

*Achieving emission reduction in the Central Highlands and South Central Coast of Viet Nam to support National REDD+ Action Programme goals (RECAF)*

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# GENDER ASSESSMENT

**August 24, 2024**

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Final version

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## Abbreviations

4P	Public–Private–Producer Partnership
CFM	Community Forest Management
CIG	Community Interest Group
DARD	Department of Agriculture and Rural Development
EM	Ethnic Minority
FA	Farmers Association
FC	Farmers’ Cooperative
FAO	Food and Agriculture Organization
FLA	Forest Land Allocation
FGD	Focus Group Discussion
FHH	Female-Headed Household
FPIC	Free, Prior, Informed Consent
GAP	Gender Action Plan
GCF	Green Climate Fund
GBV	Gender Based Violence
IEC	Information, Education and Communication
IFAD	International Fund for Agricultural Development
IPP	Indigenous Peoples’ Plan
KII	Key Informant Interview
MARD	Ministry of Agriculture and Rural Development
NCD	Nationally Determined Contribution
OHS	Occupation Health and Safety
PFES	Payment for Forest Environmental Services
SDP	socio-economic development planning
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SEP	Stakeholder Engagement Plan
PC	Peoples’ Committee
PMU	Project Management Board
VAC	Violence Against Children
VCAP	value chain action plans
VNFOREST	Vietnam Administration of Forestry
WB	World Bank

## Executive Summary

**Background.** A gender assessment had been conducted during June–November 2021 and May–July 2022 amid resurgence of COVID-19 in Vietnam by mid-2021. The assessment aims to understand, to the extent possible, the socioeconomic status, culture and livelihoods of project’s target groups which include, *inter alia*, ethnic minorities, women and youth. The assessment was carried out through extensive collection and analysis of secondary data (national, regional, provincial level) and primary data (project level). Primary data were collected through consultation with about 654 people, of which 90% are ethnic minority people and close to 50% are female. All consulted people live in 21 districts of 5 project provinces in the Central Vietnam. These districts are identified (through data analysis under the project) as hotspots for deforestation.

**Purpose.** The gender assessment aims to understand the gender relations, roles, responsibilities of men and women living in project districts, thereby proposing ways – through a gender action plan, to promote gender equality and empowerment for women among project’s target groups. Since most of project beneficiaries are ethnic minorities, the Gender Action Plan and Indigenous People Plan will be mainstreamed into project planning and implementation which will be carried out annually by each of the five project provinces. The gender mainstreaming under the project will be planned and carried in a manner that contributes to achieving the expected targets over the project life. This is based on targets set forth by mid-line and end-line *vis-a-vis* project’s baseline established through the social assessment and gender assessment that have been done under the project. Consultation with potential beneficiaries (known as affected people) and other stakeholders (interested groups) takes the forms of household survey, focus group discussion and key informant interviews.

**Key findings.** The gender assessment suggest that the ethnic minorities in the project are very poor and as such vulnerable to the potential impact of climate change, particularly to their current agricultural production which makes up 77% for cultivation, 26% for animal husbandry, and 6%(forestry). The montly average cash income of female member are low than than of male (n=1,340) and average productive land access among female headed household is low than that of male headed household. However, for youth respondents, there is no stastically signifinant diffence in monthly average cash income between male and female. In term land shared land titles, . It is noted that across all types of land asked in the household survey (including Perennial land, Annual Cropland, Production Forest, Protection Forest, Agri- land for Animal Husbandry and Residential land), only 36.7% (n=182) have both husband and wife’s names on their LURCs (See Section 3.3.2).

In terms of labor division and decision making, gender stereotype still exists due to social norms by which female typically spend most of their daily time for unpaid domestic works whereas male spend most of their time for paid work and social activities outside their home. Albeit most of the decision in financing rest with female member, particularly for domestic works, decision making in agricultural production appears to be mainly taken by mostly by male as they are more knowledgeable about cultivation practices, innovation, labor, and market due to being more socialised (See Section 3.3.3 and 3.3.4). As a result, female appears being less confident in a) identifying business opportunities, b) protecting their business from being harmed, and c) bargaining for better prices. They are also less likely to be able to visit friends, relatives in nearby area (villages, neighbouring province) as they have to ask for permission of their husband (See Section 3.3.5).

**Recommendations.** Based on the results of the gender assessment, it is highly recommended (through the Gender Action Plan and Indigenous People Plan) that female members be included during all project planning activities and investment activities that benefit them at both household and community level. For ethnic groups that are of matriarchal societies, this system will be used as an advantage under the project to promote the participation of EM women in decision making process and income generation activities – both household and community level. To promote female participation in project activities (which deviate from the current labour division and social norms), the following key steps are recommended:

- Ensure at least 40% of female participating in all project planning activities – be it intended to benefit local people at community or household level, including female-headed households;
- Reduce women’s burden from traditional household chore by
  - Exploring and promoting activities that help women save time and labour including drudgery reduction mechanisms,
  - Exploring and increasing use of small-scale practices that involve mechanicalisation to free up intensive and heavy labour. This can be shared in groups of people that typically share labour,
  - Encouraging male to share more domestic works (towards equal sharing) to enable female to take trainings outside their home.
- Provide funding and capacity building trainings, e.g. technologies, leadership training, financial literacy, business development, etc. to develop value chains that women are more comfortable/skilled for niche products such as bee-keeping, sericulture, weaving, natural dyes (which can be introduced/included in agro-forestry interventions);
- Conduct IEC campaigns for awareness raising, sharing success story and champions;
- Promote female participation throughout the whole process of government lead forest land allocation (FLA), including joint ownership of forest land to promote decision making on the part of female.

The above key recommendations aim to promote equal participation of female from project’s target groups, which would enhance female participation in project planning and implementation activities and foster the process of economic empowerment for female members.

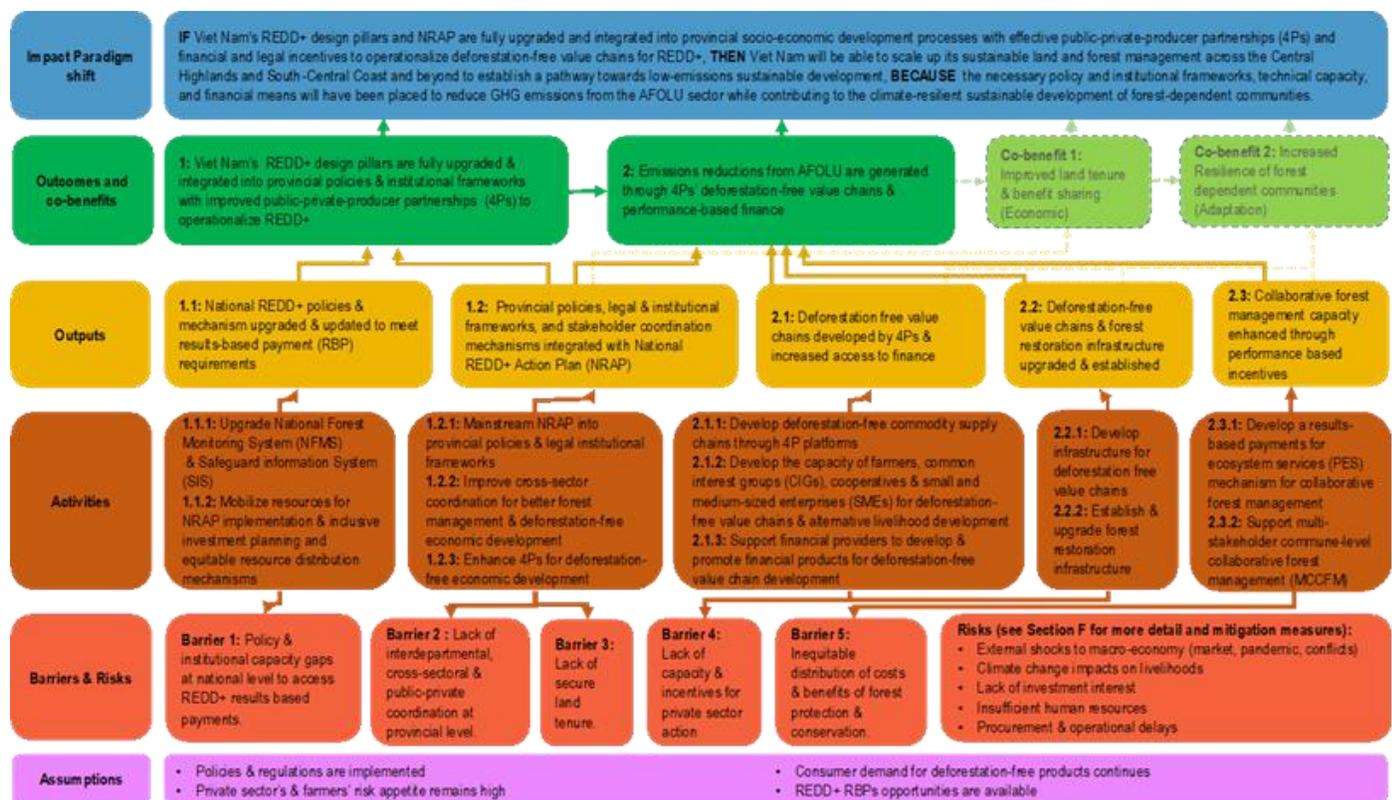
# 1. INTRODUCTION

## 1.1 Project Goal

The project is entitled “Achieving emission reduction in the Central Highlands and South Central Coast of Viet Nam to support National REDD+ Action Programme goals” (RECAF). The RECAF project’s goal is to reduce GHG emissions from AFOLU sector, contributing to the climate-resilient sustainable development of forest-dependent communities in the target provinces. To achieve this goal, the project sets out its paradigm-shifting logic predicated on the premise that:

**Goal Statement:** IF Viet Nam's REDD+ design pillars and NRAP are fully upgraded and integrated into provincial socio-economic development processes with effective public-private-producer partnerships (4Ps) and financial and legal incentives to operationalize deforestation-free value chains for REDD+, THEN Viet Nam will be able to scale up its sustainable land and forest management across the Central Highlands and South-Central Coast and beyond to establish a pathway towards low-emissions sustainable development, BECAUSE the necessary policy and institutional frameworks, technical capacity, and financial means will have been placed to reduce GHG emissions from the AFOLU sector while contributing to the climate-resilient sustainable development of forest-dependent communities.

The project focuses on developing deforestation-free value chains, fostering alternative livelihood options, and implementing community forest management initiatives tailored to the needs of forest-dependent communities as described further below. The Theory of Change diagram (Figure below) visually depicts these approaches and illustrates the anticipated outcomes of the project's interventions.



## 1.2 Project Outcomes, Outputs, and Activities

**OUTCOME 1: Viet Nam's REDD+ design pillars are fully upgraded and integrated into provincial policies & institutional frameworks with improved public-private-producer partnerships (4Ps) to operationalize REDD+**

*Output 1.1: National REDD+ policies and mechanism upgraded to fulfill all required functions, including afforestation.*

**Activity 1.1.1: Upgrade National Forest Monitoring System (NFMS) and Safeguard information System (SIS)**

- Sub-activity 1.1.1.1. Upgrade a monitoring system to report results of emissions reductions and removals
- Sub-activity 1.1.1.2. Implement the REDD+ Safeguards Information System
- Sub-activity 1.1.1.3. Promote inter-provincial coordination and knowledge management

**Activity 1.1.2: Mobilize resources for NRAP implementation and inclusive investment planning and equitable resource distribution mechanisms**

- Sub-activity 1.1.2.1. Prepare a Regional NRAP Investment plan
- Sub-activity 1.1.2.2. Conduct capacity building for private sector resource mobilization
- Sub-activity 1.1.2.3. Conduct national multistakeholder policy dialogue on including carbon sequestration services in PFES mechanisms and to draft MCCFM guidelines

*Output 1.2: Provincial policies, legal and institutional frameworks, and stakeholder coordination mechanisms integrated with National REDD+ Action Plan (NRAP)*

**Activity 1.2.1: Mainstream NRAP into provincial policies and legal institutional framework**

- Sub-activity 1.2.1.1. Strengthen provincial leadership, political will and commitment
- Sub-activity 1.2.1.2. Support a provincial REDD+ monitoring and information system (MIS) and participatory forest inventory surveys

**Activity 1.2.2: Improve cross-sector coordination for better forest management and transition to deforestation-free economic development**

- Sub-activity 1.2.2.1. Facilitate 4P platforms to provide inputs and ensure effective implementation of PRAPs
- Sub-activity 1.2.2.2. Facilitate cross-sector coordination, policy dialogue and capacity building on zoning, FLA, MCFM and PFES

**Activity 1.2.3: Enhance Public-Private-Producer Partnerships (4Ps) for deforestation-free economic development**

- Sub-activity 1.2.3.1. Generate baseline knowledge
- Sub-activity 1.2.3.2. Identify socially and economically viable and dense agroforestry systems adapted to agro-ecological zones
- Sub-activity 1.2.3.4. Share knowledge with the wider population and advocacy

**OUTCOME 2: Emissions reductions from AFOLU consequently to 4Ps' deforestation-free value chains & performance-based finance**

*Output 2.1: Deforestation free value chains developed by 4Ps and increased access to finance*

**Activity 2.1.1: Develop deforestation-free commodity supply chains through 4P platforms**

- Sub-activity 2.1.1.1. Develop deforestation-free commodity supply chains (perennial crops, acacia-based timber, bamboo)
- Sub-activity 2.1.1.2. Develop value chains for deforestation-free niche products (honey, mushrooms, medicinal plants, herbs, other NWFPS)

**Activity 2.1.2: Develop the capacity of farmers, common interest groups (CIGs), cooperatives and small and medium-sized enterprises (SMEs) for deforestation-free value chains and alternative livelihood development**

- Sub-activity 2.1.2.1. Establish CIGs
- Sub-activity 2.1.2.2. Train farmers, CIGs, cooperatives and SMEs

**Activity 2.1.3: Support financial providers to develop and promote financial products for deforestation-free value chain development**

- Sub-activity 2.1.3.1. Strengthen WDFs and CDFs to manage funds and develop products that support investments in deforestation-free value chains
- Sub-activity 2.1.3.2. Provide access to capital for WDFs and CDFs to more rapidly scale credit activities
- Sub-activity 2.1.3.3. Build capacity of commercial banks to develop products, partnerships and application of fintech that support investments in deforestation free value chains and advance project objectives

*Output 2.2: Deforestation-free value chains and forest restoration infrastructure upgraded and established*

**Activity 2.2.1: Develop infrastructure for deforestation free value chains**

- Sub-activity 2.2.1.1. Promote sustainable agroforestry through small-scale and micro infrastructure investments, including the development of micro irrigation systems and organic fertilizer production facilities
- Sub-activity 2.2.1.2: Enhance the post-harvest facilities of selected value chains by incorporating value-added processing techniques

**Activity 2.2.2: Establish and upgrade forest restoration infrastructure (IFAD Co-finance)**

- Sub-activity 2.2.2.1. Strengthen forest monitoring and protection infrastructure by implementing comprehensive upgrades
- Sub-activity 2.2.2.2.: Establish public nurseries dedicated to tree species cultivation, creating essential infrastructure for reforestation and afforestation initiatives

***Output 2.3: Collaborative forest management capacity enhanced through performance-based incentives*****Activity 2.3.1: Develop a results-based payments for ecosystem services (PES) mechanism for collaborative forest management**

- Sub-activity 2.3.1.1. Support Provincial Forest Protection Development Funds (PFPDFs) to design and implement a mechanism for performance-based payments for carbon sequestration services
- Sub-activity 2.3.1.2. Build the capacity building of the PFPDFs

**Activity 2.3.2: Support multi-stakeholder commune-level collaborative forest management (MCCFM)**

- Sub-activity 2.3.2.1. Facilitate a participatory land use planning and mapping process
- Sub-activity 2.3.2.2. Develop fully-devolved MCCFM pilots
- Sub-activity 2.3.2.3. Develop capacity of village-level MCCFM group members
- Sub-activity 2.3.2.4. Strengthen the MCCFM support system

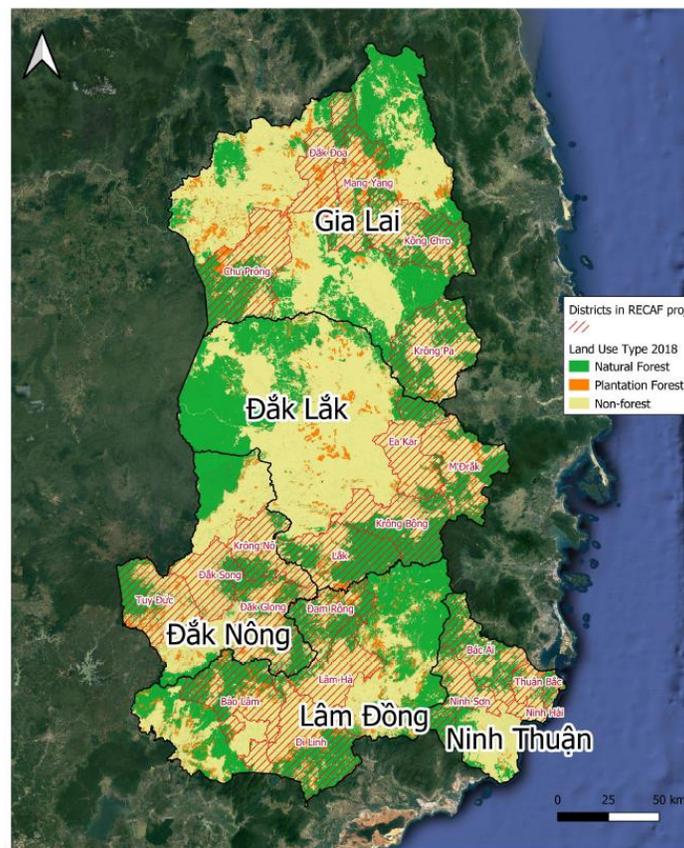
## 1.3 Project target groups

It is estimated that RECAF will reach 420,000 direct beneficiary households who are mainly smallholders and vulnerable individuals, and a total of 1,000,000 people who will indirectly benefit from the project. Specifically, the project's target groups include: (i) rural poor households with land and labourers; (ii) unskilled employed rural people; (iii) rural people lacking land for sustainable production but having business acumen and interest; and (iv) key farmers with the skills and assets to promote agroforestry/commercial agricultural production. Vulnerable households, such as the poor, near-poor and/or women-headed households, youth and others identified through local SEDP and RAP planning processes (e.g., engaged in vulnerable production systems, carrying out their production activities in vulnerable areas identified by Disaster Risk Management planning/zoning), and ethnic minority households will be prioritized among the target groups. RECAF will propose specific measures to ensure women's participation in relevant activities, including minimum participation rates (at least 40%).

In addition to above target groups, the project will also include small and medium scale enterprises/agri-businesses (SMEs), and producer organizations (cooperatives, Common Interest Groups (CIGs), savings and credit groups, and so forth, in project supported zero deforestation value chains.

## 1.4 Project area

The project will cover five provinces, including Gia Lai, Dak Lak, Dak Nong, and Lam Dong in Central Highlands, Ninh Thuan in the South-Central Coast (See Figure below). Within five project provinces, districts selected for project intervention have a total of 926,066 hectares of natural forest, of which about 400,000 hectares of this area are special use forest, which are strictly protected anyway, and no project impact can be expected there. Thus, it is estimated that project activities will contribute to the protection of about 500,000 hectares of natural forest.



## 1.5 Project's potential impacts

### 1.5.1 Positive impacts

Impacts will, overall, be positive, including (but not limited to) the following key benefits:

*At community level:*

***Knowledge***

- **Access to improved sustainable farming knowledge** (climate smart agricultural practices, deforestation free standards, good agricultural practices, GAP Standards) that are gender sensitive and lead to women's empowerment.
- Bio-inoculant and LEISA based practices introduced for improvement of soil health and productivity.
- **Improved capacity building** (knowledge, management, leadership, and also to enhance women's confidence for embarking on business enterprises)

### *Soil and Landscape*

- **Improved soil health, diversified farming and landscapes**, thereby increasing productivity of crops and livestock and promoting integration of environmental management.
- Local communities will have deeper knowledge and understanding of local soil types/micro-habitats and hence, can contribute to effective interventions.

### *Infrastructure*

- **Access to infrastructure and facilities** to improve agricultural production efficiency and promote adoption of deforestation free supply chain and help in reducing drudgery.

### *Credit Loan*

- **Access to loans** for smallholders those who are willing to adopt climate-smart farming practices.

### *Income generation and business development opportunities*

- **Job opportunities** (on-farm and off-farm) for both men and women,
- **Job and skill development opportunities for youth** (particularly for those who are disadvantaged), including promotion of agricultural SMEs, on-the-job-training and apprenticeship programme.

### *Networking*

- **Become part of forestry and farmer groups** for mutual support/learning
- **Become part of business partner with private sector**
- **Become part of saving/credit group** for mutual support/business partnership (including MFI/Women development fund, currently in Dak Nong and Ninh Thuan, to be replicated).

### *Gender equality*

- **Improved participation of men and women in project planning, implementation, M&E**

### *At provincial and national level:*

- Mainstream REDD+ into SEDP

- Contribute to emission reductions in the Central Highland and South Central Coast region of Viet Nam (which supports the National REDD+ Action Programme goals).

### *1.5.2 Adverse impacts and risks*

#### **Adverse Social & Environmental Impacts:**

Will be minor, localized, limited, manageable and reversible,

- Potential minor temporary environmental impacts to due to minor upgrading of **small-scaled irrigation canal, drainage, rural road, power line, access road, production facilities, infrastructure and equipment** for harvesting and post-harvesting, forest protection stations, fire watch tower, pumps, and **other public infrastructure** foreseen under the project.
- Can be avoided or minimized through proper design and construction measures.
- Can be avoided through a) consultation and b) exploring ways to engage EM peoples into project design and implementation, and c) participatory monitoring during project implementation

#### **Social and Environment Risks**

- Improper storing, handling, and application of pesticides and other chemical inputs
- Possible increased use of chemical fertilisers and pesticides due to crop intensification which may raise risk of environmental and human health deterioration.
- Completing demands for scarce water supply with local people
- Contraction of diseases (e.g. HIV/AIDS, sexually transmitted diseases, other communicable diseases..., COVID-19, due to labor influx)
- Conflicts with local people
- Gender based violence (e.g. verbal and physical abuse, sexual harassment, violence against children...)
- Unequal access to project benefits/conflicts if eligibility for selection of beneficiaries do not exist, or exist but not well applied
- Possible social exclusion (because of vulnerability, land tenure issues)
- Agricultural competition (markets, value chains...)
- Declined emphasis on food crops, resulting in reduced dietary diversity with serious implications for nutritional security and human health, particularly of pregnant women, nursing mothers and children due to increased shift towards commercially important cash crops and agroforestry,
- Inflation
- Traffic accidents

## 2. METHODS

### 2.1 Purpose of gender assessment

The purpose of this Gender Assessment (GA) is to understand the status-quo of key gender related issues at country, particularly those at project levels, and on the basis of that proposes gender-responsive actions that will be realized under the proposed project – through mainstreaming gender issues into project design and to promote gender equality through project activities during project implementation.

The gender assessment and gender action plan aim to 1) support climate change interventions and innovations through a holistic gender mainstreaming approach, 2) Promote gender equality through climate change mitigation and adaptation interventions whereas minimising social, gender-related and climate-related risks in all project activities; and 3) contribute to reducing the gender gap caused by current inherent social, economic and environmental vulnerabilities and exclusions as well as potential impacts induced by the climate change in Central Vietnam. Above gender actions are done through FPIC engagement process that has already started during project design stage and will be maintained and enhanced during project implementation.

### 2.2 Methods

The gender assessment starts out by, first, exploring and analysing the gender roles and norms in Vietnam that shape how men and women undertake roles in their daily income generation activities and other relevant activities at household and community levels. A particular focus is placed on the project's target population, which include both Kinh mainstream and ethnic minority groups present in the project area. Second, the gender assessment was conducted on the basis of the social assessment of the project's potential risks and impacts. The social and gender assessment aligns with the logical framework of the proposed project to inform project design in general and the gender action and social inclusion plan in particular. While the social assessment contributes to project design through avoiding/minimizing adverse impacts and risks, and enhance project development effectiveness, the gender action plan aims to implement specific activities that mainstreams gender aspects into project activities, thereby promoting gender equality through project investments.

#### *Data Collection Tool*

A set of questionnaires were prepared by the project design team for the purpose of Focus Group Discussions (FGD), Key Informant Interview (KII), and Household Survey (HS). The questions were translated into Vietnamese for use by local governmental staff. Staff selected by provinces to conduct these surveys were trained through Zoom and were provided sufficient time to practice through follow-up online sessions to ensure they well understand the structure and purpose of each questions and know how to pose such questions in a way that is culturally appropriate to local people, particularly people from ethnic minority groups.

#### *Sample Size and Sampling*

For the household survey, a sample of 353 households was taken. The percent of male interviewees is 58.7% and that for female is 41.9%. To ensure representativeness from 21 project districts, a typical

commune in each district was selected for the survey (including FGD, KII and HS). A stratified random sampling was adopted in each select commune to enhance the representativeness for potential project beneficiaries.

**Table 1 - Number of research participants**

No.	Type of consultation	Male	Female	Total number of people participating
1	Household survey	205	148	353
2	Focus Group Discussion	70	107	177
3	Key Informant Interview	55	40	95
	<b>Total</b>	<b>330</b>	<b>295</b>	<b>625</b>

In addition to primary data collected through household survey, focus group discussion, and key informant interview, secondary data such as research papers, study reports, statistical books, technical reports, and socioeconomic development reports, were collected to assist the description and analysis of the socioeconomic context of the affected households, and their community at large.

#### *Data Collection*

**Focus Group Discussions (FGD).** FGDs were conducted in small groups (8 persons per group). FGD gathered people from similar backgrounds (e.g. ethnic groups, natural resource dependent) and experiences to discuss pre-defined topics. This information was collected to support the gender analysis and gender assessment exercise, and the preparation of the required social and environmental safeguards documents. All FGDs were guided by moderators who are trained local governmental staff. The group facilitators introduced topics for discussion and helped groups to participate in a lively and natural discussion amongst themselves. FGD aimed to obtain the insight of local people on specific issues, particularly the range of their opinion and ideas, and the inconsistencies and variation that exists in their community with regards to their beliefs, knowledge, attitude and practices with regards to their agricultural and forestry productions and their access to the land/natural resources to support their subsistence and long-term livelihoods.

**Key Informant Interview (KII).** KII aims to collect information about select pressing issues and problem in the target community – through individuals who are locally known as experts in the topics under question, and who have a broad social network with individuals and parties who play certain roles (e.g. production, marketing, consumption...) in a value chain for a commodity that are likely to be supported by the project to promote deforestation free value chain.

**Household Survey.** Household surveys were administered to invited representatives of local households using questionnaire uploaded through personal mobile devices of local government staff who conduct the survey.

**Languages.** All FGD were conducted with the language assistance of local governmental staff who are from the same ethnic minority groups. This person was full time with each of the FGD to ensure participants from ethnic groups are comfortable using their own native languages and Kinh language as they feel most comfortable for the purpose of the focus group discussion.

**COVID-19 Prevention.** In Dak Dong and Ninh Thuan provinces, the above surveys were conducted amidst the rising COVID-19 (June-August 2021). Thus, national and provincial measures for COVID-19 prevention were strictly observed by local government and local governmental staff who were directly involved in the surveys. For Gia Lai and Dak Lak provinces, surveys were carried during June and July 2022.

### *Data Analysis*

Mixed method was applied for the gender assessment to enhance the reliability and the validity of the study findings.

**Focus Group Discussions (FGD).** Qualitative data obtained from focus group discussion were analyzed using content analysis.

**Household Survey.** Household survey data was collected through questionnaire prepared by project design team and designed into KoboToolbox platform. KoboToolbox was selected because it supports offline data collection, it offers functionality appropriate to the needs of this survey, and it is free. Data collected on field were submitted to KoboToolbox platform after each day of household interview. Data were cleaned using Microsoft Excel and were analyzed using the statistical package IBM SPSS Statistics for Windows (version 28.0, Armonk, NY, USA). Descriptive statistics was conducted to obtain frequency for all responses collected through the online survey.

**Key Informant Interview (KII).** Data collected from KII were reviewed and analysed to support the trustworthiness of data collected from FGDs, particularly for the topic related to Contract Farming.

## 3. GENDER ASSESSMENT

### 3.1 Country overview

#### *3.1.1 National Policies related to Gender Equality & Climate Change*

**Gender.** Gender equality has been mandated in the latest **Constitutions of Vietnam** (2013). It is furthered on in respective legal documents to promote implementation. In Vietnam, the **Law on Gender Equality** (No. 73/2006/QH11) was approved in 2007. It aims to address gender equality, particularly women's rights and women's empowerment through legal frameworks to allow consistent mainstreaming into legal system in Vietnam. In addition to this Law, the National Strategy on Gender Equality 2021-2030, the Action Plans on Gender Equality 2011-15, 2016-20, and other legislation defining the responsibilities for the implementation of the Law.

Various Decrees and Directive were promulgated in relation to this law to facilitate the implementation process. It was also mandated that any new laws need to incorporate the opportunities for mainstreaming gender aspect to promote gender equality in applicable laws. Some prominent laws that promote gender equality include Law on Marriage and Family (2014), Law on Law on Domestic Violence Prevention and Control (2007), and Labor Code (2019).

In addition to legislation framework, national strategy on gender equality have been unfolded. The latest national strategy for gender equality (2021-2020) was built on the success and lesson learned from its precedent (2010-2020). This strategy aims to reduce the gaps of gender equality through creating favourable conditions to promote equal participation of men and women in various fields of social life, covering six key targets including political, economic and labor, gender based violence, health care, education, information access and communication. To realize national strategy on gender equality, national action plan on gender equality have been prepared to guide the implementation of the national strategy. In terms of state management, at provincial level, provincial people committee, prepare their own implementation plan to materialize the national strategy. This is done by setting for province targets that are specific to the situation of gender equality in respective province. With regards to state management, ministries sets for he their own gender equality implementation plan in areas such as agriculture, health, education...to promote more specific gender mainstreaming effort in activities of their own sector.

In addition, National Target Program also make an effort to mainstream gender into their respective programs, such as National Target Program on New Rural (2021-2025), on Sustainable Poverty Reduction (2016-2020), on Health care (2016-2020), Jobs, Job Training, and Labor Safety (2016 – 2020), Pollution Resolution and Environmental Improvement (2012-2015) and for the period from 2016-2020 for radical resolution for public seriously polluting establishments. At provincial level, provincial Peoples’ Committee also published Action Plan on Gender Quality to realize National Strategy on Gender Equality.

At international level, Vietnam has ratified various conventions related to promoting gender equality. Some of them include Forced Labour Convention, Equal Remuneration Convention, Discrimination (Employment and Occupation) Convention.

### **Climate Change/Natural Disaster**

The Government of Viet Nam has a strong legal framework in place to respond to the potential impact of climate change. **Resolution 24-NQ-TW** (dated 3 June 2013) issued by the Communist Party is a high-level directive on climate change. The Resolution strengthens the roles of relevant agencies in responding to climate change. Its objectives cover on 1) climate change response, 2) natural resource management, and 3) environmental protection. It focuses, in particular, on climate change adaptation and serves as the foundation for planning directions and policies for socio-economic development, ensuring national defense, security and social security. The Government is conducting consultation on the draft National Strategy on Climate Change for the period from now up to 2050.

The **Law on Natural Disaster Prevention and Control** (2013) states<sup>1</sup> gender equity as one of seven core principles of disaster prevention and control. The document provides guidance of how natural disaster prevention and recovery should be implemented. It also specifies roles and responsibilities of relevant agencies in natural disaster prevention and control. It prescribes activities of natural disaster prevention and control, the rights and obligations of agencies, organizations, households and individuals participating in natural disaster prevention and control, and state management and available resources to ensure achievement of this effort. Although there is no specific guidance on

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<sup>1</sup> Clause 5, Article 4, Law on Natural Disaster Prevention and Control 2013

gender mainstreaming in the Law and Decrees under this Law, there has been Guidance that has been issued by MARD and Central Women's Union on Gender Mainstreaming in Community Based Natural Disaster Prevention and Control (for commune level).

**National Green Growth Strategy for 2021-2030**, vision towards 2050 (No. 1658/QĐ-TTg, dated October 1, 2021. Its overall target is to "accomplish green growth, thereby contributing to the restructuring of the economy in conjunction with renewing the growth model, in order to achieve economic prosperity, environmental sustainability and social equality; strive towards a green and carbon neutral economy; contribute to the realization of the goal to reduce global warming". The target is achieved through the following six guiding view:

1. Green growth contributes to the restructuring of the economy in conjunction with renewing the growth model, raising the competitive capabilities and the ability to withstand external shocks, as well as the actualization of the Strategy for socio-economic development in the 2021-2030 period, the system of national master plans together with the development strategies of industries and fields.
2. Green growth is an important method to carry out sustainable development and directly contributes to the reductions in greenhouse gas emissions as a step towards a carbon neutral economy in the long run.
3. Green growth places the people at the center and helps reduce human vulnerability to climate change; encourages each person to maintain a lifestyle that is responsible to the community and to society, provides guidance to the future generations with regards to the green living culture while also establishing a civilized and modern society that is in harmony with nature and the environment.
4. Green growth must be based on modern institutions and governance, advanced science and technology along with high quality human resources, and it has to suit the international context as well as the conditions within our country.
5. The orientation of green growth is to invest into advanced technologies, digital transformation along with smart and sustainable infrastructure; creating momentum so that private investments play an increasingly important role in the green economy.
6. Green growth is a common cause of the entire political system, the entire people, the business community along with related organs and organizations; it is promoted through a spirit of innovation and the aspirations to develop a prosperous and sustainable country.

### ***3.1.2 Status Quo and Results of National Policy Implementation***

Despite strong commitment to establishing a legal framework, with Law on Gender Equality as a pivotal legislation that is cross-cutting various sectors, gender is still not integrated systematically into the laws and policies related to agriculture, food and nutrition security and related indicators are not sex-disaggregated (FAO 2019).

### ***3.1.3 Gender Stereotypes***

At global level, in 2021, Vietnam was ranked 87<sup>th</sup> (out of 156 countries) on Global Gender Gap Index. The country was ranked 26 (from 31<sup>st</sup> in 2020) on Economic Participation and Opportunity, but 94<sup>th</sup> (from 93<sup>rd</sup> in 2020) on Educational Attainment, 152<sup>th</sup> (from 151<sup>st</sup> in 2020) on Health and Survival and 121<sup>st</sup> on Political Empowerment (WEF Global Gender Gap Report 2021). At the regional level

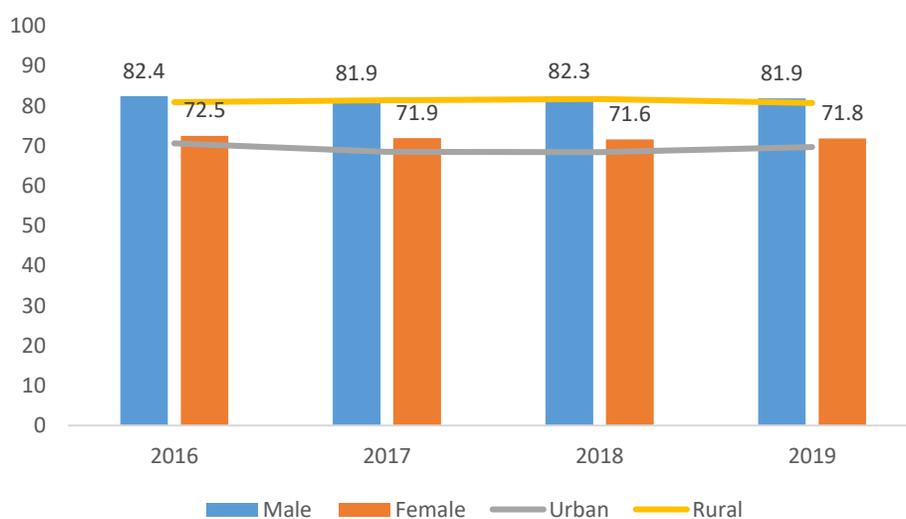
(East Asia and the Pacific), Vietnam was ranked 9<sup>th</sup> overall on the Gender Gap Index. At country level, though improvement has been made at policy and action levels over the past decades, gender gaps still exists because of various reasons. Gender stereotypes and social norm are among the key reasons (UNDP 2018).

Social norms act as a powerful mechanism that regulates conflicts in groups, even in cases where there is no central authority (Axelrod 1983). Whether people observe a norm or not would depend critically on two types of expectations: empirical and normative. That is, individuals have preferences for conforming to social norms that are conditional on both types of expectations being present (Bicchieri 2006). In Vietnam, the social norms, which form part of common behavior, are that men are leaders, decision makers and risk takers. These limit women’s access to, certain types of works, expected roles, and decision making within their family. Also, patriarchal attitudes and deep-rooted gender stereotypes regarding responsibilities and roles of women and men in the family and in society result in subordinate roles of women (UNDP 2018). In general, women are responsible for chores and caring work in the family. Similarly, girls are often involved in doing housework than boys do. Because of the women’s responsibilities in chore, women aged 25 and older tend to choose jobs close to home to enable them to undertake chore duty (ISDS 2015).

### 3.1.4 Labor Force in Key Sectors

The urban population was 33,122,548 persons (34.4% of the total population) whereas that in rural areas is 63,086,436 persons (65.6%) (GSO 2019). With the population increasing over the past three decades (1990-2020), the labor force of Vietnam has steadily increased over the same period. It hits the peak in 2019 with 57,307,619 people before reversing down to 56,542,377 in 2020 due to COVID-19 (WB, ILO 2021). Over the same period (1990-2020), the Labor force participation rate (% of female population ages 15-64) decreased steadily from 1990 to 2010, but reverse remarkably from 2010 till 2019 during COVID-19 outbreak.

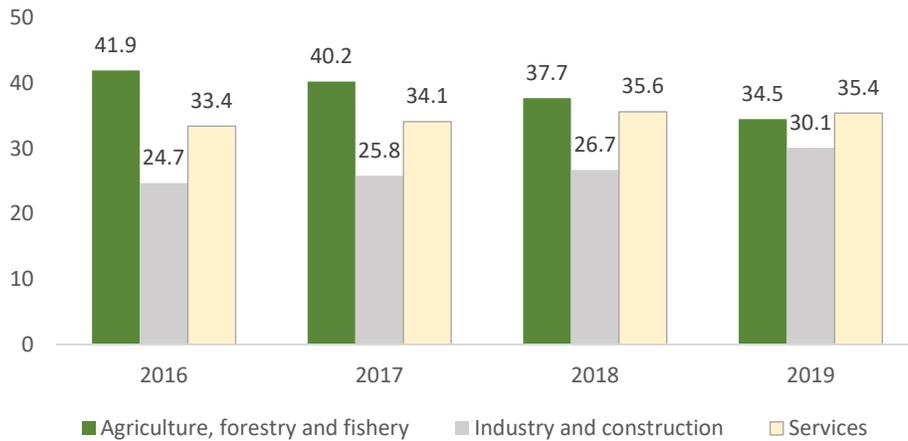
**Figure 1 - Labor force participation rate (%)**



*Data source: GSO 2019*

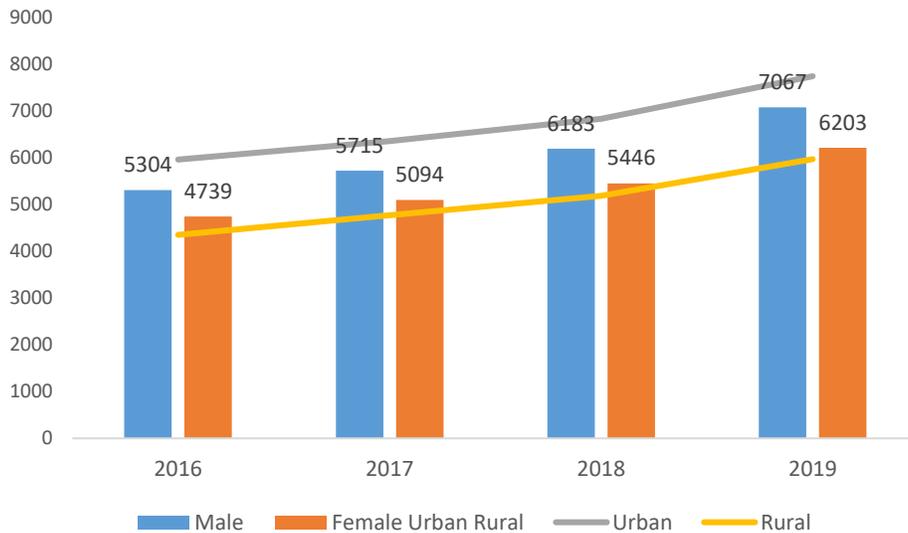
It is noted during 2016-2019, while the labor forces in industry and service sectors had slightly increased, the labour force participating in agriculture, forestry and fishery had decreased. Average monthly earnings of wage worker tends to increase over years (See Figure 3) with wages of female lower than that of male (for both urban and rural area).

**Figure 2 - Industrial sectors (%)**



*Data source: GSO 2019*

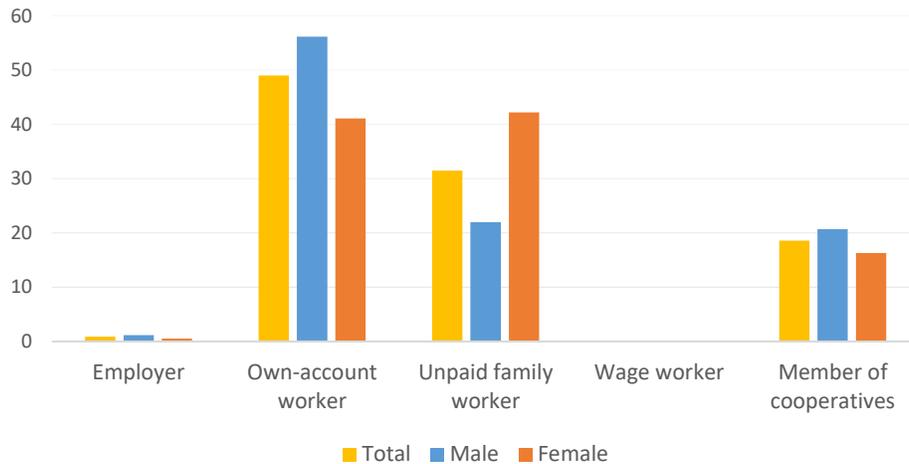
**Figure 3 - Average monthly earnings of wage worker (in thousand VND)**



*Data source: GSO 2019*

It is noted that the proportion of unpaid family workers is higher for female whereas for own-account workers, male is higher than female.

**Figure 4 - Proportion (%)**



*Data source: GSO 2019*

### ***3.1.5 Labor Division in Production***

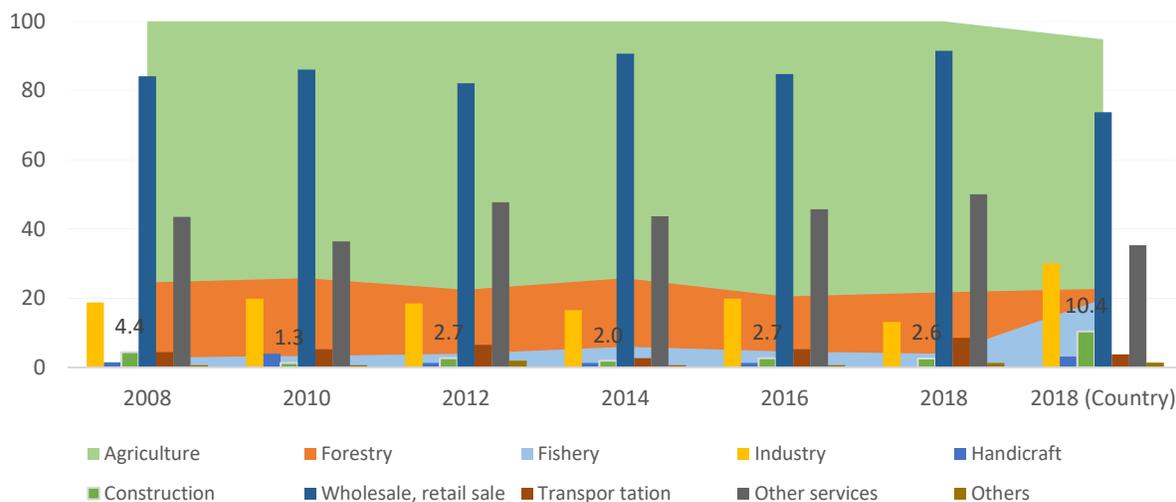
In agriculture and forestry, women engage in the most of the production activities, including sowing, crop care, to harvesting. They also manage income-expenses and are responsible for selling products. On the other hand, men are mainly involved land preparation and the use of pesticide, which is generally considered physically heavy (ISDS 2015).

The labor division, which is rooted from social norms and the roles of men and women in relation to their physical health, affect how they access necessary resources for production/income generation and relevant decision making. FAO (2019) found that gender inequality are apparent in agriculture, food and nutrition, including access to resources for agricultural production such as land, technology, training, finance and markets, and agricultural extension services albeit their high partition in agriculture, forest and fishery – 75.8% of female vs 69.3 of male in 2019 alone. With regards to land titling, women have limited access to land due to kinship-based practices of inheritance. The most vulnerable women were found to be the ones from patrilineal groups and those living in rural and mountainous areas.

### ***3.1.6 Income Sources***

In Central Highland, the proportion of communes whose average main income (2008-2018) from agriculture is highest (100%), followed by wholesale and retail (86.6), other services (44.5%), forestry (around 23%), industry (17.8%). It is noted while agriculture remain constant (100%) over the period from 2008-2018, forestry slightly decreased over the same period whereas fisheries slight increased.

**Figure 5 - Proportion of communes by major income sources of the commune's residents**



### 3.1.7 Political Participation

According to WEF (2021), albeit progress made, Viet Nam still need to improve gender parity in politics since only 11.3% of the Political Empowerment sub index gap has been closed, further regressing since 2020 (-1 percentage points). Although 26.7% of parliamentarians are women, to date there are still no women ministers, and there has never been a woman head of state.

### 3.1.8 Gender-sensitive Assessment

#### Matriarchy or patriarchy in ethnic minority groups

Communal organization and kinship are an important aspects that characterize key cultural traits of ethnic groups in Vietnam. Such organization through – either matriarchy or patriarchy, are traditional fundamental that affect the marriage customs and practices among ethnic groups in Vietnam. It also affect how men and women access to assets, exercise power and decision making over the use of such access, as well as division of labor. Local customs and habits affect social and cultural values, and as such behaviors of members in each ethnic groups, particularly in the area of asset ownership, inheritance, marriages, among other things.

#### Practices of matriarchy

For some ethnic groups in Vietnam, matrilineality is historically characterized by a society in which women have more power and control over the resources. They are the ones who proposed a marriage. The Ede, K’ho, M’ngong, Chăm, Raglay, for example, are well known for the matrilineality, and these marriage practices are common among them. For example, women from K’ho and Chăm are the ones who propose a marriage. Their husband will join them in their family. Women have control over the family asset as well as other aspects. If there are divorces, men leave the family with nothings. When the husband die, they will be buried in their mother’ hometown. In terms of inheritance, heritage is also passed down – through women for some ethic groups. For example, for Raglay people, if a husband passes away, his assets such as tools and equipment are turned back to his mother, or to his sisters if his mother has passed away. This social arrangement is typically derived from the fact that

women are those who rear their children. They also take care of the children and domestic works while men typically undertake heavy works in the field, including hunting. Thus, family issues remain the key responsibility of women, typically for ethnic groups that exercise matriarchy. Matrilineal groups also have their children follow women's family name. Matriarchy also have an influence on cultural traits such as architecture, sculpture, weaving, and decoration in their culture.

### **Gender equality from the perspective of ethnic minorities**

From the above, one may ponder that men are somehow just laborers in the family in matriarchy societies – as characterized with being married, having no control over assets, inheritance, etc. However, within these societies, this may not be considered as inequality.

Ethnic minority communities do not maintain the concept of gender equality as the one defined in the development field. For EM people, husband and wife assigned their work based on their physical ability and labor arrangement within their family. An alternative to “gender equality” for them would be “being together”, “caring for each other”, “working together”, “sharing” between husband and wife. This is what they perceived as an “ideal family” (Pham 2012:17).

It is true that in the forest or rural settings, men are commonly involved in undertaking heavy works, such as hunting, ploughing, collecting wood, spraying pesticide, building/repair houses. Thus, domestic works, albeit with more devotion of time, is considered light duties inside the house. Women, as such, consider it necessary for them to do these works to maintain a “harmonious” family (Pham 2012:16).

Water collection and treatment remain a cumbersome activity especially for ethnic minority households (UNWomen 2016).

### **Job opportunities for EM women**

Currently, national policies are contributing to creating better opportunities for some groups of female workers, such as in labour-intensive exports. However, these policies seems to fail in generating sufficient and more secure economic alternatives to women of low levels of formal education in general, and from disadvantaged rural regions in particular. These issues seems to be more serious for the case of women of ethnic minorities. It is also noted that unpaid domestic work and care is the major data gaps in Viet Nam, especially with regards to time use and informal employment is also higher among ethnic minorities (UNWomen 2016).

UN Women (2016) recommends that particular attention should be given to the plight of ethnic minority women and girls, who continue to lag behind both ethnic minority men, and Kinh and Chinese women in accessing economic opportunities, and facilitate women's access to employment outside jobs and sectors traditionally seen as *female*).

### **Land use titles**

In Vietnam, it was prescribed in the Land Law 2013 that where the land use rights, or land use rights and the house ownership, and other assets attached to land is the joint property of both husband and wife, full names of both husband and wife must be written in the certificate of land use rights and house ownership unless there has been an agreement between husband and wife that name of only

one person is written on such certificates. If required, such land use right certificate can be updated to indicate the names of both husband and wife if the land is joint property of both husband and wife.

Even though there has been an increase in the number of female-only and joint holders of land use title for agricultural and residential land since early 2002s, the number of formal entitlements over non-residential land for the wife was lowest among ethnic minority groups that practice patrilineal succession (UNDP 2013).

### **Agricultural extension**

Women have fewer opportunities to access training and field workshops. Men are overrepresented in technology transfer involving new livelihood strategies (e.g. shrimp farming, orchard plantation), new machinery and cultivation techniques and non-traditional crops that are seen as commercially promising (UN Women, 2016). Women's limited access to rural advisory and agricultural extension services, training and technology transfer is due to various gender-biased patriarchal social norms, resulting in women's lower levels of education, increased time constraints and limited mobility, among other constraints (FAO 2019). Furthermore, although women are more involved in agriculture, they are also more likely to work on smaller farms and to cultivate subsistence crops. By contrast, women farmers remain confined to more traditional types of training such as small-scale animal husbandry (FAO 2019).

#### ***3.1.9 Gender Based Violence***

- **Domestic Violence**

At national level, domestic violence in Vietnam has been a critical social problem for more than the past decade. In 2010, the National Study on Domestic Violence against Women in Viet Nam, conducted by the GSO with the technical support from the WHO and MOH, found that 58 percent of ever-married women report they have suffered physical, sexual, and emotional violence from their husbands at least one of these types in their lives, 27 percent of women had experienced any of these type of violence in the past 12 months, of which 9 percent currently subjected to violence from their husbands. About 10% reported an experience of physical violence by someone other than their partner since they were 15, albeit this figure varies from 3% to 12% among regions. Perpetrators were mainly male family members (as reported by 65% of the women experiencing physical non-partner violence).

In 2019, the above survey was repeated. It was found that 26.1% of respondent in Viet Nam who had ever been married or married/partnered reported that she had experienced physical violence from her husband/partner during her lifetime (lifetime violence), and 4.6% experienced physical violence from her husband/ partner in the last 12 months (current violence). Sexual violence by a husband/partner was experienced by 13.3 % of women in Viet Nam in their lifetime, and for 5.7% of women this occurred within the last 12 months. Common reasons for physical violence include “family problem” (50.8%), “drunkenness” (40.9%), followed by “money problems” (18.8%). Nevertheless, 49.6% who experienced physical and/or sexual violence by a husband/partner had never told anyone about it and most women (90.4%) did not seek help from formal services or authorities. 69.7% of women who did seek help said they would seek help when they could not endure the violence anymore.

It was noteworthy that in the 2019 survey that, with regards to emotional violence, more women reported their experiencing of emotional violence by a husband/partner compared with any other

form of violence. 47.0% have experienced it at least once in their lifetime and 19.3% within the last 12 months. 27.3% of women experienced one or more acts of controlling behaviour (a form of psychological abuse) by a husband/partner during their lifetime and 12.9% during the last 12 months. When controlling behaviour is combined with physical, sexual and emotional abuse, the violence rate rise to 60.2 per cent during lifetime and 27.8 per cent in the last 12 months. 20.6% of women experienced economic abuse by a husband/partner during their lifetime and 11.5% in the last 12 months.

The national survey also found that gender-biased perceptions on violence significant contribute to men's and women's acceptance of violence. Cultural beliefs about masculinity and femininity also influence remarkably the ways in which people deal with anger that lead to violence. More than one third of women in rural areas are more likely to agree that men were the decision-makers and household head than those in urban area. 51.8 % believe that a man is justified in beating his wife if she were unfaithful (45.2%) or did not take "care of children" (27.0%). Women who were victims of violence were also more likely to justify and excuse perpetration of violence by a husband/partner compared with women who have not experienced violence. These facts were also more strongly supported by people living in rural areas compared to urban areas and among women of lower education.

- **Child Abuse**

In terms of child abuse, almost one in four women with children under 15 years old reported that their children have been physically abused by the partner. Violence against children also has a strong relationship with violence against women by the same perpetrator. It is important to note that abusive acts are typically not incidents but often are repeated behavior, with physical and sexual violence against women usually starting early in a woman's relationship whereas sexual and emotional violence appears to go on for many years throughout the relationship. Emotional abuse, according to women participating in the national survey, affects them even more than physical or sexual violence. It was reported that women who experienced physical and/or sexual violence by a husband/partner were more likely to report uncommon behavioural issues of their children, such as frequent nightmares, unusually quiet or withdrawn.

In terms of economic and social disadvantage, Violence against women often disturbs women's ability to work resulting in a risk of loss of employment, a decrease in income, and increased isolation. It was found that women with limited access to resources, credit, markets and extension services face even more limited access if they are living with violence. This is even worse with those who do not work and rely on husband who are bread winner, particularly most vulnerable women who are poor, or having disabilities, elderly and of ethnic minority. If they are not empowered to mobilize resources as a preventative measure, they are more disproportionately vulnerable to events such as natural disaster and climate change, in the long run.

- **Sexual Harassment**

At national level, there is no official and systematic data on sexual harassment. Sexual harassment was also challenging to recognize since it may take the forms of physical, verbal or non-verbal harassment. In a survey conducted by the International Labour Organization (ILO) in Vietnam in 2015, up to 17 per cent of mid-career workers interviewed (n=150) said either they or someone they knew in their

workplace had been asked for a “sexual favours by a superior in return for some kind of workplace benefit”. Another study on sexual harassment in the workplace by the Ministry of Labour, Invalids and Social Affairs (MOLISA) and ILO found that fear of reprisals tends to prevent victims from speaking out, let alone reporting cases officially. A vague legal definition of sexual harassment also make the issue even complicated. In 2016, a survey jointly conducted by MOLISA and ActionAid in five cities and provinces found that 51 percent of women admitted that they had experienced sexual harassment at least once.

A survey by ActionAid in 2014 asking 2,046 people in Hanoi and Ho Chi Minh city indicated that 45% of people asked think that risks of sexual harassment is high in public places. 87% of respondent who are women and young girls indicated they were once sexually harassed (including both verbal and action). Harassers, according to respondents, are commonly from 15-25 years of age, followed by group of 36-55. Ninety-one percent of female respondent (aged 18-23) said perpetrators are mostly strangers. However, according to 86% of male respondent and other witnesses, perpetrators are mainly employers. 66.5% of female respondent said they did not take action when confronting acts of sexual harassment.

### *3.1.10 Impacts of Climate Change*

Viet Nam is sixth most affected country in the world by climate change. Each year, intense and unpredictable weather events cause fatalities and extensive damage to infrastructure, and impact on the livelihoods of already disadvantaged communities in urban and rural areas in which children and women are particularly at risk (UNICEF 2021 website, retrieved July 9, 2021). The level of impacts of climate change and the coping strategies of the populations depends very much on their socio-economic status, socio-cultural norms, access to resources, poverty as well as gender and there has been growing research evidence that demonstrate that the effects of climate are not gender- neutral. In fact, women and children are among the groups of highest risk (WB 2021).

In terms of nutrition, at global level, the World Food Programme estimates that the risks of hunger and child malnutrition on a global scale will increase by 20% by 2050 if adaptation action strategy are not in place (WFP 2015). The two primary drivers for malnutrition is the lack of fruit and vegetables in diets and health complications caused by underweight (Springmann et al. 2016). Poorer farmers and communities are least able to afford water storage, irrigation infrastructure, and farming technologies which assist in their adaptation strategy (WB 2021).

Stakeholder consultations revealed that due to extreme events (heavy rainfall, prolonged dry periods) post sowing and during germination, emerging crops are often damaged or die, necessitating a second sowing. Farmers, particularly the poor, do not have seeds saved and face difficulty in sourcing seeds for a second sowing. Seed Banks or mechanisms for sourcing seeds in such situations is critical as failure to access seeds could mean hunger or starvation for the households unless means for income generation are available through wage labour or other options. This is not always possible in rural communes particularly in EM areas.

### *3.1.11 Impacts of COVID-19*

- **Impact on Labour Force**

The three waves of the Covid-19 pandemic in Vietnam in 2019 and 2020 had resulted in unemployment to millions of workers in Vietnam. In 2020, for instance, 32.1 million Vietnamese workers aged 15 or above to either lose their jobs or have their working hours reduced (GSO 2020). Despite recovery, by the first quarter of 2021, there are still 9.1 million people aged 15 and over across the country who are adversely affected by the Covid-19 pandemic. Of 9.1 million workers, 540,000 people lost their jobs, 2.8 million people were furloughed or suspended their production and business operations, 3.1 million workers having worked with reduced working hours or required to work on a reduced schedule or take shifts. 6.5 million workers reported having experienced lower income. It is expected that the resurgence of the Covid-19 in Vietnam (forth wave) will continue to hinder the recovery effort of both workers and government.

In terms of sectors, workers in the service sector were the most severely affected (20.4%), followed by industry and construction sector (16.5%), and agriculture, forestry and fisheries (7.5%). In Central highland of Vietnam, although the major income sources come from agriculture, which is the least affected group, the impact on services (which are among the top 5 major sources of income in Central Highland) may cause a cascading effect onto those whose major income are from agriculture – from consumption perspective. According to GSO analysis (2021), the third wave of the Covid-19 pandemic in Viet Nam has not only slowed down the labour market recovery (achieved in the second half of 2020) but also left many workers, especially women, unemployed and become informally employed workers. In quarter 1/2021 alone, the number of employed people aged 15 and over was dropped to 49.9 million (959.6 thousand lower from the previous quarter) and was mainly in the rural areas and among men. It is noted that there are still 3.5 million workers engaged in subsistence work<sup>2</sup> in the agriculture, forestry and fishery sector. Women make up nearly two-thirds of this group, primarily those aged 50 and over (accounting for 59.4%).

It was also noted when migrant poor workers lose jobs in urban area, they tend to return home in rural area to ease the cost of living in cities (e.g. house renting, food costs and other services). According to GSO (2021), to earn their living and support their family, women are likely to accept unstable jobs as they do not have many job opportunities compared to men. They have no choice but to accept less stable jobs as long as they can ensure earnings for themselves and their families.

**Figure 6 - Labour force across quarters, for the 2019-2021 period**



*Data source: GSO 2021*

<sup>2</sup> Not including employed persons who take on extra subsistence work.

- **Impacts on GBV**

COVID-19 left hidden impact disproportionately on women. Data from Vietnam Central Women's Union indicated that during the period of social distancing, the number of calls to their hotlines increase by 50%. The number of victims administered to their Peace House Shelter increased by 80% compared to the same period of the previous year. In economic terms, growing empirical evidence from Vietnam and other countries suggested evidence of induced impact of COVID-19 on women, for instance:

- Women's burden across all spheres were not only heavier, but also more dangerous.
- They bear greater burden of unpaid care work which limits their economic participation, and suffer increased incidences of gender-based violence during crises.
- They will endure a worsening of their burdens until COVID-19 is well under control, and for a long time after.
- Women expect their labor income to fall by 50 percent more than men.
- Women are 24 percent more likely to lose their job permanently than men.
- Women tend to reduce their current consumption and increase savings.
- Women and girls are particularly vulnerable to economic hardship, as they are generally in more precarious employment than men to begin with

## 3.2 Project Area Overview

### *3.2.1 Socio-economic Conditions of People in the Project Area*

- **LITERACY**

*At regional level (Central Highlands)*

Administrative unit	Population aged 5 and over			Currently attending			Ever attended			Never attended		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Dak Lak	1,735,702	867,619	868,082	431,300	212,441	218,859	1,202,086	619,953	582,133	102,316	35,226	67,091
Dak Nong	564,103	285,376	278,727	158,493	79,890	78,602	378,992	195,872	183,120	26,619	9,614	17,004
Gia Lai	1,295,645	646,711	648,934	315,822	161,043	154,779	823,356	426,922	396,433	156,468	58,747	97,721
Lam Dong	1,193,070	595,173	597,897	290,610	145,348	145,262	841,532	426,987	414,545	60,929	22,838	38,090
Ninh Thuan	561,965	277,532	284,433	129,490	62,158	67,332	378,561	192,805	185,756	53,914	22,568	31,345

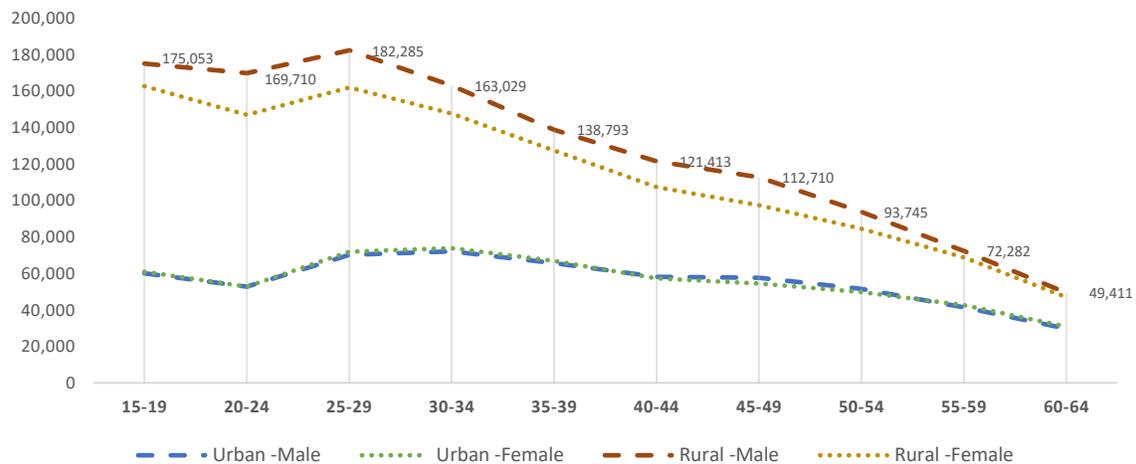
Source: GSO 2015 (The 1/4/2015 Time-Point Population Change and Family Planning Survey)

Administrative unit	Population aged 15 and over			Literate			Illiterate			Not stated		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Dak Lak	1,356,049	679,279	676,770	1,259,279	645,204	614,075	95,909	33,716	62,193	861	359	502
Dak Nong	401,567	204,536	197,031	375,871	195,283	180,587	25,165	8,894	16,271	531	358	173
Gia Lai	1,027,093	506,519	520,574	877,077	452,130	424,946	150,017	54,389	95,628			
Lam Dong	933,805	461,397	472,408	863,595	436,452	427,143	69,183	24,608	44,575	1,027	336	691
Ninh Thuan	440,011	217,117	222,894	384,642	194,246	190,396	54,818	22,605	32,213	550	265	285

Source: GSO 2015 (The 1/4/2015 Time-Point Population Change and Family Planning Survey)

According to the VHLSS (2016), the percentage of literate people at aged 15 and above is 95% (Male: 96.6% and Female: 93.5%). The rate of Central Highland is much lower 90.9% (Male: 93.4% and Female: 88.4%).

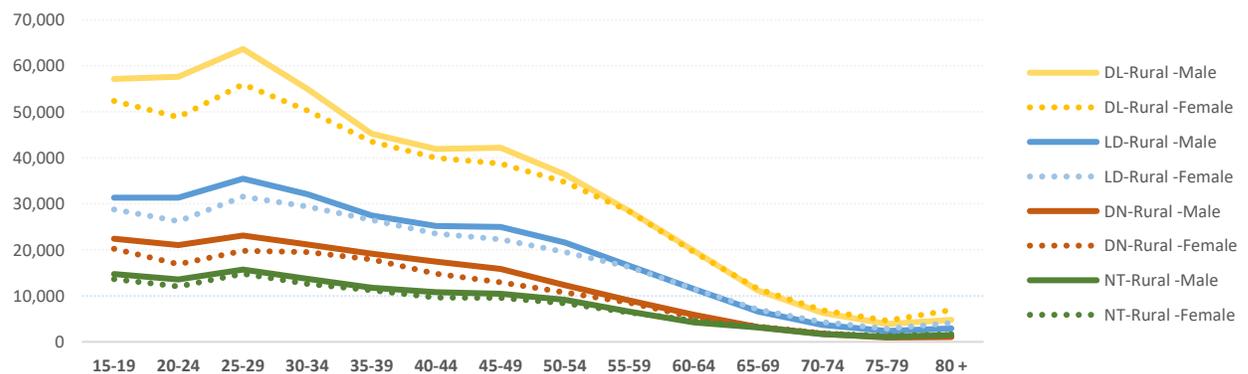
**Figure 7 - Population Aged 15 Years and Above By Literacy Status (1 April 2019)**



*Data source: GSO 2016*

**At provincial level (Project Provinces)**

**Figure 8 - Rural population Aged 15 Years and above by Literacy Status**



*Data source: GSO 2019*

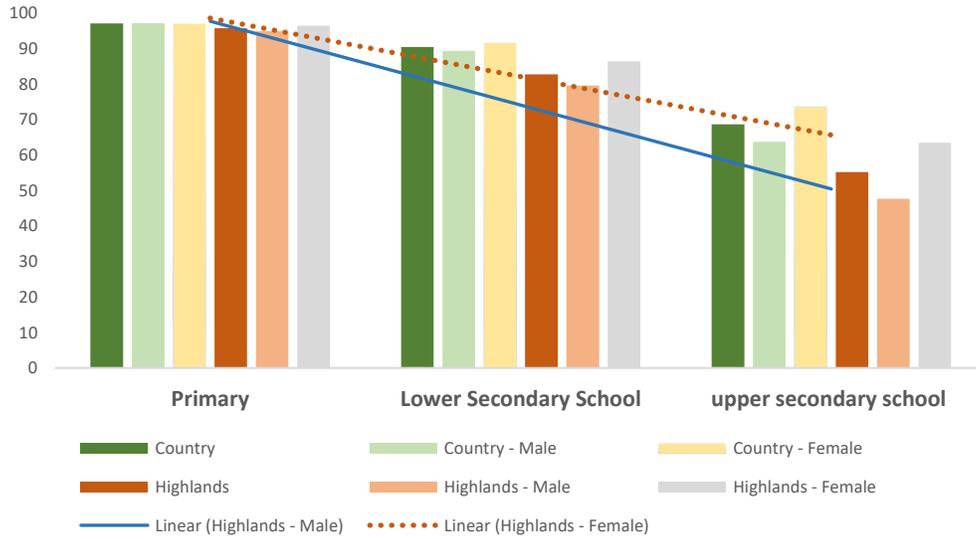
**• ENROLLMENT**

At national level, the net enrolment rates in primary school was 97.04%. This rate for Central Highland region is 95.63% which is the lowest compared to other five regions of the country. At national level, the net enrollment rate for male and female are 97.08% and 96.99%, respectively. It was 94.91% and 96.36% for male and female, respectively, for Central Highland.

**At regional level (Central Highlands)**

It is also noted that the net enrollment rate between male and female in Central Highlands drops across three level of education with male rate decline more sharply than female rate, perhaps to join the labor force.

**Figure 9 - Net enrolment rates (%)**

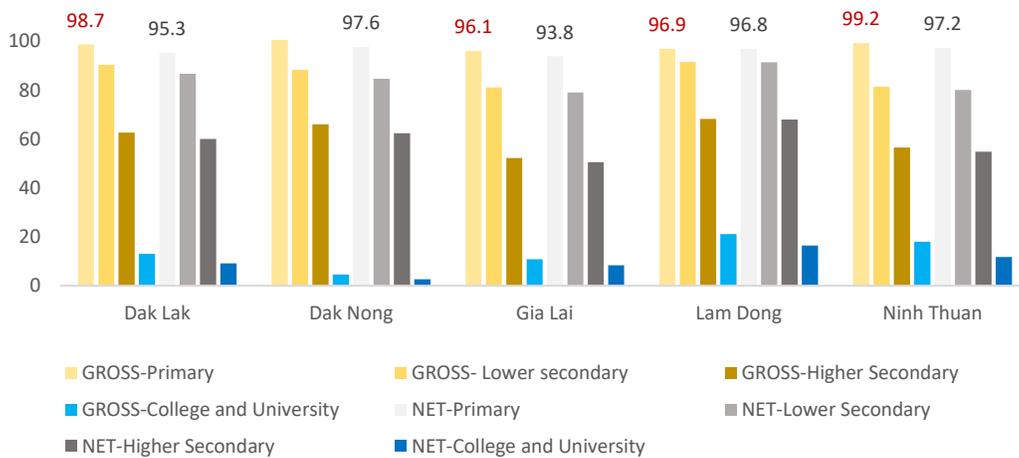


Data source: GSO 2016

**At provincial level (Project Provinces)**

While the gross attendance rate (%) and net attendance rate (%) for five project provinces are not different among project province, it is noted the gross and net rate are lowest in Gia Lai province.

**Figure 10 - Gross attendance rate (%) and net attendance rate**

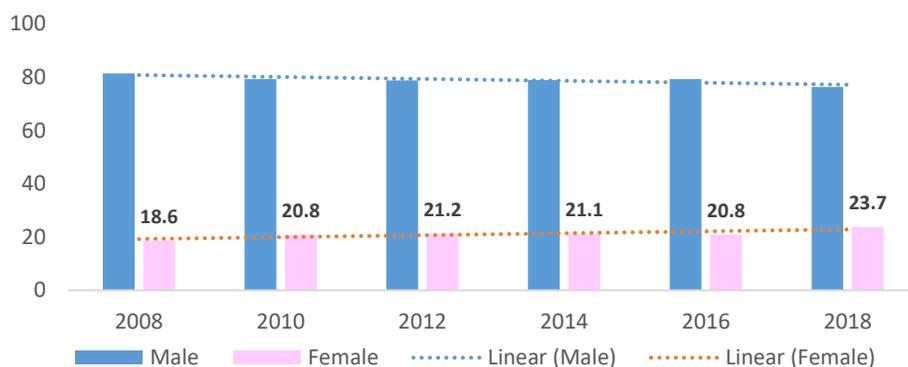


Data source: GSO 2018 (The 1/4/2018 Time Point Population Change and Family Planning Survey)

- **FEMALE HEADED HOUSEHOLDS**

At country level, the percentage of female headed households is 21.86%. In Central Highland, it is 23.7 which is among the two lowest regions. However, it appears that the rate of female headed households has increased over the past ten years – from 18.6% in 2008 to 23.7% in 2018.

**Figure 11 - Female Headed Households**



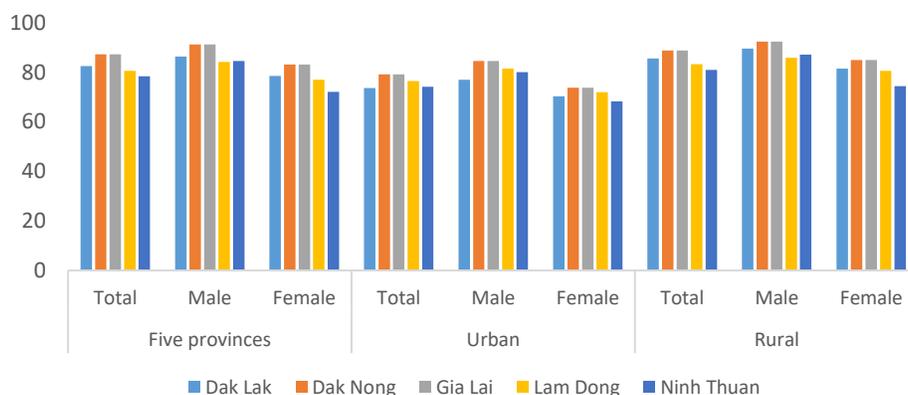
*Data source: GSO 2018*

Also, it is noted that female headed households could result because of death of the husband, but it could also result because of out-migration of the male. In census or related surveys, a household with the husband migrated out may still be counted as male headed, but in practice, it is female headed for all practical purposes. Conventional surveys thus overlook these ‘invisible’ female headed households and they are not counted in the surveys – the ‘missing, invisible female headed households’.

- **LABOUR FORCE PARTICIPATION**

It is noted that as a general pattern, the percentage of labour force participation is always higher for male compared to female, and higher in rural compared to urban. Gia Lai and Dak Nong have the highest proportion of labour participation.

**Figure 12 - Labour Force Participation (2019)**

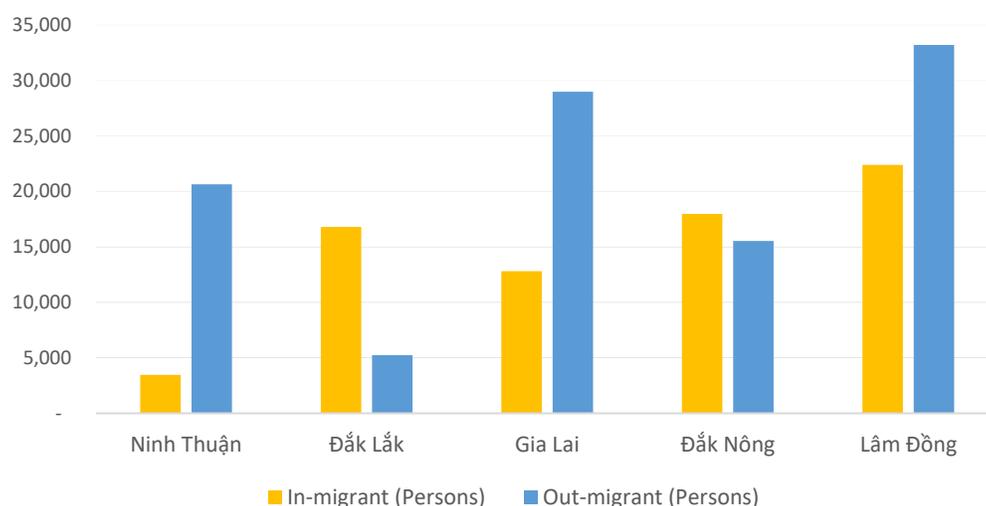


*Data source: GSO 2019 (Vietnam Population and Housing Census)*

- **MIGRATION**

There is a remarkable difference between in-migrant and out-migrant (in person) among five project provinces. In Ninh Thuan, Gia Lai and Lam Dong, the number of local people who move out of the province is higher than those in Dak Lak and Dak Nong where the number of immigrant outdo the number of immigrants.

**Figure 13 – Migration**



*Data source: GSO 2019 (Vietnam Population and Housing Census)*

### 3.2.2 Poverty

The number of poor households is highest in Dak Lak, followed by Gia Lai, Dak Nong, Ninh Thuan and Lam Dong. However, it is noted the number of near-poor households are

**Table 2 - Poverty Rate of Project Provinces**

Provinces	Total poor households	Poverty rate (%)	Total near-poor households	Near-poverty rate (%)
Đắk Lắk	31,557	6.34	34,853	7.01
Đắk Nông	8,464	5.18	10,929	6.69
Gia Lai	14,943	3.96	34,202	9.05
Lâm Đồng	3,370	0.99	9,303	2.74
Ninh Thuận	5,636	3.10	16,735	9.21

*Source: MOLISA (2021) – Decision on publicizing results of review of poor, near-poor households in 2020 based on multi-poverty standards for period from 2016-2020 (Decision No. 125/QĐ-LĐTĐ dated 22 February 2022.*

## 3.3 Project's Target Groups

### 3.3.1 Demographic Information

A total of 353 households participated in the survey. 41.9% of survey participant (n=148) are female and the remainder (58.7%, n=205) are male. Survey participants represented five provinces including Dak Nong, Dak Lak, Gia Lai, Ninh Thuan, Lam Dong (See Ba Na (18.7%,n=66), Raglay (17.8%, n=63), M'Nong (16.4%, n=58), followed by Kinh (11.3%, n=40), J'rai (10.2%, n=36), Ede (9.1%, n=32), Nùng (4.2%, n=15, etc. In terms of religion, more than half of the survey participants has no religion (62.3%, n=220). The remainder (37.6%, n=113) practices major religious denomination in Vietnam including Protestantism (24.9%, n=88), Catholicism (9.9%,n=35), Buddhism (1.4%, n=5), and others (1.4%, n=5).

**Figure 14** below). Of the total 1,235 people enlisted as members from 353 respondents' households, 49.6% are male and 50.4% are female. Of the total 353 people who answered the household interview, 218 (68.1%) are household head, of which 20.1% (n=71) are female-headed household. Most of household heads (71.7%, n=253) were born in the community and have been living in their community for an average of 33 years<sup>3</sup>. The average household size is 4.4 person (min=2, max=9, SD=1.2). The average age of survey respondents is 38 (min=17, max=75, SD=11.5). The average age of all household members reported by 353 survey respondents (n=1,235) is 24.6 min=0.5, max=79, SD=16.5).

Three largest ethnic groups participating in the survey include Ba Na (18.7%,n=66), Raglay (17.8%, n=63), M'Nong (16.4%, n=58), followed by Kinh (11.3%, n=40), J'rai (10.2%, n=36), Ede (9.1%, n=32), Nùng (4.2%, n=15, etc. In terms of religion, more than half of the survey participants has no religion (62.3%, n=220). The remainder (37.6%, n=113) practices major religious denomination in Vietnam including Protestantism (24.9%, n=88), Catholicism (9.9%,n=35), Buddhism (1.4%, n=5), and others (1.4%, n=5).

**Figure 14 - Distribution of Survey Sample**

Provinces	Districts (communes)					n	Percent
<b>Đắk Nông</b>	<b>Đắk Glong</b> (Đắk Som)	<b>Đắk Song</b> (Đắk Mól)	<b>Krong Nô</b> (Đắk Nang)	<b>Tuy Đức</b> (Quảng Tâm)		74	21.0%
<b>Lâm Đồng</b>	<b>Đam Rông</b> (Đạ Long)					16	4.5%
<b>Ninh Thuận</b>	<b>Thuận Bắc</b> (Phước Chiến)	<b>Ninh Hải</b> (Vinh Hải)	<b>Ninh Sơn</b> (Ma Nới)	<b>Bác Ái</b> (Phước Bình)		79	22.4%
<b>Gia Lai</b>	<b>Chư Prông</b> (Ia Ga)	<b>Đắk Đoa</b> (Đak Somei)	<b>Krông Pa</b> (Đất Bàng)	<b>Kông Chro</b> (Chư Krey)	<b>Mang Giang</b> (Kon Chiêng)	106	30.0%
<b>Đắk Lắk</b>	<b>Eaka</b> (Cư Elang)	<b>Krong Bông</b> (Cư Drâm)	<b>Lắk</b> (Bông Krang)	<b>Mdrak</b> (Krông Á)		78	22.1%
					<b>Total</b>	<b>353</b>	<b>100%</b>

### 3.3.2 Access to Land Resource, Income and Youth

- **Access to Productive land**

<sup>3</sup> Min=4, max=75, SD=13.9

The average land area of female-headed households (n=71) is lower than that of male-headed households (n=282) and is 7,569m<sup>2</sup> and 9,429m<sup>2</sup>, respectively. However, there is no significant difference in average land area between these two groups<sup>4</sup>. In terms of Land Use Right Certificate (LURC), for Perennial Land, 43% of respondents (n=57) indicate both husband and wife have shared land title, 15% (n=20) has husband only on LURC and 5% (n=7) has only wife on LURCs. The same pattern applies for Annual Cropland where both husband and wife have their names on LURCs (49%, n=76), husband only (13%, n=23), and wife only (9%, n=16). For forest land, although the number of respondents that have forest land is small (n=28), LURCs with both husband and wife's names takes up 25% (n=7). For Residential Land (only 32%, n=50) have both husband and wife's names on the LURCs. It is noted that across all types of land asked in the survey (including Perennial land, Annual Cropland, Production Forest, Protection Forest, Agriculture for Animal Husbandry and Residential land), only 36.7% (n=182) have both husband and wife's names on their LURCs).

- **Monthly cash income**

The monthly cash income earned by all household members from the sample (n=580) is 3,195,291VND. Monthly cash income earned male is higher<sup>5</sup> than female: 3,778,929 VND vs 2,529,815 VND.

- **Youth**

For youth (16-30 years of age), there are 235 youth members (124 male, 111 female) out of total 1,233 member reported from 353 households in the survey. Their monthly cash income of 88 youth members who work is 3,438,068 (male: 3,596,809, female: 3,256,098). However, income difference between male and female is not statistically significant<sup>6</sup>. This suggests that youth does not only make more income than older group but also does not have income difference between male and female. The monthly cash income of youth is lower than that of non-youth<sup>7</sup>.

The average land area of youth households is lower than that of non-youth households (7,094m<sup>2</sup> and 10,505m<sup>2</sup>, respectively). There is also a significant difference in average land area owned by households headed by youth and households headed by non-youth.<sup>8</sup> The average number of outstanding loans that youth households have (n=105) is lower than that of non-youth households (n=248) and is 1.05 and 1.31, respectively. There is significant difference in average number of outstanding loans between these two groups<sup>9</sup>.

### ***3.3.3 Labour Division***

Participants from the survey seem to follow the division of labor that is based on the traditional gender stereotype. Female members are likely involved in domestic works, particularly activities that are light physically, and are related to finance, such as keeping money, spending more on food and children education. On the contrary, male members are in charge for heavy works, including activities

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<sup>4</sup>  $t(119)=1.389, p>0.05$ , Cohen's  $d=0.171$

<sup>5</sup> Male vs Female (all household member):  $t(501)=-3.31, p<0.001, n=580$ , Cohen's  $d=-.267$  (small effect size)

<sup>6</sup> Male vs Female (youth):  $t(86)=.967, p=0.488, n=88$ , Cohen's  $d=-.267$  (small effect size)

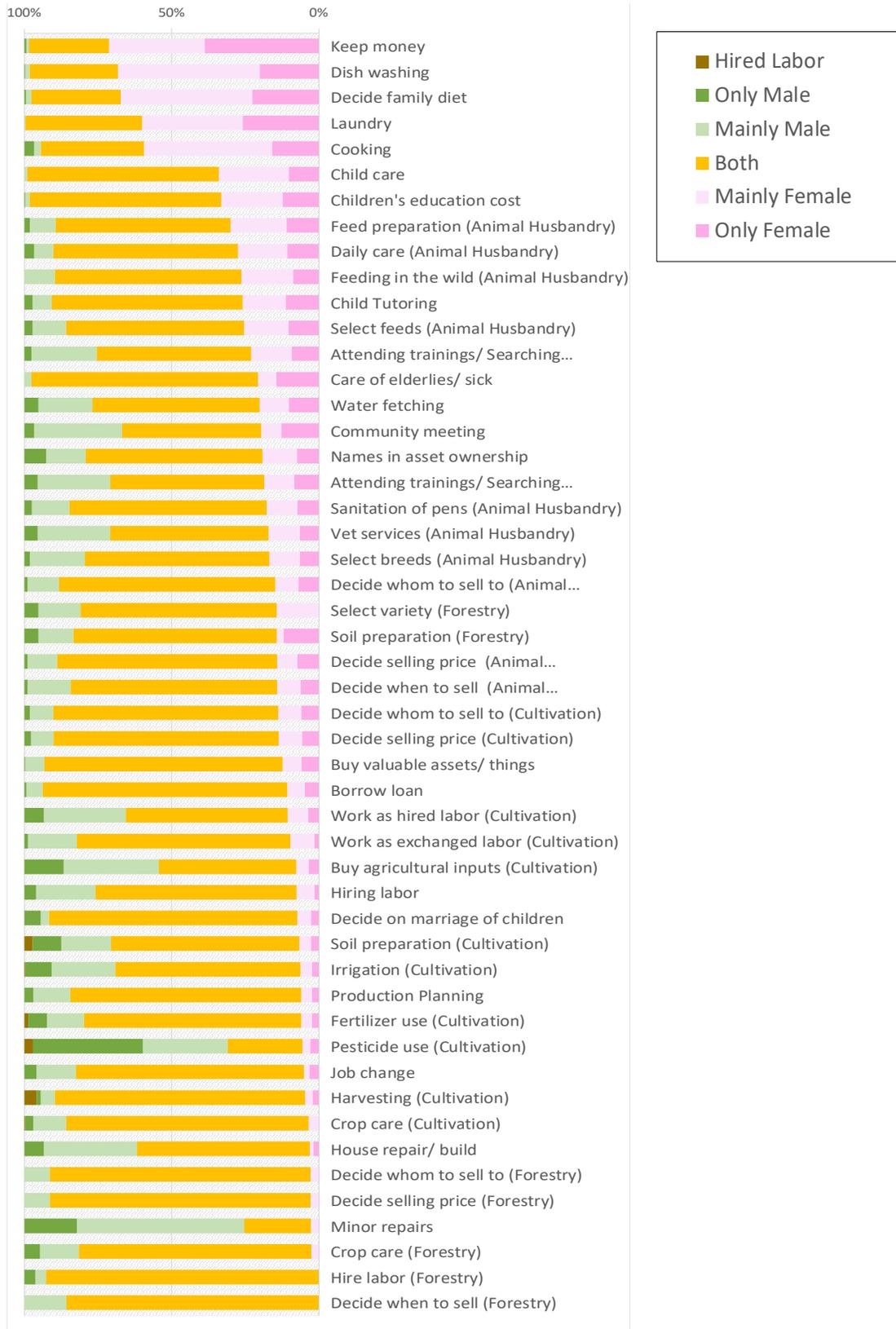
<sup>7</sup> Youth vs Non-youth:  $t(527)=-2.95, p<.05, n=580$ , Cohen's  $d=-.246$  (small effect size)

<sup>8</sup>  $t(266)=2.782, p<0.05$ , Cohen's  $d=0.285$

<sup>9</sup>  $t(351)=2.018, p<0.05$ , Cohen's  $d=0.235$

that require interaction with people outside the family, such as going to training, attending community meetings. The works that male and female members share least include works that are typically done by only male or only female. For example, minor repair in home and pesticide spraying are done by mainly or solely by male members. Other works that are not shared and thus done mainly by female member include household chore (cooking, dish washing, laundry, family diet, keeping money. Other works that are less shared and therefore done mainly by male including works that involve going out of home such as buying agricultural input, attending meetings, trainings.

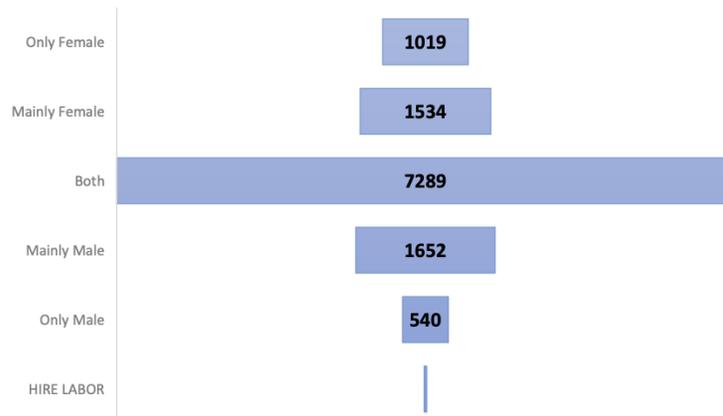
Figure 15 - Labour Division (by Gender)



### 3.3.4 Decision Making

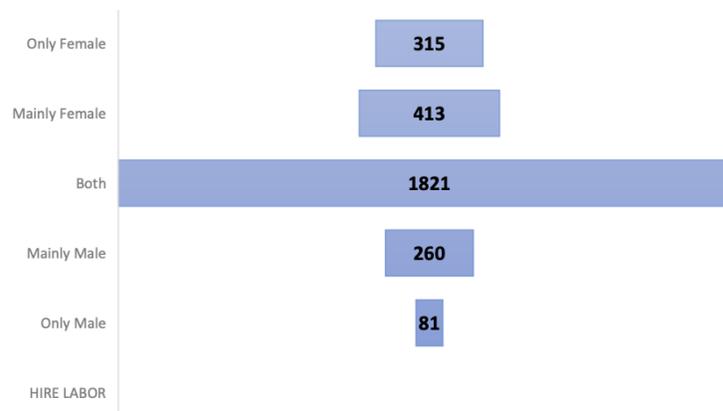
With regards to decision making as to domestic works and agricultural works, although most works are shared, female member do as much as twice male members with regarding to work items that female do mainly and solely (1,019 vs 540 responses).

**Figure 16 – Decision Making (domestic works and agricultural works)**



However, when it comes to internal/home issue, male members appears to be less decisive. In fact, female make sole decision four times higher than male (315 vs 81 responses). This may be explained by the fact that most of survey participant are from ethnic minority groups that practice matriarchy in which the mother or a female elder has authority over the family group.

**Figure 17 – Decision Making (family issues)**



With regards to decision making as to domestic works and agricultural works, although most works are shared (both), female member outdo male members in terms of the number of work items that female do mainly and solely.

Only Female	<b>82</b>
Mainly Female	<b>224</b>
Both	<b>793</b>
Mainly Male	<b>144</b>
Only Male	<b>30</b>
HIRE LABOR	

However, when it comes to internal/home issue, male members appears to be less decisive. This may be explained by the fact that most of survey participant are from ethnic minority groups that practice matriarchy in which the mother or a female elder has authority over the family group

### **3.3.5 Agency**

Improving women’s agency, particularly their ability to define goals and act on them, is crucial for advancing gender equality and the empowerment of women (Donald et al 2017). In this analysis, ten questions were asked to female survey respondent (n=140). A 10-point Likert scale was used for ten questions with 1 indicating that female participants do not have at all the ability to control whereas 10 indicate participants can fully control. These questions are in Figure below. Results show that while mean score do not vary much (min=5.5 and max=6.2), the standard deviation of the score (SD) varies notably with the following questions (indicated by yellow and red colour in the last row for SD).

- Question 2. To which extent participant can identify business opportunities to start up a new business
- Question 5. To which extent participant can save money in order to invest in future business opportunities
- Question 7. To which extent participant can bargain to obtain cheap prices when you are buying anything for the business
- Question 9. To which extent participant can protect your business assets from harm by others
- Question 10. To which extent participant can collect the money someone owes you

The scores for these five questions suggested that the ability of female participants from the sample vary considerably on ability to identify business opportunities, save money, bargain, protect their assets, and interact with other people on difficult work such as collecting money from someone who own them. It is noted that lowest mean score is with Question 2 (Identify business opportunities to start up a new business) and Question 9 (Protect your business assets from harm by others). These suggest the female participating in the survey are not confident about identifying new business opportunities and about protecting their business assets from harm by others.

Figure 18 - Sense-of-Agency

	1. Visit your relatives/friends who live in the village or nearby province without relying on husband's permission	2. Identify business opportunities to start up a new business	3. Run your own business	4. Obtain credit to start up a new business or expand an existing business	5. Save in order to invest in future business opportunities	6. Make sure that your employees get the work done properly	7. Bargain to obtain cheap prices when you are buying anything for the business	8. Bargain to obtain high prices when you are selling	9. Protect your business assets from harm by others	10. Collecting the money someone owes you
n	140	138	138	137	137	137	137	135	129	133
Mean	5.2	4.8	5.6	5.5	5.6	5.5	5.3	5.5	4.9	5.7
Median	5.0	5.0	6.0	5.0	5.0	5.0	5.0	6.0	5.0	6.0
Min	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Max	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
SD	2.5	2.7	2.5	2.4	2.6	2.6	2.8	2.4	2.6	2.8

## 4. GENDER ACTION & SOCIAL INCLUSION PLAN

### 4.1 Approach to developing Gender Action & Social Inclusion Plan (GASIP)

The Gender Action Plan (GAP) is aligned with the logical framework of the project. This aims to ensure the activities proposed in the GAP are lined up with the overall project design to contribute to achieving the overall goal of the project. Meanwhile, the proposed activities, and related performance indicators, are proposed based on empirical evidence and in-country and international experience. Responsive gender activities are proposed on the basis of a) analysis of constraints to gender mainstreaming, b) opportunities to overcome such constraints, and c) priority areas for promoting gender mainstreaming under the project. Performance indicators are proposed for the priority areas – with baselines and targets set at activity, output and outcome levels to assist implementation, monitoring, and evaluation (See Chapter 5 below, and the GASIP in Annex 1).

### 4.2 Gender Chain Results

There has been a growing evidence at global level that provides specific transmission pathways from gender equality to impact economic growth (Kabeer and Natali 2013, Elborgh-Woytek et al 2013). Transmission pathways are linked up with the macroeconomic policy in a manner that increased gender equality increase economic performance. This process facilitates a social change in which social norms related to gender change over time which results in economic improvement. In a more specific way, improved education, health and nutrition lead to increased participation of female workers in the local labour force, resulting in improved productivity (WB 2020).

Reducing and redistributing unpaid home chore is also a common way to allow women more time to participate in income generation activities and community activities that take place outside their home base. According to the WB (2020), when this can be done at country level, short-term economic

benefits could be gained, such as GDP growth, and long-term resilience thanks to enhanced human capital.

## 4.3 Responsibility of governmental agencies

### 4.3.1 Provincial Peoples Committee

- Oversee all operational aspects of provincial PMU for the project, including the GAP implementation.
- Provide overall guidance to provincial PMU with regards to GAP implementation, particularly implementing the GAP as an integral part of provincial annual socioeconomic development program and gender mainstreaming in agro- and agricultural sector.
- Monitor regularly PMU's project activities and ensure that activities set forth in the GAP are implemented timely and effectively.

### 4.3.2 Project Management Board

- Responsible for overall implementation of the project, including the GAP.
- Ensure funding is allocated sufficiently and timely for implementation of the planned activities
- Work as lead agency for GAP implementation and coordinate with other governmental agencies, such as Peoples Committees and functional agencies – at provincial, district and commune levels, to carry out planned activities.
- Maintain regular monitoring of GAP implementation, at quarterly, bi-annually, and annually
- Conduct periodic review and evaluation of GAP implementation to ensure the overall progress and quality of GAP implementation is on track with the planned activities.
- Where necessary, update the GAP based on development needs and feedback from EM communities in the project area. These development needs should be in line with the logical framework of the project.

### 4.3.3 District Peoples Committee

- Support PMU in selecting communes that are potential for planning and carrying out activities proposed in the GAP.
- Ensure the activities set forth in GAP are carried in a manner that is integrated with the overall socioeconomic development plan of the district, and in connection with other annual district development programs.
- Provide overall guidance to commune PCs within the district in GAP implementation.

### 4.3.4 Commune Peoples Committee

- Collaborate and support PMU in implementing GAP.
- Support PMU in carrying out consultation/ training/ workshops/ with effective participation of female representatives of target households and of female headed households.
- Provide regular support and encourage the participation of women and female headed households in all project related activities, particularly consultation meetings, trainings, workshops.

### 4.3.5 Local people

- At household level, arrangement should be made – built on matrilineal society, to enable female representative of the household to participate in project activities, such as consultation meetings, trainings, workshops that are beneficial to women, particularly for enable them to take part in economic activities to support household income generation activities. These help to advance the gender mainstreaming impacts.
- Women are encouraged to participate in public events, such as workshops, trainings that are designed exclusive for women to promote their participation and economic empowerment.
- Provide gender-sensitive comments/suggestions/feedback, including raising questions for issues they are concerned about.

## 4.4 Cost and Budget

Based on the nature, and scope of the proposed gender action plan, the following cost is proposed as a minimum. The cost will be born by respective provincial PMU as counterpart funding. Other relevant technical training (such as agricultural extension, loan training...) will be financed using project's financing. These costs are tentatively allocated for each gender mainstreaming activity – as indicated in Annex 1. The cost may be updated annually – alongside the preparation of Annual Project Implementation Plan, to facilitate budgeting allocation process on the part of provincial governments.

No.	Items	Time	Cost	Total (USD)	Notes
1	<b>Recruit a gender consultant</b> <ul style="list-style-type: none"> <li>• Update GASIP to reflect detailed project implementation plan</li> <li>• Updated Indicators, Baseline &amp; Target based on IFAD's Gender Monitoring template</li> <li>• Developing data collection monitoring forms</li> <li>• Develop guidelines for mainstreaming gender aspect into awareness raising campaign and relevant training materials</li> <li>• Build capacity for provincial PMUs' Gender Officer</li> <li>• Build capacity of extension staff and other implementing partners on the use of participatory gender tools and approaches in diagnostic and extension activities</li> <li>• Conduct gender awareness raising campaign (including SEA/SH) in Year 1, and repeated at Midline</li> </ul>	Year 1	3,493 x 12	41,915	
				(of which estimated 5,510 USD for awareness raising campaigns)	
2	<b>Recruit and maintain a gender officer</b>	6 years	1,200 x 12 month x 5 provinces	72,000	
4	<b>Gender mainstreaming</b> <ul style="list-style-type: none"> <li>• Training materials (including SEA/SH)</li> </ul>			0	Costs integrated into respective consulting services

No.	Items	Time	Cost	Total (USD)	Notes
	<ul style="list-style-type: none"> <li>Training delivery</li> </ul>				
5	<ul style="list-style-type: none"> <li><b>Monitoring &amp; Evaluation by PMU</b> (including SEA/SH)</li> </ul>			0	Costs integrated into project financing
			<b>TOTAL</b>	<b>113,915</b>	

## 5. CONCLUSIONS AND PRIORITY AREAS

### 5.1 Conclusions

#### *5.1.1 Potential barriers to economic participation of women*

Based on the gender analysis and gender assessment above, a number of key barriers to the participation of women in economic activities have been identified for the project,

- **Social norms**

The social norms in Vietnam has long shaped how men and women within a family divide their responsibility – chore and income generation activities. This is till existent these days. This norm was originally based on labor division between women and men, based on their natural physical health. While men are generally responsible for physically heavy works, and works considered dangerous or harmful to health, women takes the responsibility of child bearing and taking care of family works, such as preparing meals, doing chore work, and do home gardening and domestic animal feeding. Because of these responsibility pattern, men are considered as a person representing his family in works that are socialized by nature, while women are expected to stay away from. Even when some ethnic groups adopt matriarchy, such as Chăm, K’ho, J’rai, Ede, Bana, women are generally decision makers, when it comes to labour division, men are still in charge of heavy works while women are responsible for children and home care. ActionAid Vietnam (2016) found in the study (n=825) that that all women and girls participating in their survey experience serious gender stereotypes in labor division.

- **Burden of care**

The social norm defines domestic works for women. As such, women spend most of their time at home, taking care of works that are unpaid – works that are easily forgotten, or recognized by other family members as well as community. Chore works typically take women most of their time – day and night. This does not leave them any time for socialized activities, such as attending community meetings, agricultural extension trainings, or visit friends or relatives who are far away from their family. During the day, they are also involved in home farming, and/or farming in the field for certain period of time, such as seed preparation, seedling, and crop care, weeding, harvesting, and selling. A study by ActionAid Vietnam in 2016 interviewed about 825 people from nine cities and provinces in three main regions of Vietnam. The findings revealed that women worked an average 35 hours per week compared with 21 hours for men. In particular, in areas with poor gender based public services and economic development, women and girls spend up to almost 9 hours every day for unpaid care work.

- **Human capital**

Rural life is typically difficult. Thus children, at their very young age, are familiar with household chore. Some are involved in farming to provide additional labor to family farming. Boys and girls thus tend to drop out of school more as they move through primary, secondary and high school education. Early marriage at younger age in rural area does not enable young people to continue education because of limited or even no educational opportunities as young women start to take care of their family while young men are involved in farming/income generation activities to support their livelihoods. This creates a vicious cycle that is hard to break out in many instances in rural areas, particularly for poor ethnic minorities.

- **Vulnerable groups**

With regards to vulnerable groups, such as family workers, women consistently have a much higher representation than men, with up to 66.4% of family labor being female. In contrast, among wage workers or employers, female labor has a significantly lower representation compared to male labor. Specifically, women only account for 43.9% in the wage workers (12.2 percentage points lower than men). This indicates gender inequality in employment. However, it is noted that the gender gap in the proportion of wage-employed workers is gradually narrowing (reducing from 14.2 percentage points in 2019 to 12.2 percentage points in 2022), according to 2022 Labor Force Participation Report of the Vietnam General Statistics Office.

- **Wage and earning gaps**

There is still a discrimination with regards to women in terms of wage pay, particularly for the same work that men do. According to Vietnam General Statistics Office (2022), about 46% of women in Vietnam are in the labour force. It is noted that the female labour force in rural area is higher than in urban area – 61.8% in rural vs 38.2% in urban area. The labor force participation rate varied across regions in Vietnam. The Central Highland (project area) has the highest rate for female labour participation (78.1%) while two key delta have lower rates: 62.1% for Red River Delta, and 58.5% for Mekong Delta Region, for example. In the recent past few years, women had a higher representation (than men) in 4 out of 9 occupational categories, particularly in the "Services workers and market sales worker" category. This indicates a progress in addressing gender inequality in job access in Vietnam.

Gender pay gap still exists. The pay gap between women and men continues to be an important factor behind wage inequality, according to the ILO Global Wage Report 2022-2023. In Vietnam, the average monthly earnings of wage worker is 6,977,000 VND for female vs 7,946.7 for men (in 2022). This pattern is the same for 2020 and 2021 (2022 Labor Force Participation Report of GSO). In agriculture, in 2015, for instance, about 52% of farm workers were women. Similarly, about 55% of self-employed nonfarm workers were also women. These two groups of jobs are of low productivity and the earnings are, on average, below the minimum wage. This source of income is also risky as they are prone to adverse impact of changing weather and highly sensitive to price fluctuation due to market demand (WB 2018).

- **Job market**

In rural area, job market is limited. This is especially evident in remote, mountainous where farm works are dominant. Given this, when searching for jobs, women tend to look for jobs near home while men can travel far to work as migrant workers. In the context of this project, it is likely that women, including women in ethnic minority communities, are likely to focus on their domestic farming, or farming activities (for those who having access to productive land).

- **Climate change and natural disasters, and COVID-19**

Both climate change and natural disasters such as flash flood, drought, typhoon, are likely to affect farming activities in many ways. While climate change is slow, and coupled with weather extremes, that affect crop yield, natural disasters can cause havoc loss to the crops, which result in and partial or complete loss of crop, which push the households back in their effort of making economic progress.

### *5.1.2 Opportunities for gender mainstreaming into project activities towards closing gap*

Despite the above key constraints to economic participation of women, opportunities are available for improvement under the project. The following section identify five priority areas that the project can focus to contribute to shift in social norms/gender stereotypes, and enhance the level of participation of women in income generation activities over the project life. In particularly, it highlight the fundamental role women play, particularly through the project initiated deforestation free and forest degradation free value chains. This promotes the gradual shift in social norms/gender stereotypes in which women serve as agents of change in this social change process.

## **5.2 Priority Areas**

### *5.2.1 Priority One – Enhance women participation in project planning and implementation*

Women are traditionally responsible for most of household chore. This unpaid work take them not only most of their time in a day but also restrict them from learning chance to upgrade their farming skills which are essential for improved crop yield, and for being accepted into a value chain. To free up women gradually from traditional household chore, it is essential that their husband share the household chore, such as child care, cooking, home gardening, animal husbandry. When women have more time to participate in trainings, community meetings, and farming activities, they contribute to increasing family income – through optimized labor and farm yield. To promote women participation in project planning and implementation, activites that target women should be delivered during off-farm season, or during time when farm work is low. It is also important to be sensitive in arranging the timing of such meetings and trainings during the day. Women’s workload have diurnal variations and it is important to be sensitive to this aspect. Meetings and trainings should be organized at a time during the day when it does not clash with the time of the day when demands on the women for domestic chores is highest. This is to facillate sharing of household chore on the part of the male, of work shifting, which enable women to go outside their home for trainings and meetings. Training content and capacity building events need to be designed based on women’s need and aspiration. As such, these need to be gender sensitive, e.g type/focus of technologies/techniques, training events, proximity to villages/communes. Steps that could be taken to promote sharing of household chore include:

- **Awareness raising:** both men and women of the same households (project target groups) need to understand the need to foster women's participation in learning and more participation in income generation activities. Awareness raising could be done through meetings for project planning, larger community meetings, and media campaign (Information, Education, Communication). It is anticipated that encouraging women to participate in learning and income generation would not face challenges since most women from ethnic groups stay at home while their husband migrate for works outside the community. But understanding and support from their husband is fundamental to their increased participation in project activities.
- **Access to income generation activities:** Once awareness is raised and there is a family support for female participation, female beneficiaries are encouraged to participate in relevant trainings for income generation activities, including loan access to improved production at farm level.
- **Sharing of household chore:** sharing of household core is a process that happens at varying pace depending on each household. The sharing process allow female members to spare more time for self-learning and for taking part in additional income generation, as they wish, to increase their farming production, and eventually their income.
- **Success case:** Successful sharing should be shared at group level (loan group) to encourage and support other member who still lag behind, and to support in increase awareness for households that are slow. At certain level, good stories in household chore sharing should be shared at village, and commune level, to consolidate the success, to raise public awareness that help reinform this improved households practice, and change the public awareness over time, and eventual the norms of sharing household chores.

### *5.2.2 Priority Two – Improve women's skills for improved income and balanced household chore*

When women are freed up gradually from their long-aged domestic role, they can work closely with their husband on a work such as crop care, selecting vet service, deciding the selling price for a better joint decision making. When women participate effectively and consistent in farm work, they are in a better position to negotiate with their husband who would share the home chore load and is more likely to accept their spouse going out for learning and meeting events organized for women. As farming activities are intensified, for instance, for enhanced mechanisation, labour hire, labour exchange, to boost crop yield and quality, the couple and other family members can rearrange for a more optimized division of labour that they both find acceptable to achieve better income for their family. The outcome of this adjusted labour division facilitate the participation of the family, and women, in project's value chain, which contribute to not only economic empowerment for women, but also, for the family. In addition, special efforts must be made by the project to organize trainings and capacity building events in financial literacy, business development and market negotiation so that women's confidence (and subsequent participation) in setting up and managing enterprises is enhanced. This, over time, reduce their dependency on natural forest product thanks to increased income and participation in deforestation free value chain. Decision making pattern will be changed towards more participation of women in family's income generation activities. A long-term goal would be to slowly change the gender stereotype and gender social norms.

### *5.2.3 Priority Three – Create mechanisms that allow more and consistent women participation*

Project activities that promote women participation should create a condition that require women participation to enable the household to benefit from project activities. Potential activities include loan programs. As a longer-term, local financial service provider could be supported/encourage to ensure women participation is a sufficient and necessary condition to qualify for a pro-poor loan. Project activities – from planning to implementation, should be designed, structure, that later activities require participation of women in early activities. This aims to ensure family and husband consistently support the women to participate in project activities in a longer time and women participation is not as ticking the box. Investments that benefit groups or larger community should require at 30% of women participation for the planning meeting to proceed. If this target is compromised, there is no impetus for later meetings that have higher level of women participation. Thus, the target of at least 40% women participation in all project planning and implementation will be compromised.

### *5.2.4 Priority Four – Facilitate for enhanced female-headed businesses to join value chains*

It is important to support female-headed households (including those whose husband are far away for earning income) who want to start a business in agri-, agro-business to improve their family income. At country level, the percentage of female headed households is 21.86%. In Central Highland, it is 23.7%. In project's sample, it is 19.8%. It is noted that rate of female headed households tends to have increased over the past ten years – from 18.6% in 2008 to 23.7% in 2018. The project will encourage female-headed households to take part in business development courses to learn how to start and improve their business, and to learn new farming skills to enhance their adaption to climate change, and to meet the market demand. As female headed household appears to have less access to land compared to male-headed household<sup>10</sup>, it is necessary these household need additional support to ensure they are not excluded from project beneficiary households.

Each agricultural commodity (e.g. coffee, tea, rubber, cassava, bean, maize) requires different role of women in farming these commodities, including their time devotion. Mainstreaming gender for each commodity aims to recognize the roles and knowledge of women in farming these crops. It does not take women in farming as the same for every commodities. Understanding women role enable project to identify ways to ensure women can participate in the right trainings that are essential to their existing role, and as such enable women to upgrade their farming skill for better application to contribute to the overall gains for their crops

### *5.2.5 Priority Five – Promote Gender Mainstreaming among Youth*

Since the skill of youth and access to land resources are limited, the average income of male and female among youth is not different statistically compared to that between male and female in the group older than youth (more than 30 years of age). Targeting youth group in the project area is one effective way to promote improved income at household level. This could be achieved as youth is more active in learning and applying new knowledge, they are more capable physically and thus can spend more effective time in farming activities and later on value chains. Their initial results achieved from project support can serve as champion in the social change process within their community and thus can

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<sup>10</sup>  $t(264)=1.794, p>0.05, \text{Cohen's } d=0.279$

create a good spill-over effect in terms of learning for youth outside the project area, including groups that are just above youth age, such as the group between 30-50 years of age who are quite active in farming. As there is no income gap between male and female in youth, supporting youth group, including the group just above youth age (i.e. 30-50), can create a long-term impact which may last beyond project life in terms of income equality. Investment for youth should focus on skills, finance access, business development.

#### *5.2.6 Priority Six – Promote Women Participation in FLA, CFM and PFES*

There are limited participation of women in Forest Land Allocation process (FLA), Community Forest Management (CFM) and PFES (Payment for Forest Environmental Services). The project will focus on promoting the unfolding of FLA, CFM and PFES which have been part of government's program. To ensure there is a strong sense of ownership and participation for effective use of forest land and benefit from PFES, it is important women need to be included in planning process throughout implementation of these programs, particularly for areas where FLA, CFM, and PFES have not been unfolded yet due to lack of finance and lack of human resources. An important step to enhance women's participation and partnerships is to encourage and support forest-dependent livelihood opportunities that will not only offer supplementary food and nutrition (wild honey, wild fruits, mushrooms, herbs, medicinal plants, dyes, bamboo and rattan, small aquacultures), but also open up livelihood diversification and income generating opportunities, thereby increasing interest and stakes for women to become significant stakeholders in the process.

#### *5.2.7 Priority Seven – Enhance security of tenure for women in forest lands and other resources*

Security of tenure for women as reflected by the figures for land titling (36%) suggest the need for specific attention to be accorded to this aspect. It is well acknowledged that tenurial security significantly contributes to poverty alleviation and well-being. Efforts by the project must ensure that any land-based intervention must facilitate the allocation of land to the participating household and this allocation formalized through land certification or titling reflecting the names of the wife and husband. Even when community allocations are done, tenurial arrangements (i.e. access to plots for individual households or group members) must reflect joint holdings which include both the wife and husbands names. In addition, it is important to assist women to have access to important daily resources such as access to clean water which is more handy (water fetching is time and labour demanding and access to clean energy for household lighting, cooking, heating and productive enterprises).

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# ANNEXES

## Annex 1 – Gender Action & Social Inclusion Plan

Project activities	Project Sub-activities	Proposed Responsive Activities	Indicators	Base-line	Mid-line	End-line	Means of Verification	Responsible institutions	Timeline	Budget
<b>OUTCOME 1: Viet Nam's REDD+ design pillars are fully upgraded and integrated into provincial policies &amp; institutional frameworks with improved public-private-producer partnerships (4Ps) to operationalize REDD+</b>										
<i>Output 1.1: National REDD+ policies and mechanism upgraded to fulfill all required functions, including afforestation.</i>										
<b>Activity 1.1.1: Upgrade National Forest Monitoring System (NFMS) and Safeguard information System (SIS)</b>										
	<ul style="list-style-type: none"> <li>• <b>Sub-activity 1.1.1.1. Upgrade a monitoring system to report results of emissions reductions and removals</b></li> <li>• <b>Sub-activity 1.1.1.2. Implement the REDD+ Safeguards Information System</b></li> <li>• <b>Sub-activity 1.1.1.3. Promote inter-provincial coordination and knowledge management</b></li> </ul>									
<b>Activity 1.1.2: Mobilize resources for NRAP implementation and inclusive investment planning and equitable resource distribution mechanisms</b>										
	<ul style="list-style-type: none"> <li>• Sub-activity 1.1.2.1. Prepare a Regional NRAP Investment plan</li> <li>• <b>Sub-activity 1.1.2.2. Conduct capacity building for private sector resource mobilization</b></li> <li>• <b>Sub-activity 1.1.2.3. Conduct national multistakeholder policy <b>dialogue</b> on including carbon sequestration services in <b>PFES</b> mechanisms and to draft MCCFM guidelines</b></li> </ul>									
		Percentage of female-headed households living in each planned watershed are invited and participate in meeting for identifying watersheds for PFES piloting.	35%	40%	40%					
		Guidance Note on Mainstreaming Gender	0	1	1					

		into PFES is developed for use under project							
		Revolving fund is established using the PFES payment for each watershed that target women as loan beneficiaries.	0%	30%	60%				

*Output 1.2: Provincial policies, legal and institutional frameworks, and stakeholder coordination mechanisms integrated with National REDD+ Action Plan (NRAP)*

**Activity 1.2.1: Mainstream NRAP into provincial policies and legal institutional framework**

<ul style="list-style-type: none"> <li>• <b>Sub-activity 1.2.1.1.</b> Strengthen provincial leadership, political will and commitment</li> <li>• <b>Sub-activity 1.2.1.2.</b> Support a provincial REDD+ <b>monitoring</b> and information system (MIS) and participatory forest inventory surveys</li> </ul>									23,915
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**Activity 1.2.2: Improve cross-sector coordination for better forest management and transition to deforestation-free economic development**

<ul style="list-style-type: none"> <li>• <b>Sub-activity 1.2.2.1.</b> Facilitate 4P platforms to provide inputs and ensure effective implementation of PRAPs</li> <li>• <b>Sub-activity 1.2.2.2.</b> Facilitate cross-sector coordination, policy dialogue <b>and</b> capacity building on zoning, FLA, MCFM and PFES</li> </ul>									
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**Activity 1.2.3: Enhance Public-Private-Producer Partnerships (4Ps) for deforestation-free economic development**

<ul style="list-style-type: none"> <li>• <b>Sub-activity 1.2.3.1.</b> Generate baseline knowledge</li> <li>• <b>Sub-activity 1.2.3.2.</b> Identify socially and economically viable and dense agroforestry systems adapted to agro-ecological zones</li> <li>• <b>Sub-activity 1.2.3.4.</b> Share knowledge with the wider population and advocacy</li> </ul>									
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**OUTCOME 2: Emissions reductions from AFOLU consequently to 4Ps' deforestation-free value chains & performance-based finance**

*Output 2.1: Deforestation free value chains developed by 4Ps and increased access to finance*

**Activity 2.1.1: Develop deforestation-free commodity supply chains through 4P platforms**

<ul style="list-style-type: none"> <li>• <b>Sub-activity 2.1.1.1.</b> Develop <b>deforestation-free commodity supply chains (perennial crops, acacia-based timber, bamboo)</b></li> </ul>	Market analysis will analyse, among other things, potential target	% of market reports that analyse market demand on the need for a) social inclusion and b) FPIC compliance for value	0%	100%		<ul style="list-style-type: none"> <li>• Logical framework</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report (PPR) with</li> </ul>	<ul style="list-style-type: none"> <li>• <b>PMUs' social inclusion staff (gender, youth, EM)</b></li> <li>• <b>PMU's consultant for social and</b></li> </ul>		20,000
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<ul style="list-style-type: none"> <li>• <b>Sub-activity 2.1.1.2.</b> Develop <b>value chains for deforestation-free niche products (honey, mushrooms, medicinal plants, herbs, other NWFPs).</b></li> </ul>	<p>market and trends of consumers' preferences with regards to:</p> <p>a) Social inclusion, such as no discrimination on the basis of gender, ethnic background, religion, disability, sexual orientation, pregnancy, with regard to hiring, remuneration, benefits, training, advancement, discipline, termination, retirement, or any other employment-related decisions, particularly on the part of private sectors (e.g. companies, enterprises)</p>	<p>chain with EM participation.</p>				<p>Results Tracker using gender-disaggregated data (IFAD)</p> <ul style="list-style-type: none"> <li>• Annual Project Performance Report</li> </ul>	<p><b>environmental safeguards</b></p>		
<ul style="list-style-type: none"> <li>• <b>Delivery of Trainings to prepare for participation in select Value Chain(s)</b></li> </ul>	<p><b>Private-Public-Producer Partnerships (4P) mechanism</b></p>	<p><b>Percentage of FEMALE PARTICIPATING in project planning and training.</b></p>	<p>0%</p> <p>0%</p>	<p>25%</p> <p>10%</p>	<p>40%</p> <p>20%</p>	<ul style="list-style-type: none"> <li>• <b>M&amp;E system</b></li> <li>• <b>Annual Project Performance Report</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>PMUs' social inclusion staff (gender, youth, EM)</b></li> <li>• <b>PMU's consultant for social and</b></li> </ul>		

	will have provisions that require all agribusiness participating in project initiated 4P partnership ensure at least 30% participants in each of the meeting/ workshop/ training that they organize are female	Of which Percentage of female IP participating					environmental safeguards		
		Percentage of female trained CAN NAME at least 3 key training knowledges they have adopted for crop improvement	0%	40%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultant</li> </ul>		
		Percentage of female trained they HAVE ADOPTED project's training knowledge for at least one season	0%	50%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of female trained indicate project's training IMPROVES THEIR CROP YIELD	0%	40%	70%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of female trained indicate project's training knowledge help INCREASE NET INCOME BY AT LEAST 10%	0%	50%	70%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		

		(compared to baseline)							
		Percentage of female trained and forest-dependent indicate they are <b>LESS DEPENDENT</b> for at least 50% of their annual need from forest's products (compared to baseline)	0%	40%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of female trained and forest-dependent <b>CAN NAME</b> at least one Forest Product they stop collecting (compared to baseline) thanks to improved income	0%	40%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
	<b>YOUTH</b>	Percentage of <b>YOUTH</b> participating in Project Planning and Training (disaggregated by gender)  Of which percentage of EM	<b>0%</b>  <b>0%</b>	20%  10%	30%  15%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of <b>YOUTH</b> receiving <b>SERVICES PROMOTED OR SUPPORTED</b> by the project (disaggregated by gender)  Of which percentage of EM	<b>0%</b>  <b>0%</b>	20%  10%	30%  15%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		

		<p><b>Percentage of YOUTH with NEW JOBS/EMPLOYMENT OPPORTUNITIES</b></p> <p><b>Of which percentage of EM</b></p>	<p>0%</p> <p>0%</p>	<p>20%</p> <p>10%</p>	<p>30%</p> <p>20%</p>	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		<p>Percentage of all project materials prepared for trainings/ meetings/ workshops, etc. incorporates gender dimensions, highlighting roles and potential contribution of women in all relevant aspects of training knowledge and subsequent adoption</p>	<p>0%</p>	<p>100%</p>	<p>100%</p>	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
	<ul style="list-style-type: none"> <li>• <b>Private-Public-Producer Partnerships (4P) mechanism</b> will have provisions that require all <b>agribusiness</b> participating in project initiated 4P partnership ensure at least 30% participants in each of the meeting/ workshop/ training that they organize are female.</li> </ul>	<p>Percentage of female attending <b>each meeting/ workshop/ training that agribusiness</b> organized under project initiated VC</p> <p>Of which percentage of EM</p>	<p>0%</p> <p>0%</p>	<p>40%</p> <p>15%</p>	<p>40%</p> <p>20%</p>	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		

	<ul style="list-style-type: none"> <li>• Ensure all training materials prepared for trainings/ meetings/ workshops incorporates gender dimensions, highlighting roles and potential contribution of women in all relevant aspects of training knowledge and subsequent application</li> </ul>								
		<p>Percentage of agribusiness participating in project's 4P sign contracts with project farmers for at least three crops</p> <p>Of which percentage of EM</p>	<p>0%</p> <p>0%</p>	<p>30%</p> <p>10%</p>	<p>60%</p> <p>25%</p>	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		<p>Percentage of households participating in value chain report increase in net income by at least 15%, on average, for all contracts signed with private sector</p>	<p>0%</p>	<p>30%</p>	<p>70%</p>	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		

		Percentage of female-headed households participating in the value chain report increase in income by at least 15%, on average, for all contracts signed with private sector	0%	30%	70%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
<b>Activity 2.1.2: Develop the capacity of farmers, common interest groups (CIGs), cooperatives and small and medium-sized enterprises (SMEs) for deforestation-free value chains and alternative livelihood development</b>									
<ul style="list-style-type: none"> <li>• Sub-activity 2.1.2.1. Establish CIGs</li> <li>• Sub-activity 2.1.2.2. Train farmers, CIGs, cooperatives and SMEs</li> </ul>		Percentage of project beneficiary individuals invited to training on CIG, MSME on climate smart farming systems	0%	30%	60%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		10,000
		Of which percentage of EM	0%	10%	25%				
		Percentage of female PARTICIPATING in Community Interest Group (CIG) that applies climate smart farming systems	0%	40%	70%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of female participating in each MSME that applies climate smart farming systems	0%	40%	70%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of female participants in infrastructure design meetings	0%	30%	40%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of infrastructure designed that are female friendly	0%	100%	100%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		

**Activity 2.1.3: Support financial providers to develop and promote financial products for deforestation-free value chain development**

<ul style="list-style-type: none"> <li>• Sub-activity 2.1.3.1. Strengthen WDFs and CDFs to manage funds and develop products that support investments in deforestation-free value chains</li> <li>• Sub-activity 2.1.3.2. Provide access to capital for WDFs and CDFs to more rapidly scale credit activities</li> <li>• Sub-activity 2.1.3.3. Build capacity of commercial banks to develop products, partnerships and application of fintech that support investments in deforestation free value chains and advance project objectives</li> </ul>								20,000
<ul style="list-style-type: none"> <li>• <b>Provide financial services access to smallholders , and other vulnerable groups such as women and ethnic minorities through established Women Development Fund (WDF) Integrate climate change mitigation and adaptation concerns into financial services through working with</b></li> </ul>	<p><b>Percentage of loan products designed to disburse by production stage and (stage wise) to be suitable to the need of ethnic minorities and women.</b></p> <p><b>Of which percentage of EM</b></p>	<p><b>0%</b></p> <p><b>0%</b></p>	<p><b>50%</b></p> <p><b>20%</b></p>	<p><b>80%</b></p> <p><b>30%</b></p>	<ul style="list-style-type: none"> <li>• <b>M&amp;E system of financial service provider</b></li> <li>• <b>M&amp;E system</b></li> <li>• <b>Annual Project Performance Report</b></li> </ul>	<p><b>PMUs’ social inclusion staff (gender, youth, EM)</b></p> <p><b>PMU’s Training Consultants</b></p>		

	actors in proposed WDF to incorporate climate risks into their loan portfolios and incentivize the adoption of climate-smart farming practices by smallholders.								
	Organize business development course for women who are interested in start a new agri-, agro-business, including female headed small-size business	Annual awareness raising and IEC campaign to promote husband's chore sharing with his wife				<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
		Percentage of trained female that apply for loan have timely and sufficient access to loan	0%	30%	40%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
		Percentage of borrowers that successfully participate in at least one project initiated value chains	0%	40%	60%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		

		Percentage of loan borrower repay their loan as scheduled	0%	95%	98%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
		Percentage of loan borrower report that they have reduced at least 30% of their household chore (daily time) through sharing with their spouse/other male member in their family	0%	50%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
		Percentage of borrower that are youth	0%	30%	50%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
	Encourage and Support new female headed business to join project's value chain	Percentage of female-headed businesses that project supports have access to loan	0%	50%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		
	All WDF to be established at project provinces will ensure, as a loan eligibility, loan applicants are required to address climate risks	Percentage of target client being female	0%	50%	80%	<ul style="list-style-type: none"> <li>• M&amp;E system of financial service provider</li> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<p>PMUs' social inclusion staff (gender, youth, EM)</p> <p>PMU's Training Consultants</p>		

	through adopting climate-smart farming practices in their agro-agricultural activities for which the loan is applied								
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*Output 2.2: Deforestation-free value chains and forest restoration infrastructure upgraded and established*

**Activity 2.2.1: Develop infrastructure for deforestation free value chains**

<ul style="list-style-type: none"> <li>• Sub-activity 2.2.1.1. Promote sustainable agroforestry through small-scale and micro infrastructure investments, including the development of micro irrigation systems and organic fertilizer production facilities</li> <li>• Sub-activity 2.2.1.2: Enhance the post-harvest facilities of selected value chains by incorporating value-added processing techniques</li> </ul>									10,000
		Percentage of female participants in infrastructure design meetings	0%	30%	40%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of infrastructure designed that are female friendly	0%	100%	100%	<ul style="list-style-type: none"> <li>• M&amp;E system</li> <li>• Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• PMUs' social inclusion staff (gender, youth, EM)</li> <li>• PMU's Training Consultants</li> </ul>		
		Percentage of participants at all planning meetings for	0%	30%	60%	<ul style="list-style-type: none"> <li>• DARDs</li> <li>• Local people</li> </ul>			

		critical infrastructure are female.  Of which the percentage of EM	0%	10%	25%				
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**Activity 2.2.2: Establish and upgrade forest restoration infrastructure (IFAD Co-finance)**

<ul style="list-style-type: none"> <li>Sub-activity 2.2.2.1. Strengthen forest monitoring and <b>protection infrastructure</b> by implementing comprehensive upgrades</li> <li>Sub-activity 2.2.2.2.: Establish public nurseries dedicated to tree species cultivation, creating essential infrastructure for reforestation and afforestation initiatives</li> </ul>									10,000
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	<b>Ensure all workshops/ meetings organized to identify infrastructure s that support agricultural production (e.g. irrigation channel, rural roads...) invite the participation of women</b>	<b>Percentage of female participants in all project trainings/workshops</b>	0%	25%	40%	<ul style="list-style-type: none"> <li>M&amp;E system</li> <li>Annual Project Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>PMUs' social inclusion staff (gender, youth, EM)</li> <li>PMU's Training Consultants</li> </ul>		
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*Output 2.3: Collaborative forest management capacity enhanced through performance-based incentives*

**Activity 2.3.1: Develop a results-based payments for ecosystem services (PES) mechanism for collaborative forest management**

<ul style="list-style-type: none"> <li>Sub-activity 2.3.1.1. Support Provincial Forest Protection Development Funds (PFPDFs) to design and implement a mechanism for performance-based payments for carbon sequestration services</li> <li>Sub-activity 2.3.1.2. Build the capacity building of the PFPDFs</li> </ul>									10,000
<b>Activity 2.3.2: Support multi-stakeholder commune-level collaborative forest management (MCCFM)</b>									
<ul style="list-style-type: none"> <li>Sub-activity 2.3.2.1. Facilitate a participatory land use planning and mapping process</li> <li>Sub-activity 2.3.2.2. Develop fully-devolved MCCFM pilots</li> <li>Sub-activity 2.3.2.3. Develop capacity of village-level MCCFM group members</li> <li>Sub-activity 2.3.2.4. Strengthen the MCCFM support system</li> </ul>	<p><b>Ensure all workshops/ meetings organized to identify infrastructure s that support agricultural production (e.g. irrigation channel, rural roads...) invite the participation of women</b></p>	<p>Percentage of participants at all planning meetings for critical infrastructure are female.</p> <p>Of which the percentage of EM</p>	0%	30%	60%	<ul style="list-style-type: none"> <li>DARDs</li> <li>Local people</li> </ul>			10,000
								<b>TOTAL</b>	<b>113,915</b>

**Annex 2 – Actions to be taken to minimize and mitigate GBV risk (including SEA/SH) as part of Gender Action and Social Inclusion Plan (GASIP)**

Project Stage	Actions to Address GBV risk (including SEA/SH)	Timing for Action	Who is Responsible for Action	Ongoing Risk Management	Estimate Cost & Budget
PROJECT PREPARATION	<ul style="list-style-type: none"> <li>• <b>At project level, social assessment</b> (results reflected in GASAP and IPP) was conducted and SEA/SH risk screened, identified, and key mitigation measures proposed.</li> <li>• <b>Provincial PMUs sensitized</b> on the importance of identifying and addressing SEA/SH risk, proposed mitigation measures, and implementation mechanisms.</li> <li>• <b>GBV risk mainstreamed into Stakeholder Engagement Plan</b> to ensure project affected people and project workers are aware of GBV risk, mitigation measures, including project's level GRM for GBV.</li> </ul>	Project Preparation	IFAD and FAO (as lead) and Provincial PMUs (as supporting)	SEA/SH risks and prevention measures are reflected in project's ESMF, SEP, GASIP and IPP.	IFAD (completed, as part of social assessment)
PROJECT IMPLEMENT	<p><b>At project level</b></p> <ul style="list-style-type: none"> <li>• <b>Integrate GBV</b> (including SEA/SH) into consultation meetings (as part of project's overall Stakeholder Engagement Plan).</li> <li>• <b>Conduct project-level awareness raising campaign</b>, including the participation of local Women's Unions as potential GBV service providers.</li> <li>• <b>Mainstream GBV related information</b> into project's materials (e.g. project booklet and training documents).</li> <li>• <b>Report on GBV incidence status</b> in PPMU's <b>quarterly implementation progress report</b>.</li> <li>• <b>Review annual PPMU's capacity</b> to identify, prevent and respond to SEA/SH risks throughout project cycle.</li> </ul> <p><b>At infrastructure scheme (for civil works)</b></p> <ul style="list-style-type: none"> <li>• <b>Screen for SEA/SH risk</b> (as part of preparation of site-specific ESMP, and <b>integrate</b> in site-specific ESMPs).</li> <li>• Include provisions related GBV (including SEA/SH) in the <b>bidding documents</b> and <b>Work Contract</b> of the Contractors. <b>Key provisions</b> include: a) <b>zero tolerance</b> for GBV (including SEA/SH), b) <b>awareness raising</b> for workers about GBV/SEA/SH risks, c) <b>Code of Conducts</b> for contractor's workers prepared, understood, and signed by workers prior to mobilization to project site d) <b>Grievance Redress disclosed</b> to contractor's workers.</li> </ul>	<ul style="list-style-type: none"> <li>• Year 1</li> <li>• Year 1, repeated mid-term.</li> <li>• Quarterly Report submitted to IFAD</li> <li>• Preparation of infrastructure scheme (before civil works).</li> <li>• Prior review of bidding documents and work contract by IFAD procurement team</li> </ul>	<ul style="list-style-type: none"> <li>• Provincial PMUs</li> <li>• Provincial PMUs</li> <li>• Provincial PMUs</li> <li>• Provincial PMUs</li> <li>• IFAD project team</li> <li>• Provincial PMUs</li> <li>• Provincial PMUs and Contractors</li> </ul>	Ongoing review during supervision missions, and provide guidance and support as necessary	5,510 USD (project funding)