
Gender Action Plan

FP071: Scaling Up Energy Efficiency for Industrial Enterprises in Vietnam

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**GREEN
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The Gender Action Plan

Seq	Activities	Indicators and targets	Timeline	Responsibilities	Budget
<p>Gender impacts</p> <p>The intended gender impacts of the project are determined on a basis of identification of the project’s key stakeholders and its contribution to closing gender gaps in the country relating to the sectors of participating IEs. As a result, the main intended gender impacts of the project include:</p> <ul style="list-style-type: none"> • Improved quality of employment for women; • More EE businesses owned or led by women; • Reduced health risks and caring responsibility for women; • Promoted gender-responsive policy-making and budgeting at the corporate and national levels; 					
<p>Gender outcomes</p> <p>Below are specific intended changes in knowledge and skills of female workers in participating IEs, and gender awareness amongst their managers as well as mitigated risks and adverse impacts for project-affected people.</p> <ul style="list-style-type: none"> • SMEs, including those owned/led by women, provided with tailor-made, preferential and concessional EE loans; • Lower production costs and higher productivity and environmental performance for SMEs; • Women and men from vulnerable/minority groups provided with employment; • Improved quality of employment for women and men in IEs; • Raised awareness on gender issues among IEs, PFIs, and participating government agencies; • Improved EE knowledge and skills for women; • Reduced health risks for male and female workers, and people living around IEs; and • Safeguards requirements complied. 					
<p>Gender outputs</p> <ul style="list-style-type: none"> • EE loans to IEs provided; • Delivery of EE-related goods and services to IEs; 					

- Awareness-raising activities and training courses organized;
- Strengthened policy, legal and regulatory framework for EE in IEs; and
- Compliance with social inclusion and safeguards requirements.

I	Output 1: EE loans to IEs provided				
1.1.	<p>Providing tailor-made, preferential and concessional EE loans targeted specifically at SMEs, including those owned/led by women;</p> <p>Develop specific outreach/information programs for women-owned/led SMEs to become familiar with EE loans;</p> <p>Identify and address specific financial service needs of women-owned/led SMEs to access EE loans.</p>	Rate of EE loans provided to SMEs owned/led by women;		PMB, the program implementing agency and PFIs	30,000 USD
II	Output 2: Delivery of EE-related goods and services to IEs				
2.1.	Promoting equal opportunity, inclusion, and non-discrimination in the EE sector	<p>Selection criteria for sub-borrowers and subprojects (in operation manual) includes:</p> <p>(i) Prospective borrowers would be required to develop a gender equality strategy that includes commitment to equal pay for equal work, equal opportunity recruitment; support to upskilling and</p>	Continuous throughout project implementation	AE through programme implementing agency; IEs	Included in the budget of IEs

		<p>training women employees in technical areas.</p> <p>(ii) Sub-projects are required to provide a Health and Safety action plan: including health and safety at work, and actions for the prevention of sexual harassment at worksites; grievance redress, and awareness and training to management and employees.</p>			
2.2.	Reporting on equal opportunity and health and safety actions	100% of borrowers/sub-projects report on achievement and progress of implementation of equal opportunities and health and safety action plans.	Annually	AE; IEs	20,000 USD
III	Output 3: Awareness-raising activities and training courses organized				
3.1.	Sharing the existing good practices and lessons learnt, local and international, in gender awareness and responsiveness for project stakeholders	One workshop organized	Before the project implementation	PMB	20,000 USD
3.2.	Training of IE managers to raise awareness of the relevant gender issues (recruitment, gender-sensitive working conditions, equal remuneration, promotion)	Incorporated in training activities under Component 3	Annually	PMB	TA budget under Component 3
3.3.	PFI staff training to raise awareness of the relevant gender issues	Incorporated in training activities under Component 3	Annually	PMB	TA budget under Component 3

3.4.	Capacity building for pipeline development (gender awareness and reporting)	Incorporated in training activities under Component 3	Incorporated in training activities under Component 3	PMB	TA budget under Component 3
3.5.	Capacity building on safeguards	Incorporated in training activities under Component 3	Incorporated in training activities under Component 3	PMB	TA budget under Component 3
3.6.	Training to women-owned/led SMEs to become clean energy entrepreneurs with the capacity to deliver energy efficiency – related goods and services to various sectors	One training course conducted per year	Annually from 2018-2023	PMB	20,000 USD
3.7.	Conducting an awareness raising and communication campaign on EE for SMEs, including women led/owned SMEs (to increase business recognition and understanding of economic and environmental benefits of investing in EE and cleaner production)	A communication campaign conducted jointly with relevant industry associations	Incorporated in training activities under Component 3	PMB	TA budget under Component 3
3.8.	Publish case studies on gender diversity and promotion in the EE financing scheme and disseminate widely	One case study is per year from year 2 of implementation.	Annually from Year 2	PMB	40,000 USD
IV	Output 4: Strengthened policy, legal and regulatory framework for EE in IEs				
4.1.	Encouraging involvement of women from IEs and PFIs in the policy-making and budgeting process	At least a member of the IE's women's union or an elected female representative from IEs and PFIs involved in the policy-making and budgeting	2019 onwards	PMB	20,000 USD
4.2.	Collection, analysis and use of relevant sex-disaggregate data	Sex-disaggregate data on client request for EE (e.g. request	2018 onwards	PMB	20,000 USD

		information, request loan, access to loan)			
4.3.	Support to preparing a required gender assessment for strengthening the policy, legal and regulatory framework for EE in IEs	Gender assessment completed	2023	PMB	35,000 USD
4.4.	Preparing inputs to the preparation of gender-responsive policy, legal and regulatory documents for EE in IEs	Gender-responsive policy, legal and regulatory documents for EE in IEs prepared and issued	2023	PMB	15,000 USD
V	Output 5: Compliance with social inclusion and safeguards				
5.1.	Preparing a Resettlement Action Framework (RPF) and an Ethnic Minority Planning Framework (EMPF)	RPF and EMPF completed and approved ⁷	Before project approval	PMB	Completed
5.2.	Consultations with local people, including women and members of ethnic minority groups or other vulnerable/marginalized groups, wherever relevant, on any impacts of the project on local communities;	At least 20 percent of the participants in a consultation being women At least a member of ethnic minority groups or other vulnerable/marginalized groups, wherever relevant, attending a consultation	Every stage of the project <i>(preparation, implementation and evaluation)</i>	PMB	20,000 USD
5.3.	Providing separate sanitary facilities for women in construction sites; separate rest – rooms for women; make-shift childcare facilities for working mothers; basic medical/nursing services for all workers	Availability of the required facilities	At the start of any civil works	Contractors	From budget of related IEs

⁷ Adequate gender-sensitive arrangements will be specified in the Operations Manual (OM) for sub-projects. In particular, relocation sites must have improved and secure housing and sanitary structures, improved infrastructure (e.g. access roads that are lighted, safe and secure for women and men to use, and conveniently connected to local markets, public health centres etc.), community facilities (e.g. community centres that are climate/disaster proof and have separate rest rooms and toilets for women and men), and schools for both boys and girls. The project will ensure that consultations take place with women and minority communities in the selection and design of new relocation sites.

5.4.	Ensuring compensation documents, if any, have signatures of both husbands and wives	Signatures of husbands and wives in compensation payment documents	During RAP implementation	PMB	Included in the budget for RAP implementation
5.5.	Indicators on important gender resettlement impacts and gender impacts on ethnic minority groups are included in internal and external monitoring	At least one indicator on gender resettlement impacts included in a Resettlement Action Plan (RAP); and one indicator on gender impacts on ethnic minority groups in an Ethnic Minority Development Plan (EMDP).	During preparation of RAP, MTR, end-project evaluation	PMB	Included in the project's monitoring budget