climate adaptation considerations are mainstreamed into the SEDPs of target districts and 44 communes, and an effective M&E system is in place to monitor adaptation action					
Mainstream climate adaptation into the SEDPs of the target districts and 44 communes (Activity 2.1)	<ul style="list-style-type: none"> The project will ensure that CCA and CCA mainstreaming into socio-economic development planning (SEDP) (Sub-activity 2.1.1) is gender-sensitive. Related training provided to staff of district land management and planning agencies, district and commune PCs will integrate gender aspects 	<ul style="list-style-type: none"> The gender expert has reviewed the training materials to ensure that gender aspects are integrated sufficiently The training material includes a module on gender mainstreaming in climate change adaptation 	TAO & Gender expert	Year 1-2	Included in budget for this activity
	<ul style="list-style-type: none"> CC response contents will be integrated into the process of adjusting provincial and district-level socio-economic development plans for the time period of 2026-2030 	<ul style="list-style-type: none"> The CC response content has been reviewed by the gender expert to mainstream gender aspects 	TAO & Gender expert	Year 1-2	Included in budget for this activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	(Sub-activity 2.1.2) will integrate gender aspects				
Improving climate change adaptation impact-based monitoring at the provincial level (Activity 2.2)	<ul style="list-style-type: none"> Integrate the collection of data disaggregated by gender and other vulnerability factors, such as age, ethnicity, disability, and geographic location, into the M&E system Trainings to guide designated staff of district agencies and commune authorities on how to collect, store and report monitoring data includes capacity development on the collection of gender-disaggregated data 	<ul style="list-style-type: none"> The M&E systems includes indicators disaggregated by gender, poverty, and ethnicity. The staff of district agencies and commune authorities have been trained on the collection and monitoring of respective disaggregated data 	TAO	Year 1	Included in budget for this activity
Outcome 3. Vulnerabilities of villagers are reduced through the implementation of EbA					
Output 3 statement: EbA strengthens the resilience of livelihoods and ecosystems to climate change					
Scale EbA interventions to 450 hectares to enhance the resilience of men and women in TT Hue (Activity 3.1)	<ul style="list-style-type: none"> Participatory planning and designing of forest restoration interventions consider the distinct roles and needs of both men and women, ensuring a fair gender representation in decision-making processes 	<ul style="list-style-type: none"> At least 30% of the stakeholders involved in participatory planning processes and related community meetings are female Break-out sessions for women-only groups will be part of the planning processes to allow free expression of ideas and opinions among women At least 10% of the participants will be from vulnerable groups (ethnic 	TAO	Year 1-2	Included in the budget for this activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
		minorities, poor households, persons with disabilities			
	<ul style="list-style-type: none"> ▸ Training of male and female stakeholders for coastal forest restoration activities (site assessment, species selection, planting, maintaining, protecting, and monitoring); training courses on silvicultural measures for sand dune forest restoration; and on establishing local nurseries for native coastal wood species 	<ul style="list-style-type: none"> ▸ At least 30% of trained stakeholders are female. Focus group trainings will be conducted for women to enable their participation according to their daily schedules and their information needs. The WU will be involved to support these trainings ▸ At least 10% of the participants will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 	FAO	Year 3-5	Included in the budget for this activity
	<ul style="list-style-type: none"> ▸ The WU will be involved as a partner to support business development for women. Women will be targeted by involving farmer associations and local communities. Managing, harvesting, processing, and distributing climate-resilient NTFPs create job opportunities and increase women's income, fostering their economic empowerment ▸ The WU will collaborate with the Protection Forest Management Boards (PFMBs) in the two target districts 	<ul style="list-style-type: none"> ▸ The WU is involved in training female community producer group members in sustainable forest management practices, NTFP cultivation and harvesting techniques, and business development skills ▸ Evidence of the type of incentives designed to recruit women and increase their capacity will be collected with the project activity reports ▸ At least 30% of the trained community producer group members are female ▸ Focus group trainings will be conducted for women to enable their participation according to their daily 	FAO & PFMBs	Year 3-5	Included in the budget for this activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
		<p>schedules and their training needs. The WU will be involved to support these trainings</p> <ul style="list-style-type: none"> At least 10% of the participants will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 			
Outcome 4: Improved livelihoods of vulnerable men and women by enhanced access to markets and development of climate-resilient value chains Output 4.1 statement: Producers, producer associations, women's organizations have the capacities, and access to finance and markets to transition to climate-resilient practices					
Implement and scale up climate-resilient agriculture models and practices for key local value chains (supporting 6,000) (Activity 4.1.1)	<ul style="list-style-type: none"> Under sub-activity 4.1.1.1, the project will strengthen the capacities and provide inputs to farmers, Farmer Groups, Women's Groups, agricultural Cooperatives, and farmer extension to transition to more climate-resilient production practices for Rice, Lotus, Conventional and Organic Thanh Tra Pomelo The project will collaborate with the WU to support trainings and input provision targeting women 	<ul style="list-style-type: none"> The WU will be actively involved in the implementation of training activities and targeting women's groups Focus group trainings will be conducted for women to enable their participation according to their daily schedules and their training needs 30% of the beneficiaries of this activity will be female 6,000 people (30% women) enhanced technical capacity for more climate resilient technologies and practices At least 10% of the participants will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 	TAO	Year 1-2	Included in the budget for this activity
	<ul style="list-style-type: none"> Sub-activity 4.1.1.2 will focus on supporting the development of climate- 	<ul style="list-style-type: none"> The WU has been actively involved in linking women's 	TAO	Year 2-4	Included in the budget for this activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	resilient value chains for Rice, Lotus, Conventional and Organic Thanh Tra Pomelo. Based on the work under sub-activity 3.1.1.1, women's groups will be targeted in cooperation with the WU. Linkages among women's groups within the different supply chains will be strengthened	groups and creating respective networks <ul style="list-style-type: none"> ▸ 30% of the beneficiaries of this activity will be female ▸ At least 10% of the beneficiaries will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 			
	<ul style="list-style-type: none"> ▸ Under Sub-activity 4.1.1.2, the project will provide targeted support to the WU and women's groups for the introduction of post-harvest technologies and improving their market access capacities through improved processing, packaging, branding and marketing 	<ul style="list-style-type: none"> ▸ 30% of the beneficiaries for the promotion of post-harvest technologies and improved market access are women ▸ At least 10% of the beneficiaries will be from vulnerable groups (ethnic minorities, poor households, persons with disabilities) 	TAO	Year 2-4	Included in the budget for this activity
Output 4.2 statement: The capacities of local financial intermediaries are enhanced to effectively screen, finance and monitor climate-resilient investments					
Development of tailored financial products and services for climate-resilient agriculture (Activity 4.2.1)	<ul style="list-style-type: none"> ▸ Sub-activity 4.2.1.1 provides capacity building on financial and business literacy for climate vulnerable groups to improve climate change resilience in disaster-prone communities. This sub-activity will support the development of capacities within the WU ▸ Training and coaching for identified master trainers from 	<ul style="list-style-type: none"> ▸ 20 people, including at least 10 women received ToT training on financial, and business skills and can work as master trainers/counsellors in TT Hue.⁴ 	TAO	Year 2	Included in the budget for this activity

⁴ Combination of master trainers from women union and participating financial institutions such as Agribank, LVPB ... would be best.

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	<p>women's unions and their associated organizations, including Provincial Center for Women Development or District/commune WU staff. Priority will be given to women-led groups, which are:</p> <ul style="list-style-type: none"> ○ In most disaster-prone areas (typically frequent floodings) ○ Involved in the agri-(forestry) value chains supported under sub-activity 4.1.1.1 ○ Support Master Trainers to conduct training and coaching for women group leaders at the grass-roots level and cooperatives, especially those who are currently supporting banks in group lending 				
	<ul style="list-style-type: none"> ▸ Provide ongoing support for women groups leaders to provide training and mentoring for women so that they can improve their financial and business literacy skills, and can better manage their income, expenses, saving, and asset as well as improve their income by better managing their household business models 	<ul style="list-style-type: none"> ▸ 200-300 leaders from grass root organizations (with at least 30% women groups) will receive necessary training & coaching and be able to provide training and/or mentoring for households in project areas ▸ 2,000 women will benefit from mentoring and being able to improve household financial management and be able to 	TAO	Year 3-5	Included in the budget for this activity

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
		better their household production/business model in a climate-resilient way (2,000 households or 8,000 people) ⁵			
	<ul style="list-style-type: none"> Sub-activity 4.2.1.2 supports the development of financial products tailored to the needs of climate-resilient agriculture models. This process should also involve the assessment and integration of incentives used to encourage women's entry into the market for provision of climate-resilient products and services (e.g. finance packages; tax benefits and rebates; subsidies; pilot schemes; partnerships with financial institutions, the private sector or women's associations) 	<ul style="list-style-type: none"> The partner reports will require to include evidence of the type of financial incentives used to encourage women's entry into the market 	TAO	Year 2-5	Included in the budget for this activity
	<ul style="list-style-type: none"> Sub-activity 4.2.1.2 promotes the use of designed banking products for agriculture and rural areas to facilitate climate-resilient investment, such as climate-smart technology and services and climate change resistance agri-varieties. This work will be made accessible to women through collaboration with the WU 	<ul style="list-style-type: none"> WU confirms that they received support and feel capacitated to partner with banks active in rural banking 2,000 additional households from direct beneficiary groups in TT Hue can access and/or benefit from bank climate smart/CCA-friendly products, at least 30% of the beneficiaries are women and at least 10% are from 	TAO	Year 3-5	Included in the budget for this activity

⁵ 300 group leaders will provide coaching for 3000 women (one group normally has between 10 to 20 people, but there is possibility that not all of them participated), and 2/3 of them reported improved household capacity and income.

Project activities	Proposed Action	Target/Indicator	Responsible party	Schedule	Costs
	<ul style="list-style-type: none"> ▸ The project will support the provincial WU, who play the coordination role in partnering with banks active in rural banking such as Agribank, Vietnam Bank for Social Policies, or Lien Viet Post Banks, to make use of their expertise and at the same time promote rural banking products 	vulnerable groups (ethnic minorities, poor households, persons with disabilities)			