

Gender Action Plan

FP013: Improving the resilience of vulnerable coastal communities to climate change related impacts in Viet Nam

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Below is the Initial Gender Action Plan for the proposed GCF project, to be further reviewed and finalized during the project inception phase.

GCF Adaptation Project Initial Gender Action Plan: Viet Nam

Objective	Action (Gender Related Targets)	Indicator	Responsible Institution
Output 1 – Storm and flood resilient design features added to 4,000 new houses on safe sites			
Ensure women's role in reviewing beneficiary selection and monitoring	<p>Women meeting extreme poor criteria, especially single headed households high priority during beneficiary selection</p> <p>Women representatives included in leadership roles in CBDRM committees that will reviewing housing beneficiary selection lists in communes</p> <p>Involve Women's Union in CBDRM committees and as active participants throughout the project</p>	<p>Number of women selected as beneficiaries of housing project (at least 50%)</p> <p>Number of women in CBDRM committees</p> <p>Number of women in leadership roles in CBDRM committees</p> <p>Number of Women's Union representatives on CBDRM committees</p>	MARD, Provinces and PMU
Gender balanced employment	<p>Contracting women in civil works (where possible and appropriate) , financial and customer services, and as engineers</p> <p>Liaise with the local labor bureau and construction companies to help inform women of the availability of jobs (direct and indirect) during construction</p> <p>Require contractors or ESCOs to employ local labor including women (where possible and appropriate)</p>	<p>Number of women and men employed through jobs created from the project</p> <p>Number of men and women small-scale or indirect service providers such as food services during project implementation</p>	MOC, Provinces and PMU
Ensure users' outreach, information campaign, and development of communication and dissemination strategy includes women	<p>Consult both men and women on type of information needs during scoping</p> <p>Include women, especially female-headed households in workshops and ensure that they have equal participation in the project</p> <p>Ensure that information material is gender sensitive</p>	<p>Number of women and men trained</p> <p>Number of women's group involved</p>	MARD, Provinces and PMU

Objective	Action (Gender Related Targets)	Indicator	Responsible Institution
Output 2: Regeneration of 4,000 hectares of coastal mangroves storm surge buffer zones			
Gender balanced employment	<p>Contracting women in mangrove regeneration and maintenance activities, and encouraging them to take on managerial, leadership roles where feasible</p> <p>Require VN forest and communes to employ local labour including women, as appropriate</p>	<p>Number of women and men employed through jobs created from the project</p> <p>Number of men and women small-scale service providers such as food services during project implementation</p>	MARD and PMU
Active women participation in planning and decision making regarding relocation of livelihoods activities outside of protected mangrove areas as required	<p>Require female participation in community committees overseeing livelihood relocation activities.</p> <p>Conduct further focus group discussions to understand how relocation of livelihoods may particularly impact women and take action to mitigate risks as required</p>	<p>Number of women and men who participated in town hall meetings, focussed group meeting, etc.</p> <p>Number of women and men HOAs head involved as facilitators</p> <p>Number of women whose livelihoods are relocated</p>	MARD, Provinces and PMU
Output 3: Increased access to enhance climate, damage and loss data for private and public sector in all 28 coastal provinces of Viet Nam			
Increased gender sensitivity among Government staff and community members involved in project implementation	<p>100% of project staff and main Government technical counterparts receive training in gender and climate change through the project</p> <p>Specific sessions on gender differences and ensure gender equity included 100% of CBDRM, housing and mangrove regeneration training courses at sub-national level</p>	<p>Number of project and main government counterparts trained</p> <p>At least 30% women participant in national level technical trainings and 50% participation at commune level</p> <p>Number of training course curricula including specific sessions on gender difference and ensuring gender equity</p>	MARD, Provinces and PMU
Increase consistent application of gender disaggregated data and gender-smart indicators	Increase collection of gender disaggregated data by Government of Viet Nam	<p>National data set posted on CCFSC website begins to be gender disaggregated</p> <p>Number of sub-national government staff training on gender and data collection</p>	MARD, Provinces and PMU