

GENDER ASSESSMENT AND GENDER ACTION PLAN
**“Strengthening the resilience of smallholder agriculture to
climate change-induced water insecurity in the Central Highlands and
South-Central Coast regions of Vietnam” Project**

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Executive summary

1. As part of the project design process, the gender assessment was conducted by UNDP to provide an overview of gender and climate change policy and prioritize gender issues needing to be addressed by this project proposal. The assessment used different methodologies such as desk review of current policy documents and study reports; consultative meetings with different stakeholders at national, district and commune levels; and focus group discussions with farmers who are potentially impacted by this project. This gender assessment provides inputs and baseline information to the design and implementation of the project's gender action plan (GAP) aimed at ensuring gender equality in climate change resilience in Vietnam. The gender assessment also provides an overview of gender policy and prioritized gender issues in Viet Nam and in the target project provinces.
2. **Legal and policy frameworks on gender equality and climate change:** The gender assessment showed that Viet Nam has a strong legal and policy framework to address gender equality and climate change response. This advantage can be seen through a series of legal and policy documents that have been issued by the Government of Viet Nam to promote and ensure gender equality and climate change response. However, the gender assessment also shows some gaps in implementation of gender equality policy and limitations in coordination between the gender-related legal documents and climate change-related legal documents. The primary issue is that the legal documents on gender have strongly confirmed that gender mainstreaming principles will be applied in the whole process of policy formulation and implementation, but there is unclear guidance from the state management agencies on gender equality as well as limitations in the capacity to guide on gender mainstreaming in climate change response. In addition, the capacity and interest of policy makers and policy implementers is very low in identifying gender issues and taking action, as well as allocating resources to address gender issues when designing and implementing climate change programs. As a result, gender mainstreaming in climate change policy formulation and implementation is poor.
3. **Mechanisms to promote gender equality:** Viet Nam has three strong mechanisms to address gender equality in practice, but these mechanisms also show some limitation and confusion. The state management agency on gender equality is the first strong mechanism in theory. According to the Law on Gender Equality, the Ministry of Labour, Invalids and Social Affairs (MOLISA) will be a state management agency at national level, and the People's Committee is the state agency on gender equality at provincial, district and commune levels. Both MOLISA and the People's Committee have their own organizational structures from provincial level to district and commune level. However, the weakness of this mechanism is a limited capacity of technical staff and leaders in provision of guidance and orientation on gender mainstreaming into practice. Due to the limited capacity of gender mainstreaming, the technical staff and leaders from this agency have not been able to provide clear guidance on gender mainstreaming to other technical agencies at the same level. The second mechanism, called National Committee for Advancement of Women (NCFA), shows high potential and has significant power to influence how gender mainstreaming works. This also has an organizational structure from national level to commune level. This mechanism has also been established in each organization. However, the main weakness is that the focus is on women issues only. In addition, the quality of activities performed by this mechanism is poor. Last but not least, the Vietnamese Women's Union (VWU) is a membership organization and has an organizational structure from national to provincial, district, commune and village level. The mission and vision of the VWU is to protect the legitimacy of rights and benefits of women. However, due to limitation of gender mainstreaming capacity, the VWU is facing with some challenges in facilitating gender mainstreaming into policy formulation and implementation processes in general and climate change in particular.

4. **Poverty and social issues:** Poverty and gender is differentiated by household structure and ethnic minority groups. Poverty is a heavy burden on households headed by women, poor households and ethnic minority households. Children and elderly people are more likely impacted by poverty. Women are disadvantaged in their ability to access and control resources, to advance their capacity and to take advantage of development opportunities, which results in relegating them to the roles of mother and housewife. In contrast, men dominate control over land and other valuable assets in the family and community. Most land tenure certificates are issued under the name of a male household head since registration has followed the old land law. This can lead to the denial of women's rights in cases of divorce or inheritance. Men typically make the decisions about household business investments and use of income. Limited asset possession reduces women's access to credit and investment opportunities. Small-scale farmers, in particular women, face unequal access to knowledge, technology and markets. Poverty persists in remote mountainous areas and is more concentrated in the communes where indigenous people live. The rural population in the WEIDAP irrigation command areas in the five target provinces accounts for 85% of the total population.
5. **Employment and gender issues:** Women are concentrated in fewer sectors and occupation than men. This highlights female workers' greater vulnerability in working conditions and pay, reflected, for example, in women's much higher share of unpaid family work. The Country Gender Assessment 2011 of the World Bank also draws attention to the disproportionate time spent by women on unpaid work at home and recommends collection of better and more detailed data on various forms of unpaid work, given that systematic evidence on these activities is still sparse. Women's wages are now about 75% of men's, according to the 2009 Labour Force Survey (LFS), not considering differences in education or job experience. Nevertheless, differences remain that are suggestive of higher vulnerability for women. Women are also in more vulnerable jobs, for example, own-account work and unpaid family labour, the two categories seen as a minimum estimate of the lack of decent employment. In the agriculture sector, women make essential contributions to food production and to agricultural and rural economies, but it is impossible to verify empirically the share produced by women. Female farmers, for example, play a key role in buying inputs and selling their products, but are frequently unrecognized as economic actors, both at household level and in value chains.
6. **Gender mainstreaming capacity of key actors in the target project areas:** In regard to the state management agency on gender equality (People's Committee and DOLISA), most staff and leaders assigned to do gender work from the state management agencies have been trained on gender equality concepts. However, even so, many of them still lack skills to identify the gender issues (gender analysis skills) and to propose specific actions for gender mainstreaming into specific technical areas. The interviews with this agency during the gender assessment showed that there is a high need to make sure that these two agencies can perform state management tasks effectively. In regard to provincial DARDs, the provincial government agency on agriculture, they must develop their own action plans on gender equality and advancement of women within their organizations. However, there is a large gap in knowledge and skills of technical staff and leaders of DARD on gender concepts; and gender mainstreaming is limited. It is the same with the state management agency on climate change: gender equality and gender mainstreaming are not realized effectively by the technical staff and leaders because of a lack of knowledge and skills to do so. The Vietnam Women Union's staff are not currently able to maximize their role in promoting gender equality in agriculture activities and climate change resilience.
7. **Key gender issues in the target project communes:** Both male and female farmers are aware of negative impacts of climate change on agricultural production and daily life, such as reductions in productivity and quality and lack of water leading to abandoned production land. There are limited

actions by men and women to overcome the scarcity of water resources, especially during the dry season, in which women often have less access to information on climate change and water conservation models than men because women are more likely to be busy with household work. Gender stereotypes determine the roles of women in agricultural production. Work related to irrigation, such as planning, building, and maintaining systems, equipment and infrastructure are led by men. Women are reluctant to do this work because it is considered to be heavy work, and they are not often given opportunities to do this in any case. As a result, women do not have experience and their contribution is limited in this field. In regard to community participation, the Farmers and Women's Unions are organizations where most female-headed households participate. For community meetings, men are generally in the majority, especially in ethnic minority areas. Men are predominant in community meetings both in terms of amount and quality of participation. Women are less likely to participate in community meetings because they are occupied with housework. Women only participate in community meetings when men/husbands are busy. On the other hand, due to the lack of information and knowledge and limited self-confidence, even when participating in community meetings, women often do not provide much feedback or comments. As a result, women are less likely to influence the decision-making process on water management and production planning at community level.

8. **Access to water and gender issues:** Poor and near-poor households have to invest a large proportion of their income to buy equipment, pumps, and pipe, and to pay for electricity, etc. if they want access to water. This creates an excessive financial burden on poor and near poor households, among them, households headed by women account for a significant number. Poor and near-poor households, especially the poor and near-poor households headed by women, are often faced with difficulties to invest in infrastructure in order to access water for production. In addition, the change in water availability also seriously impacts women's health and livelihoods. Declining access to water leads to increasing distances to collect available water. Most of women's livelihood options are dependent on agricultural production, however, due to gender norms that rule that women should stay at home to take care of children, women are not prioritized for agricultural training opportunities nor are they often able to participate in community discussions on water solutions. The change in water availability seriously impacts women's livelihoods and early recovery.
9. **Decision making on climate change resilience:** At household level, men make most of the important decisions within the family. Women may be involved in a consultation process, but men make the final decision. Women follow the guidance and direction of men. Women's roles are often limited to domestic work and child care. Women retain money but the final decision of how to use this money is made by men. In agricultural production, men also make final decisions on almost all of the work, for example, selection of seeds, borrowing money to invest in production; buying high value equipment; or access to market.
10. **Access to climate information:** Television is the most popular medium helping both men and women access public information, including climate information. Both men and women access weather forecasts through television to adjust their daily production plan such as watering, fertilizing or arranging their daily labour. Climate information is generally very poor, limited only to general predictions about rain or sun, temperature, etc. Some limited market information is also available through this medium but not much. Another channel that provides information for local people is the community meeting or technical training conducted by seeding companies or fertilizer companies. They sometimes conduct technical training or introduce techniques related to agricultural production, however, it is mostly about introduction of new seeds or use of fertilizers. There is very limited information about market access for local people. There are yet no training courses on adaptive agriculture options in the context of climate change.

11. **Migration and drought impact:** Men have more opportunity to work outside the community while women are expected to stay at home to take care of children and do domestic work. Due to lack of job opportunities in the commune, local people must find employment in other provinces (e.g Lam Dong, Ho Chi Minh). Male migrants are the majority. Drought is another reason that people migrate to other provinces. In most of the project target communes, approximately 50-60% of the farmland could not be cultivated in the drought season. Currently, access to water for agricultural production is a serious issue for farmers in the drought season.
12. In addition, drought more seriously impacts female farmers than male farmers. As mentioned above, women are expected to stay at home to take care of children, while men move more easily to work in other provinces. Gender norms block women from the opportunities and resources to perform their roles effectively. As the livelihoods of women are completely dependent on agriculture, lack of water in the dry season with increasingly inadequate adaptive solutions make it difficult for women to achieve a stable income from agricultural activities. Due to men's migration to other provinces, there is no support from or sharing of labor by men in agricultural production and household work. In addition, lack of knowledge and information about climate change adaptation in general and adaptive solutions in agricultural production in particular make women more vulnerable than men. Women are limited to some access to climate information, deficient learning opportunities and insufficient participation in community events.
13. The gender analysis also provided specific recommendations to address gender inequality issues in project communes by providing a gender action plan that focuses on some key solutions including:
14. **Build capacity for gender equality mainstreaming** for local stakeholders, with a focus on strengthening gender analysis and mainstreaming skills in planning and implementing climate-resilient agricultural production and water and agricultural management activities;
15. **Promote women's participation in social groups and climate change resilience by** strengthening the participation of men and women in public consultations on project implementation and climate change resilience in particular. The project will provide an enabling environment to promote women's participation by providing them appropriate opportunities and mechanisms to raise the percentage of female participants in project management boards, interest groups, water users groups; farmer field school facilitator groups, etc.
16. **Promote equal access to climate information:** The project will design specific activities such as field-based training (using FFS approach) and regular group/club meetings that target both male and female farmers as key agents of change in providing and sharing information with other farmers in the project areas. The project will also use diversified methods and gender-sensitive design and implementation of communication activities on climate-resilient agricultural production and water and agricultural management. These opportunities provide a constructive space for both men and women to maximize their experience and capacity to apply this information in daily practice as well as share this knowledge with others in the project areas.
17. **Promote equality in decision making processes:** At community level, the project will design interventions to promote equality between men and women in making decisions about agriculture production and investment. Specific models for women will be considered to provide an enabling environment and opportunities for women to enhance their roles and contributions to implementation of initiatives on climate-resilient agricultural production and water and agricultural management. At household level, the project will support men and women to implement water conservation models in agricultural production and access to markets. These models can be considered as means to promote open discussions between men and women in decision making processes. The project will support

both men and women to improve access to loan services by strengthening the available lending mechanisms to make sure that the farmers can access this service easily when needed.

18. **Ensure equal access to climate information for ethnic minorities:** Ethnic minorities in the target project areas, both men and women, must have equal access to information about the project and actively participate in the project implementation process. The project aims to achieve some specific objectives including: strengthening the active participation of ethnic minorities in public consultations done by the project; building capacities of the ethnic minorities to empower them to engage in decision making related to their own issues and strengthening the access of ethnic minorities to climate information and indigenous knowledge in implementing climate-resilient agricultural production and water and agricultural management.

1. Introduction

19. The project is designed aiming to empower vulnerable smallholders in the Central Highlands and South-Central Coast regions of Viet Nam. The focus is to empower women and ethnic minority farmers to cope with climate change. The project will help ethnic minority farmers to address climate risks of agricultural production in the context of climate change. The main activities focus on securing water availability, adopting climate-resilience, and water-efficient agricultural cropping systems. The project also emphasizes the use of climate, agricultural and market information for risk management related to water and agricultural planning and management.
20. The project aims to achieve two key outputs. The first output is to improve access to water for vulnerable smallholder farmers in the face of climate-induced rainfall variability and droughts. The second output is to strengthen capacities of smallholder farmers to apply climate and market information, technologies, and practices for climate-resilient water and agricultural management.
21. The gender assessment was conducted as part of the project design process to ensure that the project will address key gender issues in climate change response. The assessment not only reviewed current policy frameworks but also analysed key gender issues in climate change response and provided specific recommendations of how the project will promote gender equality in practice.

2. Objectives of the gender assessment

22. The overall objective of the gender assessment was to identify key gender issues that are relevant to climate change policies and explore potential opportunities and actions need to promote gender mainstreaming in climate change resilience activities in the project areas.
23. The specific objectives of the gender assessment include:
 1. Review current gender and climate change policy frameworks (both strengths and gaps) on gender mainstreaming promotion in climate change resilience.
 2. Assess current capacities of the relevant stakeholders and current gender mainstreaming practice in climate change resilience activities.
 3. Identify key gender issues in climate change resilience and key actions need to be done to facilitate gender mainstreaming into climate change response.
 4. Provide recommendations on actions needed to promote gender equality in climate change resilience.
24. This Gender assessment is building on what has been proposed by the GCF-funded project titled “Improving the resilience of vulnerable coastal communities to climate change related impacts in Viet

Nam”. The assessment was also based on available data from studies conducted by the Government of Viet Nam, UN and civil society organisations, and multilateral development banks.

3. Methodology

3.1 Desk review

25. The desk review was conducted to collect all available data and gender baseline information for project design. The desk review focussed on gender and climate change policies consulting study reports made by the Government of Viet Nam, donor agencies and international organizations in Viet Nam.
26. The desk review aims to provide an overview of gender and climate change policies as well as policy implementation in Viet Nam. This also explored the key gaps in implementation of gender policy in climate changes and agriculture practice.

3.2 Consultative meetings with stakeholders

27. The field visits were conducted to a number of target project communes in three provinces (Dak Lak, Dak Nong and Ninh Thuan) among the five project provinces. The focus of field visits was to consult with local stakeholders on the implementation of gender and climate change policies and their current experience in mainstreaming gender into climate change resilience activities. One consultative meeting was conducted with participation of representatives from key agencies at provincial level, such as People’s Committee (PC), Department of Agriculture and Rural Development (DARD); Department of Labour, Invalids and Social Affairs (DOLISA); Committee of Ethnic Minority (CEM), Women’s Union and Farmers Unions. This process was the same at district and commune level, and the consultative meetings were also conducted with participation of leaders and technical officers from key agencies at district and commune level.
28. These consultative meetings at provincial, district and commune level aimed to gain a better understanding of gaps in knowledge, attitude and practices related to climate change and gender mainstreaming in climate change resilience program/project. These discussions also explored current practice on gender mainstreaming in the process of planning, implementing and monitoring climate change resilience activities at grassroots level. These discussions also provided a space for stakeholders to express their needs and concerns on building gender mainstreaming capacity in climate change response.
29. At national level, the consultative meetings were conducted with representatives from UN agencies (e.g IFAD, FAO, UN Women), government partners (e.g MARD, MOLISA, Women’s Union) and international development partners (e.g Oxfam, AAV, DFAT, CARE, etc.). The focus of these consultative meetings was to identify potential opportunities to collaborate and utilize current experience and good practice from those organizations in this project.
30. Consultations with prospective stakeholders for the project have been extensive and involved a wide range of people, from farmers (women and men) to government agencies (commune, district, province) to NGOs. In those cases where women were explicitly involved either through their representation in the Women’s Union or as farmers and heads of households, gender-specific concerns were not necessarily or explicitly highlighted. It is noteworthy that many ethnic groups in Dak Nong, Dak Lak and Ning Thuan provinces, are matrilineal, in which women, especially mothers, assume leadership, power and property passed from mother to daughter. Men assume the main responsibilities to go out to work and earn a living. Women farmers tended to focus their comments on agricultural production concerns, in essence mirroring the concerns of their fellow men farmers. As such, women farmers tended to

indicate their desire for the same assistance as men: access to irrigation and water security; technical assistance; access to markets and credit; localized climate information, etc. The following is a brief summary, taken from the notes on stakeholder consultations, involving women farmers and/or Women's Union representatives.

- **Khanh Hoa province – Women's Union:** There was a strong focus on credit access and micro-credit in particular, but also on training and guidance from DARDs and others. There was discussion of women's roles in agriculture and examples of solidarity groupings around labor (shared labor and mutual support). Recommendations from this consultation include: land use and potential allocation of land to poor/near-poor; hand-holding mechanisms where three better-off farmers encourage and support two poor/near-poor farmers with knowledge, information exchange, and technical guidance; strengthening of technical capacities via training courses and credit access; organization in groups for greater efficiency and scale opportunities; and funding mechanism to support women's economic activities.
- **Khanh Hoa province – Suoi Tan commune, women (11) and men (4) farmers:** No specific gender issues were highlighted during this meeting; however, it is noteworthy that 2/3 of the farmers interviewed were women who focused their comments on production concerns related to water use efficiency, climate information, credit, peer-to-peer learning and information exchange and technical guidance.
- **Binh Thuan province – Women's Union:** Interviews with the Women's Union indicate a total of 204 women's groups for the entire province with 118 'environmental protection' groups established to promote clean water use, trash collection, etc. The WU Women's Business Clubs receive one-off training. The WU has a role in promoting agriculture with facilitation and dissemination of water efficiency technology e.g. for dragon fruit; advocating credit programs or a Credit Fund for Poor Women, with no collateral requirements (in Ham Thuan Nam and Phan Thiet, 2,000 women have access). In other districts, WU works with banks to support production or small business. A notable remark during this consultation was that more women than men participate in capacity development under the P135 program, because "they are more eager to learn".
- **Ninh Thuan province:** Most projects and Government investments target poor and near-poor, ethnic minority and women-headed households, particularly for climate change adaptation. There is a Women's Union loan program, also IFAD supported 'Women Development Fund support to cow cooperatives, and SNV cooperative support program for women farmers' needs. Non-farm options were discussed, as well as credit availability for agriculture. Recommendations from this consultation include improved market access, reduced interest rates, links to companies that offer non-farm jobs, involvement in technology transfer programs.
- **Ninh Thuan province - Ninh Hai district, Nhon Hai commune:** Women (10) and men (2), mixed poor near-poor farmers. No specific gender issues were highlighted during this meeting; however, it is noteworthy that over 3/4 of the farmers interviewed were women who focused their comments on production concerns related to water use efficiency, climate information, credit, peer-to-peer learning and information exchange and technical guidance.
- **Farmers' group, Thuan Bac district:** 15 women farmers, Raglai ethnic minority, most landless, with some owning little land (0.2 to 0.33ha) in upland areas, very unproductive. No specific gender issues were highlighted during this meeting; however, it is noteworthy that all the farmers interviewed were women who focused their comments on production concerns related to water use efficiency, climate information, credit, peer-to-peer learning and information exchange and technical guidance.
- **Commune Loi Hai, Chairman, DARD, Farmers' Union, Women's Union:** The Women's Union participated in commune level discussions highlighting production problems and rural development needs

3.3 Focus Group Discussions

31. The focus group discussions (FGDs) were conducted with participation of male and female farmers, who directly benefit from and will be impacted by the project. The FGDs were conducted in a representative number of target communes in Dak Lak, Ninh Thuan and Dak Nong provinces. At least one FGD was conducted per each target commune, and there was an average of eight people (four men and four women) invited for each group discussion.
32. The objectives of FGDs with farmers was to identify key gender inequality factors in division of labour and decision-making processes in climate change response in general and agriculture resilience in particular. The FGDs also identified gender needs and social factors that block women and men from accessing climate change information and implementing climate change resilience solutions in agriculture production.
33. In addition, the FGDs also helped to provide a better understanding of the feasibility of gender actions to be done by the project. FGDs also provided specific recommendations of how to address gender issues and meet the concerns of both male and female farmers, when planning, implementing and monitoring climate change resilience activities in the target project communes.

4. Key findings of the gender assessment

4.1 Policy framework on addressing gender inequality in Viet Nam

34. Viet Nam was one of the first countries to sign the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1980, which was subsequently ratified in 1982. The country also made huge progress in reforming its legal and policy framework to guarantee gender equality and non-discrimination against women in line with principles and regulations of CEDAW. This progress could be seen through the efforts of the Government of Vietnam to establish a solid legislative framework and policies to address gender inequality issues and promote gender equality practice in all fields of life.
35. At the highest level of law, the principles of “non-discrimination of race and sex” and “female citizens and male citizens have the same rights in every aspect of politics, economy, society and family”¹ were included in **the Constitution** (which was revised in 2013). This provides a strong foundation to ensure that gender equality is addressed in the whole process of legislative formulation and implementation. The **Law on Gender Equality** was adopted in 2006, which defines gender equality and gender-based discrimination for the first time and sets out specific measures for achieving gender equality in all fields of life. This law also provides general instruction about gender mainstreaming into the legislative formulation and promotion process, which is considered as one of six key principles² to promote gender equality in Vietnam. The **Law on Domestic Violence Prevention and Control**, passed in 2007, is another significant piece of legislation acknowledging for the first-time violence against women by partners as a punishable offence.

¹ Article 16 – Constitution 2013 – approved by National Assembly, on 28 November 2013.

² The law on gender equality mentions six key principles for gender equality including: (1) Men and women are equal in all fields of social and family life; (2) Men and women are not discriminated against in terms of gender; (3) The measures aimed at promoting gender equality are not considered gender discrimination; (4) Policies aimed at protecting and supporting mothers are not considered gender discrimination; (5) Ensuring gender mainstreaming in the process of development and implementation of laws and (6) Exercising gender equality is the responsibility of agencies, organizations, families and individuals.

36. The Government of Vietnam has also issued three decrees to facilitate implementation of the Law on Gender in an effective way.
37. **Decree 70/2008/ND-CP** was approved on 4 June 2008. It provides guidance on implementation of some articles of the Law on Gender Equality, specifically, the roles and responsibilities, and coordination among state agencies, ministries, People's Committee, and other agencies in the implementation of gender equality. The Ministry of Labour Invalids and Social Affairs (MOLISA) was assigned to (1) support the development of strategic policies and legal frameworks, action plans, and national target programs on gender equality, (2) evaluate the process of mainstreaming gender into policy formulation, and (3) monitor the implementation of the Law on Gender Equality and all international regulations on gender equality. Other ministries are responsible for reviewing, developing, and approving legislative documents, and providing direction for gender mainstreaming in their own sectors.
38. Following this Decree, the People's Committees at various levels are responsible for developing policies and legal documents on gender equality, as well as for implementing national policies within their domain. The People's Committees are also responsible for mainstreaming gender issues into socio-economic development plans and into policy formulation at management level.
39. **Decree 48/2009/ND-CP** (19th May 2009) provides specific guidance and methodologies to ensure gender mainstreaming in practice. It provides guidance on how to implement key articles of the Law on Gender Equality. These include gender mainstreaming in communications, education and training, and the methodologies for how to promote gender equality, and policy development to support gender-related workers in remote and under-developed areas. **Decree 55/2009/ND-CP** (10th June 2009) provides guidance on recognizing violations of the Law on Gender Equality and provides a framework for use by the authorities for penalties in cases of violations.
40. **Resolution 57/NQ-CP** (1st December 2009), approved the Action Plan for Resolution 11/NQ-TW that aims at the effective mobilization of female workers in this period of industrialization and modernization. The Action Plan aims to raise awareness, to promote effective management of administrative agencies, to enable women, by 2020 to achieve higher levels of knowledge and to open higher education and the professions. It also aims to meet the goals of national industrialization and modernization. In the future, women will have better career opportunities, which will enable them to achieve a higher material and cultural status. It furthermore improves the possibility of participating in social activities. They will be equal to men in all fields, including their contributions to family and society. Ministries and sub-branches are required to carry out their responsibilities as stated in the action plan.
41. **National Strategy on Gender Equality for 2011 – 2020** (24th December 2010) emphasizes that gender equality is one of the key factors for enhancing the quality of life of individuals, families, and society. The goal of the National Strategy on Gender Equality is to ensure substantive equality between men and women in terms of opportunities, participation, and satisfaction in the fields of politics, economy, culture, and society, and contribution to the nation's rapid and sustainable development. The Strategy has set seven objectives³, in which there is one objective on improvement of state

³ Seven specific objectives of the national strategy on gender equality including (1) to strengthen female representation in leadership and management in order to gradually reduce gender gap in politics; (2) to narrow down the gender gap in the economy and employment, improve the access of poor rural women and ethnic minority women to economic resources and labor market; (3) to improve female human resources, gradually ensure equal participation of men and women in education and training; (4) to ensure gender equality in access to healthcare services; (5) to ensure gender equality in culture and communication; (6) to ensure gender equality in the family, to step-by-step eliminate gender-based violence; and (7) to improve state management capacity on gender equality.

management capacity on gender equality. The official seven objectives of the national strategy on gender equality also include the improvement of state management capacity on gender equality.

42. In addition, the **National Program on Gender Equality for 2016 – 2020** was approved by Decision 1241/QĐ-TTg, dated 22nd July 2011. The Program objective is to fundamentally transform public awareness and promote behavioural changes in gender equality, make steps to bridge the gender gap, promote women in high-risk areas of inequality, and contribute to successful implementation of the National Strategy on Gender Equality for 2011 – 2020. To ensure an annual state budget for gender equality and advancement of women, the **Circular 191/2009/TT-BTC** was approved by the Ministry of Finance on the 1st of October 2009. This Circular regulation/law provides guidelines for management and use of budget for gender equality and advancement of women. It also provides government agencies with detailed information on budgeting, budget items, allocations, and payment procedures for activities promoting gender equality.
43. In addition to the enactment of these laws that specifically concern women's rights, notable efforts are being made to ensure that gender equality is promoted in all other laws. For example, the revised **Labour Code**, which came into effect in May 2013, added new provisions on non-discrimination and women's labour rights such as: prohibition of sexual harassment; extension of maternity leave to six months; official recognition of the rights of paid domestic workers; and equal pay for work of equal value. Gender has been also mainstreamed in Civil Law, Labour Law, Penal Code, Law on Marriage and Family, Law on Government Officials and Civil Servants, Land Law, Social Insurance Law, Education Law, Vocational Training Law, Law on Public Healthcare, Law on Complaints and Denouncement, Law on Legal Document Promulgation, and Ordinance Against Prostitution, as well as other legal documents such as Prime Minister decrees and decisions, and ministerial circulars. The Regulation on Grassroots Democracy on 07 July 2003 has improved socialist democracy and promoted the participation of men and women in the community's political life.

4.2 Gender mainstreaming in climate change resilience policies

44. The Government of Viet Nam has also developed a strong legal framework and framework to respond to climate change. **Resolution 24-NQ-TW** (23th June 2013) of the Communist Party is a high-level directive on climate change. It outlines aims to strengthen the active roles of relevant agencies in responding to climate change. Its three objectives focus on climate change response, natural resource management and environmental protection. It is the basis and premise for planning directions and policies for socio-economic development, ensuring national defense, security and social security. Climate change adaptation is strongly addressed under this guidance.
45. The **2013 Law on Natural Disaster Prevention and Control** reconfirms gender equity as one of seven core principles of disaster prevention and control⁴. The document provides clear guidance on how to implement natural disaster prevention and recovery and assigns clear roles and responsibilities of relevant agencies in this work. It prescribes the 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. However, there is no specific guidance on gender mainstreaming in this process. There are no clear roles and responsibilities of relevant agencies on gender mainstreaming in this effort. This gap makes it difficult for relevant agencies to address gender issues when planning and implementing natural disaster prevention and control.
46. The Strategic Orientation for Sustainable Development in Vietnam (**National Agenda 21**) was approved in 2004. There are challenges in implementing Vietnam's Agenda 21. Adaptation challenges include eradication of extreme poverty, narrowing the gap between rural and urban areas, women and

⁴ Clause 5, Article 4, Law on Natural Disaster Prevention and Control, National Assembly 19 June 2013

men, ethnic and other social groups, strengthening of sustainable practices in agriculture and forestry, sustainable land and water management, and protection of marine, coastal and island environment. Greenhouse gas mitigation challenges include improvement in energy efficiency, production and use of renewable energy, improvement in land and forest management (for carbon sequestration), and strengthening of policy instruments, including incorporation of environmental aspects in national accounting.

47. **National Target Program in Response to Climate Change (NTP-RCC):** In 2007, the Ministry of Natural Resources and Environment (MONRE) was assigned, in coordination with other ministries, to formulate the law/regulation NTP-RCC for the period 2012 – 2015. NTP-RCC was approved in December 2012 by **Decision 1183/QD-TTG** (30th August 2012). The goal of NTP-RCC is to implement the National Strategy on Climate Change Response, including increasing awareness and capacity to adapt to climate change, greenhouse gas emission reduction, low-carbon economy, and active participation in the international community to protect the Earth's climate system. NTP-RCC identifies six specific objectives:
- Update scenarios of climate change in Vietnam, particularly sea level rise, conduct impact assessment of climate change on specific fields and locations, and identify solutions for adaptation;
 - Develop database system on climate change and sea level rise in order to provide inputs for the planning of socio-economic development;
 - Update the sectoral action plan to respond to climate change;
 - Build capacity for organizations and institutions, and policy on adaptation and mitigation of greenhouse gas emission in priority areas;
 - Strengthen international cooperation on climate change;
 - Raise awareness of the community on climate change.
48. The NTP-RCC **highlights the importance of gender equality** in sustainable development. It stresses the need to conduct vulnerability assessments at sectoral, regional, and community levels, as potential climate change impacts on women can hinder the achievement of the MDGs.
49. **National Strategy on Climate Change Response** was approved under **Decision 2139/QD-TTG** dated 5 December 2011. The Strategy identifies key tasks for government agencies and ministries and local authorities:
- to actively respond to climate change and rising sea levels;
 - to ensure food and water security, sustainable development, biodiversity, greenhouse gas emissions reductions, and the role of the State in climate change response;
 - to develop community models to respond to climate change;
 - to strengthen technology and research, promote international cooperation, and allocate budget resource on climate change response;
 - to assign MONRE as the coordinating agency for climate change response.
50. The National Strategy on Climate Change mentions gender equality as one of its specific objectives⁵. The mainstreaming process requires that targets for mainstreaming are clearly formulated, monitoring and evaluation tools are established to measure gender-related impacts of climate change, and climate change activities are integrated in all action plans.
51. **National Action Plan on Climate Change Response for 2012 – 2020** was approved under **Decision 1474/QD-TTG** dated 5th October 2012. The Action Plan identifies key tasks of government and other agencies:

⁵ UN Vietnam, 2011. Policy Brief Gender Equality in Climate Change Adaptation and disaster risk reduction in Viet Nam. http://www.un.org.vn/en/publications/cat_view/130-un-vietnam-joint-publications/209-climate-change-joint-un-publications.html [accessed 04. April 2012].

- to build capacity in forecasting and monitoring climate change and disaster risks;
- to ensure food security and water resource management;
- to actively respond to climate change and flooding in large cities;
- to ensure greenhouse gas reductions and develop the low carbon economy;
- to build management capacity and policy framework to respond to climate change;
- to mobilize the community and private sector for climate change response;
- to improve international cooperation and recognition of Vietnam's climate status in the international community;
- to set the budget for climate change.

52. **The Law on Gender Equality (2006)** does not mention gender mainstreaming in climate change directly. However, it does provide an overall framework that requires gender mainstreaming in all policy developments, which will include climate change policies. Under this law, gender mainstreaming in legal documents includes defining gender issues and measures, forecasting impacts of the regulations on women and men and determining the responsibility and resources to deal with gender issues. In addition, state agencies have the responsibility to mainstream gender in policy formulation, and prepare gender mainstreaming reports as part of policy documentation. They are required to work with the agency in charge of gender mainstreaming to appraise the gender equality in policy development.

53. Research shows that climate change impacts affect women's lives in many ways. Impacts including increasing natural disasters, sea level rise and changes in rainfall patterns will affect women's livelihoods. Viet Nam is still a predominantly rural society, where women are concentrated in agriculture and/or are self-employed and participate in most production activities. At the same time, compared to men, women have less access to, and control over the resources that they depend upon for food and income. Long-term gradual climate change will affect agricultural and ecological systems. Because women are more dependent on land and natural resources for their livelihoods, they are more vulnerable to resource scarcity. Some key recommendations made by international development partners⁶ include:

- Elimination of gender stereotypes;
- Participatory gender mainstreaming and gender analysis;
- Quotas on women's leadership and participation in decision-making;
- Expanded mandate of the Women's Union;
- Gendered M&E and reporting;
- Institutionalising training on gender;
- Expert networks including male allies;
- Multi-stakeholder gender and climate change dialogues and reviews;
- Advocacy and action at the regional and international level.

4.3 Gender policy implementation mechanisms

54. In Viet Nam, there are three structural mechanisms with a specific mission to address gender equality and advancement of women. The first mechanism is **the state management agency on gender equality**. At national level, **MOLISA** is the state management agency and it has its own organizational structure established from national to commune level. The Department for Gender Equality in MOLISA is a key actor in the implementation, monitoring, evaluation, and reporting of the Law on Gender equality. It was established in early 2008 to advise the Minister on carrying out state management activities on gender equality. However, it is unclear how well its staff understand the role and responsibilities of the Division of Gender Equality vis-à-vis the agency as a whole. There is a gap in

⁶ Beyond Words - Advancing Gender Equality in Climate Change Policy and Programming in Viet Nam. This is one of the joint products of the organisations supported under the Community Based Climate Change Action Grants, funded by the Australian Government, Care International, SNV, Oxfam, Save the Children, Australian Red Cross, and DEF

gender knowledge where gender equality is still considered a “women’s issue”. Therefore, all issues relating to women come to the Division of Gender Equality. However, it is not fully clear which department in MOLISA is responsible for evaluating the inclusion of gender equality in drafting of all laws and reviewing GE in material and reports of other agencies.⁷

55. The Law on Gender Equality also confirmed that the People’s Committees are the state management agencies at provincial, district and commune levels. However, the implementation of the state management roles relies completely on consultation and technical support provided by DOLISA and the Vietnamese Women’s Union at the same level. But these agencies have limited capacity and experience to do gender mainstreaming. The People’s Committee have been facing many difficulties and challenges when managing the state agencies on gender equality.
56. According to the Law on Gender Equality (2006), DOLISA at provincial level is also a state management agency on gender equality. DOLISA has established organizational structures at provincial and district levels. At the provincial and district level, DOLISA’s role is to provide consultation for the People’s Committee and at the same level to implement gender equality policies and legislations. To do this, one specific division of DOLISA has been assigned at the provincial level, but staff and leaders were assigned in part-time positions. These persons have as their primary tasks to provide recommendations to leaders of agencies in implementing gender policies. They also provide consultation to other agencies at the same level, to mainstream gender into professional activities. However, there are often one leader and two technical members of staff assigned to provide overall technical support on gender equality for the whole province. This human resource structure is similar at district level, where one leader and one member of staff will work part-time to facilitate gender work. At commune level, one member of the staff is responsible for all social issues including gender.
57. The second structural mechanism to promote advancement of women is the **Committee for Advancement of Women (NCFAW)**, which is established from national to district level. The committee is an inter-sectoral body that counsels Viet Nam’s Prime Minister (at national level) and People’s Committees (at Provincial and District levels) on gender equality and women’s empowerment, including economic empowerment. At national level, NCFAW also supports research and coordinates interdisciplinary research on women’s equality in Viet Nam, working with ministerial agencies and line ministries. In support of building gender equality into the legal framework, NCFAW promotes the implementation of relevant law, supports the realization of national gender equality laws, and reports on its progress to the Prime Minister.
58. The Minister of MOLISA serves as the president of NCFAW, with vice-chairs from the Viet Nam Women’s Union and the Vice Minister of MOLISA. At provincial level, the vice chairman of the provincial People’s Committee serves as head of NCFAW. The members of NCFAW are heads of relevant agencies such as DOLISA, Women’s Union, Agriculture and Rural Development division, etc. Since the members of this committee are leaders, they are persons who can make final decisions on promotion of gender equality within their organizations. The quality of gender work will depend very much on their interest directing and showing willingness to promote gender within their organization.
59. The **Vietnam Women’s Union (VWU)** is a mass organization with the specific mission and vision to protect legitimate rights and benefits of women. The VWU has its own organizational structure, established from national level to commune level. One of the main functions of the VWU related to gender equality is to conduct dissemination of gender policies and develop capacity on gender equality. This organization was also assigned by the Government to implement the task of monitoring and providing feedback on the implementation of gender policy. Among other mass organizations, VWU is known as an organization with good knowledge and experience in gender equality. The staff is often invited for technical support to other organizations to provide training courses on gender equality. However, this organization still lacks experience related to gender analysis and gender mainstreaming in specific areas. In addition, the VWU is a representative member of many committees and joint mechanisms with the mission to promote the voice and interests of women and girls. However, their

⁷ Capacity Assessment of the State Management Agencies and Other Concerned Agencies to Implement the Gender Equality Law and the Domestic Violence Law, UN Women, 2010.

actual voice in negotiation and ability to influence process is still very weak due to lack of capacity and experience in policy advocacy.

4.4 Poverty reduction and Gender

60. Viet Nam reached lower middle-income country status in 2010 and poverty has been declining continuously from 58% of the population below the poverty line in 1993 to 8.4% in 2014⁸. However, poverty reduction in Viet Nam is still uneven, and there is a huge difference between urban and rural areas⁹. According to VHLSS 2014, 3% of the urban population lives below the national poverty line, compared to 10.8% of the rural population. There is also evidence that reductions in poverty and benefits of growth have been spread unevenly across Viet Nam, increasing income inequality between regions and to some extent within regions. By region, the Red River Delta and the South East are considerably overrepresented in middle-income groups, whereas the Mekong River Delta is overrepresented in the near-poor group. The North West and Central Highlands¹⁰ are the two regions where most of the poor live¹¹.
61. The most recent survey data that is publicly available for Viet Nam's Multidimensional Poverty Index (MPI) estimations refer to 2013/2014. In Viet Nam, 3.9% of the population (3,646 thousand people) are "multidimensional poor" while an additional 4.3% live near multidimensional poverty (3,930 thousand people). The average deprivation score in Viet Nam by people in multidimensional poverty, is around 39.9%. The MPI, which is the share of the population that is multi-dimensionally poor, (adjusted for intensity of deprivations,) is 0.016. The Philippines and Thailand have MPIs of 0.033 and 0.004 respectively (UNDP, 2016)¹². Although tens of millions of Vietnamese households have incomes above the official poverty line, many do not earn much above this line and could still be considered poor under a multi-dimensional definition (Oxfam 2017).
62. According to the World Bank, the Gini index which measures economic inequality in Viet Nam has increased from 35.7 to 38.7 over the 20-year period from 1992 to 2012. However, these figures may underestimate actual inequality in Viet Nam for various reasons. For instance, the incomes or expenditures of the rich are under-reported and under-captured in household surveys; therefore, empirical measures of inequality may be downward-biased. Different metrics, timelines and density of measurements may provide different pictures of inequality in Viet Nam.
63. The Viet Nam Gender Country Assessment of the World Bank in 2011 pointed out that the relation between gender and household poverty is not clear because poverty conditions are measured at household level. Therefore, the gender differences in poverty will have to be associated with different household structures, such as between the households headed by women and the households headed by men or the ethnic minority households and Kinh households. In addition, the report also expressed that there are intersections between gender and age in income poverty distribution in Viet Nam. Children and elderly people are more likely than exclusively working age adults to live in relatively poor households because these groups have low ability to work and limited opportunities in society. This is clearly related to dependency ratios¹³. Women are also more likely to be poor, particularly if they are elderly, mainly because they have less control over assets. However, there is no significant difference in other gender indicators pertaining to health or investment in children's education.
64. The Viet Nam Gender Country Assessment of the World Bank in 2011 also showed that discrimination against women in various aspects of economic and social life is still of concern. Women are disadvantaged in their ability to access and their control over resources affecting their capacity development and opportunities in many aspects of life as a result of gender norms that relegate them

⁸ GSO, Viet Nam Household Living Standard Survey 2014

⁹ WB, Viet Nam Country Gender Assessment, 2010

¹⁰ In five project province, Da Nong and Dak Lak are two provinces belong to Central Highland. The remain provinces Ninh Thuan, Binh Thuan and Khanh Hoa are provinces belong to south central coast area.

¹¹ GSO, Viet Nam Household Living Standard Survey 2014

¹² Human Development Report 2016, UNDP 2016

¹³ World Bank – Vietnam Gender Country Assessment - 2010

to the roles of mother and housewife. Today, women remain disadvantaged compared to men, despite the fact that there is a legal framework which supports gender equality. **Men dominate control over land and other valuable assets**; most land tenure certificates are issued under the name of a male household head since most registration followed the old land law (2003). This has led to the denial of women's rights in cases of divorce or inheritance. **Men typically make the decisions about household business investments and use of income.** Limited asset possession reduces women's access to credit and investment opportunities. **Small-scale farmers, in particular women, face unequal access to knowledge, technologies and markets.** More than 50% of women have not finished primary education.

65. Women make essential contributions to food production and to agricultural and rural economies, but it is impossible to verify empirically the share produced by women. Female farmers, for example, play a key role in buying inputs and selling their products, but are frequently unrecognized as economic actors, both at household level and in value chains¹⁴.

4.5 Health and waterborne disease

66. The **improvement in health indicators for women has been remarkable, but the problems of HIV/AIDS and gender-based violence are still significant** with women in Viet Nam continuing to be victims of gender-based violence. According to results of a national survey on domestic violence, 58% of married women have experience with at least one form of physical violence. The rate of women ever experiencing physical violence from their husbands was 31.5%¹⁵ (GSO 2010).
67. Disadvantaged groups face unequal burdens in the health financing system. In 2015, the total planned budget for health in Vietnam almost doubled in cash terms from about VND 64,000 billion (\$3.2bn) in 2011 to VND117,000 billion (\$5.8bn). Total health expenditures as a percentage of GDP increased from 4.9% in 1998 to 6.7% in 2012, and the health budget as a percentage of the total state budget rose from 8.8% in 2011 to 9.4% in 2015. However, as much as 90% of the health budget is reserved for recurring costs such as salaries and facility operations. Meanwhile, public service providers have made little progress in improving efficiency, particularly regarding the cost of medical services. Vietnamese health financing is dependent on private expenditures by households, especially out of pocket payments. The value of out of pocket increased from 43.5% in 2012 to 48% of total health expenditures in 2013 – making out of pocket the largest type of health expenditure and putting many households (notably women, the rural poor and ethnic minorities) at significant risk of impoverishment. This rate of out of pocket is much higher than the maximum 30% recommended by the WHO, which has recognized that high out of pocket levels have led to catastrophic health expenditure in many countries. In Viet Nam, the rates of catastrophic health expenditure (an out-of-pocket payment for health care \geq 40% of a household's capacity to pay) and impoverishment have been high (though decreasing) between 1992–2012, especially among disadvantaged populations such as the poor, people with low educational access and rural residents¹⁶.
68. According to Minh Hoang Van and Phuong Nguyen Thi (2015), 583,724 Vietnamese households were pushed into or further into poverty due to health expenditures in 2012. Rates of impoverishment as the result of catastrophic expenditure were higher among already poor households and households in rural areas. The ineffectiveness of pro-poor policies and inefficient public health allocation and expenditure are due to the absence of evidence-based policy development, effective health administration (including reliable quality control mechanisms and monitoring) and inputs from civil society. Health insurance coverage has increased over time, up to 65% in 2012 and 75% in 2015. However, there are still many people in Viet Nam without health insurance, which leads inevitably to inequities in access to health care and reliance on out of pocket payments.

¹⁴ Even it up: how to tackle inequality in Viet Nam - Briefing Paper, Oxfam 2017

¹⁵ National survey on domestic violence, General Statistics Office (GSO), 2010

¹⁶ Even it up: how to tackle inequality in Viet Nam - Briefing Paper, Oxfam 2017

69. Unequal access to, and outcomes from, quality services remains a salient feature of the health system. **Health issues in Viet Nam are concentrated in the poor.** The poor utilize health services less than the rich, while higher income groups are much more likely to use multiple types of inpatient and outpatient services and are more likely to visit hospitals. Lower-income households are more likely to use public health centres, particularly at the commune level.

4.6 Employment and gender issues

70. The 2011 Viet Nam Country Gender Assessment notes that the structure of the Vietnamese economy has been changing rapidly over the last decades as a result of liberalization and international economic integration. However, the report highlights persistent gender segmentation of the labour market, with women concentrated in fewer sectors and occupations than men. It also highlights **female workers' greater vulnerability to working conditions and pay, reflected for example in women's much higher share in unpaid family work.** The country Gender Assessment 2011 also draws attention to the disproportionate time spent by women on unpaid work at home and recommends collection of better and more detailed data on various forms of unpaid work, given that systematic evidence on these activities is still sparse¹⁷.
71. The gap in labour force participation and earnings has narrowed considerably, but gender differences remain that may put women at risk. Women's wages are now about 75% of men's according to the 2009 Labour Force Survey (LFS), not considering differences in education or job experience. Nevertheless, differences remain that are suggestive of higher vulnerability for women. Women are also in more vulnerable jobs, for example, own-account work and unpaid family labour, the two categories seen as a minimum indicator of the lack of decent work¹⁸.
72. **There is a significant difference between men and women employment rates.** The annual employed population at 15 years of age and above among men account for 60.2% while this percentage of women accounts for only 55.1%. According to GSO, 1.84% of women were vulnerably employed in 2015 compared to only 1.52% of men. Moreover, data from GSO statistics in 2015 suggests that 22.4% of men and 17.3% of women are classified as skilled workers. The number of women involved in agriculture is higher than men, equal to 38.0% of men and 45.5% of women (GSO 2015). In addition, the extent and **persistence of informal employment** is a challenge that Viet Nam faces in consolidating its middle-income status. Informal employment makes up around 17% of employment in foreign enterprises, 53% in domestic enterprises and 48% in formal household-based enterprises. Informal workers are likely to make very different contributions to future growth in Viet Nam and need very different kinds of policy support.

4.7 Political Participation and Decision Making

73. In political leadership, participation is another important area, where gender differences emerge. Even though representation of women in the National Assembly is high by regional standards. There are signs that women do not have an equal voice in the public sphere. In fact, there are some indications that women's representation in some areas, for example the 2011-2016 National Assembly term, got slightly worse, from 27.3% for 2002-2007 to 24.4% for 2011-2016 and 26.80% in term 2016 - 2021.

4.8 Land rights

74. In Viet Nam, land is the property of the "entire people" and is allocated or leased by the State to organizations, households or individuals for use terms ranging from 20 years (for agricultural land) to 50 years (for forest land) or indefinitely (residential land)¹⁹. At household level, according to the regulations of Land Law 2013, the land use rights will be granted to both wife and husband, and both

¹⁷ World Bank, Country Gender Assessment 2011

¹⁸ Ibid.

¹⁹ Article 4, Land Law 2013.

husband and wife will be entitled on the certification of land use rights (red book). However, the Viet Nam Household Living Standards Survey 2014 showed that nationwide, one in four households are administered/managed/headed by women (equal to 26.54%), compared to 73.46% of households headed by men²⁰. This situation derives from the regulations in the old land law 2003, where land use rights were granted to the heads of households, with the majority being men.

75. Land-use plans are made for both 10-year and 5-year durations; the master plans for the longer period are linked to socio-economic development plans, while the shorter period plans focus on implementation. In practice, although some information is available, other mandatory items are publicized in less than 10% of cases, and the overall land administration system is difficult for lay persons to navigate. The 2003 Land Law states that land use planning must be “democratic and open to the public” but that does not provide guidance on who will be consulted or how disputes will be resolved. Current regulations require the participation of the community in land use planning only at commune level, where few decisions are made. As a result, community participation, especially participation of women, in land use planning is still limited (Oxfam 2012d). According to the above-mentioned public administration survey, only 22% of respondents said that they had been given an opportunity to make comments about local land plans, and of these, only two out of five said their comments had been taken into consideration (CECODES et al 2012).

4.9 Gender-based violence

76. Gender-based violence is a complex problem with roots in attitudes and behaviours deeply engrained in culture that are difficult to change. GBV refers to a wider set of issues than domestic violence and can take many forms, such as sexual assault, rape, human trafficking and sexual harassment at school and in the workplace, or a preference for boys over girls through sex-selective abortions²¹. **Although men and boys are also affected, women and girls predominantly suffer from gender-based violence.** The fundamental cause of gender-based violence is gender inequality, the persistent attitudes and beliefs that see women as inferior to men and less worthy of rights and control over their own lives²².
77. According to the national survey on domestic violence against women done by GSO 2010, **58% of married women have experience with at least one form of physical violence from their partner during their life time, and at least 27% of women have experience with at least one of the four forms of gender-based violence from their partner during the last 12 months.** The rate of women experiencing physical violence from their husbands was 31.5% and physical and/or sexual violence was 34%. Especially, 54% of married women have experience of emotional abuse²³ (see the table below).
78. The sex ratio-at-birth imbalances are a strong indication of **sex selective abortions**, whereby female fetuses are aborted in preference for sons. Data from 2010 suggests that the sex ratio at birth in Viet Nam is currently significantly imbalanced, with 111.2 males to every 100 females born in 2010 (GSO, 2010). Guilimoto found **differences in sex ratio at birth between different ethnic groups, with the Kinh majority demonstrating the greatest SRB imbalance**²⁴. In addition, the sex ratio at birth imbalance was higher among better-educated women, with an imbalance of 113 males to 100 females among women who had studied for 10 years or more and almost no imbalance among illiterate mothers. The regional differences were also noted, with the Red River Delta in northern Viet Nam demonstrating the greatest sex ratio imbalance at birth²⁵.
79. **Human trafficking** is less common with a few large-scale studies and fragmented data from government sources. Between 2005 and 2009, almost 6,000 women and children were identified as

²⁰ UN Women, Figures on ethnic minority men and women in Viet Nam 2015

²¹ UNFPA 2014: From domestic violence to gender-based violence: connecting the dots in Vietnam – an UN discussion paper.

²² Ibid.

²³ GSO, National survey on domestic violence against women 2010

²⁴ UNFPA 2014: From domestic violence to gender-based violence: connecting the dots in Viet Nam – an UN discussion paper

²⁵ Ibid.

victims of trafficking in Viet Nam. Trafficking in men, however, remains largely unknown. Further difficulties in estimating the prevalence of human trafficking in Viet Nam are caused by the lack of recognition of self-identified and self-rescued victims of trafficking. Viet Nam's National Steering Committee on Trafficking in Persons reported 430 Vietnamese trafficking victims. 250 Vietnamese trafficking victims were repatriated by foreign governments or NGOs, while 120 victims were self-identified as victims of trafficking in 2011. Between 2012 and the first quarter of 2013, 550 cases of trafficking with 950 perpetrators and 1,080 men, women, boy and girl victims were identified (Ministry of Public Security (MPS), unpublished report, 2013) although the data was not disaggregated by sex. In 2012, the Supreme People's Court stated that it had prosecuted 490 defendants in relation to human trafficking (US Dept. of State 2013). These statistics provide a picture of the prevalence of trafficking in Viet Nam but only represent a minority of cases given the vast majority have never been identified by authorities²⁶.

80. A preference for sons leads to men outnumbering women and an increased 'pull factor' to supply women as wives and sex workers and baby boys as sons. China, where the sex ratio at birth imbalance caused by a preference for sons favors men, is one of the most common destinations from Viet Nam for women trafficked for marriage or sex work and for baby boys. Sexual violence and engagement in sex work put women at increased risk of being trafficked for sex work to other parts of Viet Nam or other countries. Women trafficked for marriage are also vulnerable to domestic violence because they are separated from family and other sources of support, potentially facing communication barriers to seeking help and with little or no economic independence. Gender inequalities perpetuate both 'push' (economic necessity, son preference and sexual violence) and 'pull' factors (imbalance of SRB, male power, economic power) that drive human trafficking in Viet Nam.

4.10 Ethnic minority issues

81. Viet Nam has 54 ethnic groups in which, Kinh is the majority group, accounting for 85.50% of the total population. The remained 53 ethnic minority groups make up 14.50%. The total population of ethnic minority people is 13.38 million, with 6.72 million males (equal to 50.21%) and 6.66 million females (equal to 49.79%)²⁷. There are six ethnic minority groups with a population over 1 million including the Tày (1.76 million); Thái (1.72 million); Mường (1.39 million); Khmer (1.29 million); Mông (1.25 million); and Nùng (1.02 million). There are also six ethnic minority groups with a population under 1,000 people, including: Ngái (806); Si La (783); Pu Péo (736); Rơ Măm (483); Brâu (806); and O'Đu (406). Ethnic minorities live mostly in hamlets and villages of 5,453 communes national wide.²⁸

4.11 Poverty and ethnic minorities

82. The Kinh majority accounts for approximately 85% of the population. Kinh tend to live in delta areas and have higher living standards than other ethnic minorities. Hoa (Chinese) are also a better off group also living in delta areas. Thus, Hoa are often grouped together with Kinh and may face ethnic discrimination in other areas²⁹. Income poverty is disproportionately higher among ethnic minority groups. Ethnic minorities make up less than 15% of the country's population, but account for up to 70% of the extreme poor.
83. According to the 2014 survey conducted by MOLISA, the **incidence of poverty among ethnic minorities is as high as 46.6%, compared to 9.9% for the Kinh and Hoa groups**. Ethnic minority children are facing higher poverty risks (about 62–78%) than Kinh or Hoa children (24–28%). In 2006, for households headed by an ethnic minority in Vietnam, the probability of being in the bottom quintile

²⁶ UNFPA 2014: From domestic violence to gender-based violence: connecting the dots in Viet Nam – an UN discussion paper

²⁷ GSO, Results from Population change and family planning as of 1/4/2014 and Survey on socio-economic situation of 53 EM groups 2015.

²⁸ Ibid.

²⁹ Even it up: how to tackle inequality in Viet Nam - Briefing Paper, Oxfam 2017

was 3.2 times that of majority-ethnicity households. This probability increased to 3.5 by 2011³⁰. The gap in income mobility among ethnic groups is also large, and there are signs that this gap has been increasing over time. Between 2010 and 2014, around 19% of ethnic minorities in the bottom quintile moved to a higher income quintile, while for Kinh and Hoa, this figure was 49%. In addition, ethnic minorities are more likely to move down but less likely to move up, compared with Kinh and Hoa³¹.

84. **Ethnicity also intersects with gender, with larger gender gaps reported by ethnic minorities.** Paradoxically, the largest gender poverty gap is to be found among the better off Khmer/Cham minority ethnic groups, reinforcing the point that while gender inequality is linked to poverty, the relationship can be complex and be manifested to a different extent across various cultures and circumstances (World Bank, 2011)³².

4.12 Access to health services

85. **Lower access to health services among ethnic minorities is endemic, caused by factors such as lower income, reliance on out of pocket spending, a bureaucratic health system, ethnic discrimination, and internal features of minority groups (such as patriarchy, religion, and worldviews).** Data indicate that pregnant women from poor households in Viet Nam are three times more likely to go without prenatal care. Studies show that increasing accessibility to quality service for ethnic minorities can only be solved if the following factors are considered: awareness, opportunity costs, language barriers, mistrust, rituals, culture, taboos, and network habits³³.

4.13 Employment and ethnic minorities

86. **Percentage of ethnic minority people employed in agriculture is very high** at 81.41%, twice as high as that of the Kinh ethnic group. **Over 90% of people of 33 out of 53 ethnic minority groups are employed in agriculture.** Women of 53 ethnic minority groups work more in the agriculture sector than men (male: 79.16%; female: 83.81%)³⁴. In regard to ethnic minority groups, the employment structure of ethnic minorities is mostly linked to agriculture (cultivation, husbandry) and forestry. In agriculture/forestry production, **most ethnic minority people still apply traditional production techniques with low productivity and yield.**
87. Traditional farming practices are taught to children in early years. When they reach adolescence, they can work independently and cultivate more land for production³⁵. Thanks to such a simple livelihood, the rate of ethnic minority employment is very high compared to that of the Kinh ethnic group.
88. The percentage of ethnic minorities employed in industry is correspondingly very low. It has been reached 8.71%, roughly one third the national average (23.49%) or the percentage of Kinh (26.39%). The share of ethnic minority women employed in industry (6.23%) was roughly half that of ethnic minority men (11.03%) and far below the share of Kinh women employed in industry (21.71%)³⁶.
89. In addition, there is a **significant difference in educational and technical qualifications of ethnic minority workers.** The educational and technical qualifications of employed ethnic minority workers aged 15 and older is remarkably lower than that of the Kinh ethnic group. The overall rate of employed workers aged 15 and older who underwent technical training nationwide was 19.9%, which was 3.5 times higher than that of ethnic minority workers (at 5.73%). The proportion of ethnic minority women undergoing professional technical training (5.72%) is not significantly different from that of ethnic

³⁰ World Bank, Viet Nam Country Gender Assessment, 2010

³¹ Ibid.

³² World bank, Viet Nam Country Assessment Report 2011

³³ Even it up: how to tackle inequality in Viet Nam - Briefing Paper, Oxfam 2017

³⁴ UN Women, Figures on ethnic minority men and women in Viet Nam 2015

³⁵ Ibid.

³⁶ UN Women, Figures on ethnic minority men and women in Viet Nam 2015

minority men (5.74%), but among ethnic minority workers with vocational college qualifications, a higher percentage of women than men are employed (male: 2.14%; female: 2.25%).³⁷

90. The total number of state officials/civil servants who are from communes in ethnic minority areas was 57,268 people, accounting for 41.48% of the state officials/civil servants³⁸. Lower socio-economic conditions prevail in areas/regions/provinces that have a higher percentage of ethnic minorities as well as higher rate of ethnic minority state officials/civil servants and vice versa. Specifically, 15.85% of state officials/civil servants in urban area were ethnic minorities, remarkably lower than the share of 45.75% in rural areas. The Northern Midlands and Mountain Area had the most disadvantaged socio-economic conditions and the highest proportion of ethnic minority state officials/civil servants at 66.40%; followed by the North Central and Central Coastal Areas with 35.67%. Although conditions in the Central Highlands are similar to the Northern Midlands and Mountain Areas, the proportion of ethnic minority state officials/civil servants ranged from only 30% to 50%³⁹

4.14 Political participation

91. Currently, there are 425,999 party members, who are ethnic minorities in communes in ethnic minority areas nationwide, accounting for 36.91% of total party members of the respective provinces. The percentage of party members who are ethnic minorities in urban area is 16.97%, significantly lower than rural areas (43.24%). In different regions and areas with large populations of ethnic minorities, the percentage of party members who are ethnic minorities is often higher: Northern Midlands and Mountain Areas, 54.82%; North Central and Central Coastal Areas, 32.21%; and the Central Highlands, 23.48%. **Female ethnic minority party members in ethnic minority communes were only 30.04%**, and this rate in the rural areas was even lower at 28.19%. By region, female ethnic minority party membership was lowest at 25.57% in the North Central and Central Coastal Areas and 25.97% in the Central Highlands⁴⁰.

4.15 Assets ownership of ethnic minorities

92. **A television is one of the most popular assets in ethnic minority households, accounting for 84.86%**, in which, the households headed by men are 85.4% and the household headed by women are 82.36%), compared to 94.80% of Kinh households (male household head: 94.03%; female household head: 91.95%)⁴¹. This is a basic foundation to ensure that ethnic minorities could access climate information in particular and other information in general. The second most popular asset is a motorcycle, owned by 80.59% of ethnic minority households (male household heads: 83.45%; female household heads: 67.30%), nearly equal to 83.63% of Kinh households (male household heads: 87.77%; female household heads: 72.88%)⁴².
93. Telephones, computers and internet connections are also important assets to ensure that local people could access climate and other information. The survey of 53 ethnic groups showed that there are significant differences in access to information between ethnic groups, and differences between households headed by men and women in ownership of telephone, computer and internet connection.
94. Nearly 90% of households nationwide possess a telephone (landline or/and mobile). There is a significant difference between Kinh households and ethnic minority households. In 2014, **Kinh households had a rate of telephone possession of 91.82% while in 2015 ethnic minority households the rate was 75.59%**⁴³. There is also a significant difference between households headed by men and households headed by women in both Kinh and ethnic minority people. The households

³⁷ Ibid.

³⁸ Ibid.

³⁹ Ibid.

⁴⁰ Ibid.

⁴¹ UN Women, Figures on ethnic minority men and women in Viet Nam 2015

⁴² Ibid.

⁴³ Ibid.

headed by Kinh males with a telephone accounted for 94.20% while this percentage among ethnic minority households headed by males was only 76.88%. The percentage of Kinh households with telephones headed by women accounted for 85.65% while ethnic minority households headed by women account only for about 69.70%⁴⁴.

95. The GSO's survey also shows that there is almost no difference between households headed by men or women owning a computer, however the difference between ethnicities is quite large. In 2015, 21.25% of households nationwide possessed a computer (male household head: 20.37%; female household head: 23.69%). While 23.44% Kinh households use computers, the corresponding rate in ethnic minority households is only 7.70%. Similarly, the percentage of Kinh households headed by women using a computer is 24.73%, while ethnic minority households headed by women account for 12.81%. In addition, the percentage of households connected to the internet is also different between Kinh households and ethnic minority groups. Among internet-connected households, the Kinh households reached 17.71% while ethnic minority household only reached 6.50%.
96. In 2015, over 98% of households nationwide used grid electricity (male household head: 97.91%; female household head: 99.22%). **Ethnic minority households using grid electricity reached 96.65%.** The gender difference is small in access to grid electricity for living. However, some ethnic minority groups living in high mountainous and remote areas do not have a sufficient connection to the electricity grid including: Mảng (42.09%), Lô Lô (46.35%), La Hủ (48.02%) and Khơ Mú (58.32%).

4.16 Early marriage in ethnic minority community

97. Ethnic minority groups in Vietnam have been facing various social and gender issues. One of those issues is early marriage. According to the Marriage and Family Law 2014, the minimum aged for marriage is 20 years for men and 18 years for women. The report made by UN Women in 2015 stated that early marriage may create difficulties for young couples in ensuring livelihood security for themselves and their children as well as having greater risks of maternal and child health issues⁴⁵. According to the Population Change and Family Planning Survey 2014, 2.61% of all marriage nationwide were early marriage. The Kinh group had the lowest child marriage rate (equal to 1.48%) in comparison with other 53 ethnic minority groups (equal to 26.59% on average). There is not quite much difference between men and women on early marriage (male: 26.04%; female: 27.12%).⁴⁶

4.17 Land rights issues of ethnic minority people

98. Ethnic minority communities have owned and managed land, forests and water resources for generations in accordance with customary law and practices. As such, land, forests and water are central not only to their livelihoods, but also to their ethnic and cultural identities. Agriculture is the primary livelihood activity for ethnic minorities across Viet Nam. According to the Viet Nam Household Living Standards Survey (2010), poorer rural households (including a preponderance of ethnic minorities) cultivate more land on average than better-off households do, but their productivity is lower, as is the quality of land and availability of water. Particularly in mountainous areas where non-agricultural job opportunities are minimal, disparities in agricultural land distribution are perceived as decisive in determining inequality of outcomes. Farmers with sufficient, quality land have multiple options to escape poverty; those with less land depend on high-value cash crops that need special soil and weather conditions.

⁴⁴ Ibid.

⁴⁵ UN Women, Figures on ethnic minority men and women in Vietnam 2015

⁴⁶ GSO, Results from Population change and family planning as of 1/4/2014 and Survey on socio-economic situation of 53 EM groups 2015

5. Key issues on gender inequality and social inclusion in the project areas

5.1 Population and ethnic minority

99. All project provinces are home to different ethnic minority groups. Most ethnic minorities live in Ninh Thuan, Dak Lak and Dak Nong with populations ranging from 20% to 30% while ethnic minority populations account for 5.7% and 7.4% population of Khanh Hoa and Binh Thuan provinces respectively. The ethnic minority groups living in the five target provinces are classified into indigenous ethnic minority groups - Raglei and Cham (in Ninh Thuan), M'Nong and E De (in Dak Lak and Dak Nong province) - and immigrant ethnic minority group, such as Mong, Tay, Nung and Dao. Those groups migrated from northern Viet Nam. Indigenous ethnic minorities in South-Central Coastal provinces are mainly Cham, Raglei and Chau Ro while the ones in the Central Highlands include E De, Gia Lai and Mo Nong (M'Nong).
100. In general, **indigenous ethnic minority people are concentrated in separated villages with matriarchy regimes**; in contrast, immigrated ethnic minority groups live alongside Kinh people and under patriarchy regimes.

Table 1: Population of target provinces, 2015

Administrative unit	Average population (person)	Ethnic minority population (*)	Percentage of ethnic minority population	Population density (person/km ²)	By sex		By sub- region	
					Male	Female	Urban	Rural
Khanh Hoa	1,205,300	68,779	5.7%	231	594,200	611,100	541,300	664,000
Ninh Thuan	595,900	137,629	23%	177	300,500	295,400	215,700	380,200
BinhThuan	1,215,200	89,906	7.4%	156	608,200	607,000	477,700	737,500
Dak Lak	1,853,700	363,491	19.6%	141	932,800	920,900	450,600	1,403,100
Dak Nong	587,800	170,363	28.9%	90	297,300	290,500	89,400	498,400

Source: Statistic Yearbook 2015, GSO;

(*) Social- Economic Survey of Ethnic minority in Vietnam conducted by CEMA and GSO, 2015

5.2 Poverty conditions

101. The table shows the incidence of poverty in the target provinces in 2016 using the new poverty line based on multi-dimensional poverty criteria. In three of the five target provinces the rate of poor households of ethnic minority groups is higher than the national poverty rate (Ninh Thuan: 14.93%; Dak Lak: 19.37%; and DakNong: 19.26%). This implies that poverty gains remain fragile, and a significant portion of the population, particularly in rural areas and among ethnic minority remains vulnerable. **Poverty persists in remote mountainous areas and is more concentrated in the communes where indigenous people live.** The rural population in the WEIDAP command areas of the five target provinces accounts for 85% of the population.

Table 2: Poverty incidence in target provinces

	Whole country	Khanh Hoa	Ninh Thuan	Binh Thuan	Dak Lak	Dak Nong
Rate of poor household as whole	9.88	9.87	14.93	5.81	19.37	19.26

Rate of poor household as ethnic minority	23.1 (*)	68.6	38.8	19.54	37.17	40.75
Rate of near poor household as whole	5.22	6.69	8.82	3.95	8.28	6.15
Rate of near poor household as ethnic minority	13.6 (*)	9.8	14.95	8.66	10.91	8.6

Source: MOLISA and provincial DOLISA, 2016

(*) Social- Economic Survey of Ethnic minority in Vietnam conducted by CEMA and GSO, 2015

102. In the table above, **significant differences between poor and non-poor and between Kinh and ethnic minority groups in access to education can be identified**. The higher the educational level attained, the more likely the household is to be non-poor. The highest level of education that the poor households and ethnic minority people attained was high school while the highest level attained by Kinh people and non- poor household was university level. The level of education of the Kinh people is generally higher than of the ethnic minority groups.

Table 3: Education by Economic Status, Ethnicity and Sex disaggregation

Education level	% respondent								
	By economic status		By Ethnicity			By Sex		Total	Female-headed HH
	Poor	Non-Poor	Kinh	Indigenous EM	Immigrant EM	Female	Male		
Never been to school	27.3	4.2	2.6	22.6	15.7	16.3	5.6	8.5	14.3
Primary school	41.8	24.4	21.7	28.3	49.0	31.3	26.3	27.6	47.6
Secondary school	27.3	42.9	43.4	41.5	25.5	35.0	41.8	39.9	23.8
High school	3.6	23.5	25.9	7.5	9.8	12.5	22.5	19.8	11.9
Vocational training	0.0	0.4	0.5	0.0	0.0	0.0	0.5	0.3	0.0
College/University	0.0	4.6	5.8	0.0	0.0	5.0	3.3	3.8	2.4

Source: WEIDAP socio- economic baseline household survey, 2017

Table 4: Education level by Subproject Area

	Khanh Hoa subproject	Ninh Thuan province		Binh Thuan		Dak Lak	Dak Nong	
		Thanh Son-	Thanh Hai-	Tra Tan	Du Du-Tan		Cu Jut	Dak Mil

		Phuoc Nhon	Nhon Hai		Than h			
Never been to school	3.2	42.9	3.8	4.4	0.0	7.1	6.5	10.7
Primary school	15.9	46.4	15.4	22.2	26.7	35.7	38.7	32.1
Secondary school	49.2	10.7	46.2	62.2	33.3	35.7	35.5	25.0
High school	30.2	0.0	15.4	11.1	33.3	19.0	16.1	25.0
Vocational training	0.0	0.0	3.8	0.0	0.0	0.0	0.0	0.0
College/University	1.6	0.0	15.4	0.0	6.7	2.4	3.2	7.1

Source: WEIDAP socio- economic baseline household survey, 2017

5.3 Current gender mainstreaming capacity

103. According to the Law on Gender Equality, the People's Committee is the state agency for gender equality. The People's Committee has its own organizational structure at three levels (Provincial, District and Commune). The main state management roles are developing guidelines for the implementation of gender policies and focussing on the implementation of the Law on gender equality and the National Plan of Action on Gender Equality. At present, the People's Committees have already developed the provincial plans of action on gender equality for the five project provinces (Ninh Thuan, Dak Lak, Dak Nong, Binh Thuan and Khanh Hoa). The People's Committees have also developed their own plans of action based on requests and guidance from the province level for district level. The same process has also taken place at commune level. All communes have developed their plans of action based on requests and guidance from the district level.

104. The Plan of Action on Gender Equality developed by the People's Committee of Ninh Thuan aimed to achieve seven specific objectives on gender equality⁴⁷ including (1) promote the participation of women into leadership positions; (2) reduce gender gaps in labour, economic, and employment, and strengthen access of rural women to market and employment; (3) improve quality of the female labour force and strengthen the participation of women in education and training; (4) ensure gender equality in access to health care service; (5) ensure gender equality in access to information and culture activities; (6) ensure gender equality in family life and prevent domestic violence and (7) build state management capacity on gender equality. The Plan of Action also identified the specific solutions and assigned specific tasks for all relevant agencies.

105. Ninh Thuan People's Committee has issued the provincial action plan on gender equality for the period 2016 – 2020, under Decision 1059/QD-UBND, dated 4 May 2016 and Plan 153/KH-UBND dated 8 September 2016. The People's Committee issued Decision 2382/QD-UBND, dated 15 August 2016 for approval of the plan to implement the national action plan on gender equality for the period 2016 – 2020. This Decision also identified the seven specific objectives of gender equality and assigned the tasks for all relevant agencies at provincial level. Under the direction of this decision all districts of the province will develop their own action plan on gender equality. The districts and communes will select and identify the same objectives and target indicators

⁴⁷ Decision 1059/QD-UBND dated 4 May 2016 – Ninh Thuan People Committee on approval of the action plan to implement national action plan on gender equality for period 2016 – 2020.

106. The Khanh Hoa People's Committee has issued Decision 883/QD-UBND, dated 3 April 2017, to implement the national action plan on gender equality for the period 2017 – 2020. The Decision also identified seven specific objectives, targets and indicators on gender equality that need to be achieved within this period. The Decision also identified key solutions and assigned the tasks for all relevant agencies to achieve the expected objectives and indicators.
107. The Binh Thuan People's Committee has issued Decision 1061/KH-UBND, dated 27 March 2017, and Plan number 1793/KH-UBND, dated 21 April 2017, to implement the national action plan on gender equality. This plan of action also highlighted seven objectives and the roles and responsibilities of all relevant agencies in implementing this plan of action.
108. At the same time, DOLISA is an agency whose mission is to support the People's Committees to implement the plans for gender equality at the provincial level. This agency has its organizational structure from provincial to district level. At commune level, there is only one member of its staff, who is responsible for all activities there. At provincial level, DOLISAs have limited capacity to provide consultation and support to the provincial People's Committees to implement gender policies and laws. This effort is limited to development of general guidelines on gender policy implementation. It also includes awareness-raising activities on gender equality for relevant agencies from provincial, district and commune levels.
109. Most staff and leaders assigned to do gender work have been trained on gender equality concepts. However, even so, many still lack skills to identify gender issues (gender analysis skills) in specific professional areas. Interviews with this agency during the gender assessment showed that there is a high need to fill this gap to make sure that these two agencies can perform state management tasks effectively.

5.4 Gender mainstreaming capacity of DARD

110. The Department of Agriculture and Rural Development (DARD) has a specific mission to promote agricultural sustainability and productivity at provincial and district levels. This agency represents the state management agency for agriculture and rural development. The main task of this agency is to identify suitable crops and livestock for each location by considering climate change adaptation and market potentiality. However, current risks from markets remain as barriers to farmers making them reluctant to invest in agricultural production. Existing climate change adaptive solutions are largely spontaneous, without explicit guidance or orientation from specialized agencies like DARD.
111. According to the Law on gender equality, **DARD** must develop its own action-plan on gender equality and advancement of women within the organization. While the results of the gender assessment show that the action plan on gender equality and advancement of this agency is available, there is a big gap in knowledge and skills regarding gender concepts and gender mainstreaming among staff and leaders of this organization at all levels. Most of the technical staff and leaders from DARD at provincial, district and commune level still lack knowledge and understanding of gender concepts.
112. **DARD lacks skills to identify gender inequality issues when designing and implementing agriculture extension activities.** They also do not have the abilities to identify and consider the differences between men and women in needs and concerns related to agriculture production activities. The DARDs also do not have experience to identify difference between men and women in access to and control over the resources when they implement policies or projects/program. They also do not recognize men and women as impacted differently by social factors. Therefore, it is essential to strengthen gender equality within the organization. They are also unable to identify and consider the difference between men and women in needs and concerns associated with agricultural production. It is therefore essential to promote gender equality in the organization. There is furthermore a high need for building gender analysis and mainstreaming capacities for the technical staff if this agency.

113. Under the DARD, there is one specific technical division, which is responsible for agriculture extension activities (Centre for Agriculture Extension Office). Most of the leaders and technical staff from this office do not have knowledge or skills for gender analysis and gender mainstreaming. As a result, the specific knowledge and experience of women, who are target groups of agriculture promotion activities in general are undervalued. Additionally, women's capacity in climate change adaptation has not been considered when planning and implementing activities. Without gender sensitivity, most of the technical staff and leaders from the Agriculture Extension office do not know how to identify and maximize knowledge and experience of women and men nor do they know how to consider the difference between men and women in needs, capacities and interests and take them into account. In these agencies, leaders and staff members need to deepen their knowledge of gender concepts and gender mainstreaming.
114. In summary, the gender equality has been known by DARD's leaders since the Law on Gender Equality came into effect in 2007, but there is still a gap in gender knowledge and skills among technical staff and leaders of DARDs. Leaders and technical staff still lack understanding of the importance of gender equality in agriculture work, and they do not have skills to identify gender issues and how to address these issues while planning and implementing agricultural extension activities. During the gender assessment, they showed the need for awareness raising on gender equality and skills building on gender analysis and gender mainstreaming.

5.5 Gender mainstreaming capacity of the Women Union

115. The Viet Nam Women's Union (VWU) is a mass organization, which is structured in four organizational levels (central, provincial, district and commune level). VWU has a specific mission to protect the legitimate rights and interests of women. At provincial and district levels, the gender assessment showed that the technical staff and leaders of the provincial Women's Unions in the five project provinces have better knowledge and understanding of gender concepts in comparison with other agencies, but the staff and leaders of the **provincial Women's Union in the surveyed project provinces still lack skills to identify gender equality issues in agriculture activities**, and they also do not know how to consider the difference between men and women in planning and implementing professional activities. Due to the lack of information and experience related to climate change adaptation, **the VWU's staff are not currently able to maximize their role in promoting gender equality in agriculture activities at the moment**.
116. In addition, the provincial Women's Unions have experience in implementing livelihood models for women through establishing and maintaining women's interest groups. Especially, the Ninh Thuan provincial Women's Union has experience in implementing livelihood models to cope with/ adapt to climate change effects. Ninh Thuan Women's Union also has experience in mainstreaming gender into livelihood models under a project funded by SNV. However, the provincial Women's Union only has experience in conducting communication and awareness raising activities on these issues. They still lack skills to facilitate gender mainstreaming to address climate change issues, especially related to agricultural production activities.
117. The Provincial Women's Union has experience in maintaining small-scale savings and credit models for its members. They also play an important role in coordinating with local commercial and policy banks to enable female members to access loans to invest in agricultural production activities. Most of the banks only provide loans and do not have any technical support for borrowers to use the loans effectively.
118. Due to resource limitations, the Women Union focuses only on securing access to loans. They furthermore do not have any technical support for borrowers. In addition, there is a lack of knowledge and experience in using loans and a fear of taking risks. Consequently, many women do not dare to

access loans or make investments for daily agricultural production purposes. In case they do want to access loans, they expect to access loans with low or no interest.

119. The mission of the provincial Women's Union is to protect the rights and benefits of women. The Women's Union aims to address women's issues rather than focus on gender issues (both issues of women and men). As a result, the provincial Women's Union does not consider women's issues in relation to the specific roles and responsibilities of men. This excludes men from the process and does not encourage them to join with women to face women's issues.
120. Despite the fact that VWU is the standing member of the committee for the advancement of women at all levels (provincial, district and communes) they have a **weak voice in local Government decision-making processes**.

5.6 Knowledge and experience of women and men in climate change

121. **Most of the men and women interviewed during the gender assessment in the three provinces shared that they are aware of the negative effects of climate change related to their agriculture production and daily life.** In these interviews, drought is mentioned quite a lot. Dry spells usually occur between March and June every year. Droughts affect productivity, product quality, water availability and lead to abandoned production land.
122. While both men and women are aware of negative impacts of climate change on their agricultural production, there are still **limited actions by men and women to overcome the scarcity of water resources, especially during the dry season**. The most popular actions done by men and women include (1) digging ponds and (2) drilling wells. In addition, farmers have heard about water conservation systems. There are a few households with better economic conditions who have applied these systems. The survey does not show any poor and near poor households applying these systems in the project areas.
123. **Television is the most popular instrument that has helped local people to access public information including climate information.** In-depth interviews with local people in three project provinces showed that most interviewed women and men in the project areas have access to weather related information through television. Climate information is mainly used to adjust or plan production activities, such as irrigating, fertilizing or drying agricultural products. Many had heard the term "climate change" through this channel but only had a very general knowledge of it. Both men and women also receive information on water saving models through television, but it is difficult for them to apply these models because of high cost. Additionally, these models are only suitable for families with compact production areas.
124. The results of the in-depth interviews with men and women also showed that there are **two main reasons for farmers not applying water saving models in practice, including** (1) the main sources of water are from ponds, rivers and lakes near production areas; and (2) the investment cost of the water saving model is quite high while this model is only suitable for some kinds of crops (e.g. vegetables, pepper and not suitable for coffee). This fact raises the need to improve knowledge and understanding of water-saving solutions for farmers. **Women often have less access to information on climate change and water saving models than men because women are more likely to be busy with household activities.**

5.7 Gender labour division in agricultural activities

125. There is a hidden gender norm that affects the division of labour between men and women in most agriculture activities in the target project areas. The main crops in the target project area include coffee and pepper. Both men and women are involved in these crops, but they divide the tasks based on a

rule that men automatically take on the heavier work and women the lighter tasks. To explain this division, local people do not conceive the issue of “who does what” in the family. For them, it is simply that each person should do one thing and whoever does something better from their experience should continue working on it. There is a perception from the community that women are physically weaker and more suited for housework rather than for job opportunities outside the village, while men being stronger, are capable of heavier work. Gender stereotypes makes both men and women incapable of recognizing the inequality in the current division of labour in agriculture-related activities.

126. In coffee-growing activities, men take on most of the work, especially the heavier tasks. Women are also involved but only with the lighter work. Women’s tasks tend to include clearing grass, fertilizing and drying while men focus more on planting, pruning, digging drainage around the roots; watering and grinding activities. Men and women have an equal share in harvesting and selling the product.

Table 5: Gender Division of Labour in coffee growing

Tasks in growing coffee	Men	Women
Planting	xxxxxx	xx
Pruning	xxxxxx	xx
Clearing grass	xx	xxxxxx
Digging surround the root	xxxxxx	xx
Fertilizing	xx	xxxxxx
Spraying pesticides	xxxxxx	
Watering	xxxxxx	xx
Harvesting	xxx	xxx
Drying	xx	xxxxxx
Grinding	xxxxxx	xx
Selling	xxx	xxx

Source: Focus Group Discussion with ethnic minority group in Blech Village, Edrang town, Ealeo District, Dak Lak Province
Symbol note: xxxxxx mean do most; xx mean do little, xxx mean do equal and blank mean no role at all.

127. The division of labour between men and women in pepper growing is quite similar to coffee growing. Men tend to take heavier tasks while women take lighter ones. Both men and women are involved in most of the tasks, but men have the tendency to take tasks which are more expected of men, such as making pillars for pepper plants, spraying pesticides and watering while women take tasks such as clearing grass, fertilizing, pruning and drying. Men and women have an equal share in harvesting and selling product.

Table 6: Gender Division of Labour in pepper growing

Tasks in Pepper growing	Men	Women
-------------------------	-----	-------

Make pillar	xxxxxx	
Planting	xxx	xxx
Clearing grass	xx	xxxxxx
Fertilizing	xx	xxxxxx
Spraying pesticides	xxxxxx	
Watering	xxxxxx	xx
Pruning	xx	xxxxxx
Harvesting	xxx	xxx
Drying	xx	xxxxx
Selling	xxx	xxx

Source: Focus Group Discussion with ethnic minority group in Buor Village, Tam Thang Commune, Cu Jut District, Dak Nong Province
Symbol note: xxxxxx mean do most; xx mean do little, xxx mean do equal and blank mean no role at all.

128. In agricultural production in the project target areas, water pumping and irrigation, in general, are considered as heavy work, thus, it has been done by men so far. Women are reluctant to take on this work. The results from Focus Group Discussions showed that both men and women reported that men are responsible for irrigating crops within their family and men also manage irrigation in the community. In the family, women are also involved in watering crops, but this task is considered as heavy work, and women reported that they should only do it when men are busy with other works. Women are not involved in buying or preparing the equipment, digging wells or ponds, watering crops, etc.

129. Irrigation-related work, including such as planning, building, and maintaining are led by men. This is owing to the fact that men are mainly responsible for water use and irrigation management. As a result, women have limited knowledge and experience in managing and coordinating water resources for agriculture production activities. The voice and contribution of women in this work are minimal.

5.8 Community participation in social groups

130. The result of baseline survey of the WEIDAP project showed that 77% of respondents belong to Farmers Associations (FA). This survey also found a slight difference between social groups participating in this organization. It shows that Farmers Associations appear to be very active in the area. Religious groups and Women's Unions are other organizations where farmers participate with at 18.4% and 17.4% respectively. Very few people belong to other types of community groups like water users' groups, cooperatives, interest groups, agricultural extension groups or savings groups.

131. The baseline survey also showed that Farmer Associations and Women's Unions are organizations where most female-headed household participate. Indeed, if the participation strategy of the project is well-designed and executed and includes the establishment and development of water user groups, local communities could gain significant social capital, in their capacity to work together to manage this important resource, which they could then apply in addressing other social and developmental problems.

Table 7: Membership in Community Organizations

	Membership in Community Organizations									
	Farmer Association	WUG/WUA	Cooperative	Interest group	Agricultural Extension group	Youth Union	Women Union	Religion group	Saving and credit group	Agricultural processing group
Total response	77.1	1.0	1.7	1.0	3.4	5.5	17.4	18.4	5.1	0.3
Female-headed Household	66.7	0.0	0.0	0.0	0.0	7.1	38.1	14.3	4.8	0.0
<i>By Ethnicity</i>										
Kinh	75.7	1.6	2.6	1.6	3.2	6.9	16.4	20.6	4.8	0.5
Indigenous EM	81.1	0.0	0.0	0.0	5.7	5.7	13.2	17.0	7.5	0.0
Immigrated EM	78.4	0.0	0.0	0.0	2.0	0.0	25.5	11.8	3.9	0.0
<i>By economic status</i>										
Poor ⁴⁸	72.7	0.0	0.0	0.0	1.8	5.5	16.4	18.2	0.0	1.8
Non poor ⁴⁹	78.2	1.3	2.1	1.3	3.8	5.5	17.6	18.5	6.3	0.0
<i>By sub project</i>										
Khanh Hoa	87.3	0.0	1.6	0.0	3.2	4.8	12.7	30.2	7.9	1.6
Thanh Son-Phuoc Nhon	78.6	0.0	0.0	0.0	0.0	10.7	25.0	17.9	0.0	0.0
Thanh Hai-Nhon Hai	61.5	3.8	3.8	0.0	3.8	23.1	23.1	15.4	3.8	0.0
Tra Tan	80.0	0.0	0.0	0.0	6.7	0.0	0.0	20.0	6.7	0.0
Du Du- Tan Thanh	73.3	0.0	6.7	0.0	0.0	13.3	33.3	20.0	0.0	0.0

48 The poor household is regulated by Vietnamese Government under the Decision 59/2015/ND-CP on 19 November 2011 for period 2016 – 2020. A poor household is a household with an average income of 700,000 VND per month (equal to US\$31) in rural areas and 900,000VND (equal to US\$39).

49 The near poor household is regulated by Vietnamese Government under the Decision 59/2015/ND-CP on 19 November 2011 for period 2016 – 2020. A near poor household is a household with an average income from above 700,000VND – 900,000VND per month (equal to above US\$31 to US\$39) in rural areas and above 900,000VND – 1,300,000VND (equal to above US\$39 to US\$59).

Dak Lak	76.2	4.8	2.4	2.4	2.4	0.0	2.4	4.8	9.5	0.0
Cu Jut	77.4	0.0	0.0	3.2	3.2	0.0	29.0	12.9	3.2	0.0
Dak Mil	67.9	0.0	0.0	3.6	7.1	0.0	35.7	17.9	3.6	0.0

Source: WEIDAP socio- economic baseline household survey, 2017

132. **Participation of local people, especially women in community meetings is limited.** Both men and women are involved, but men are often in the majority in such meetings, especially in ethnic minority areas. Men are predominant in community meetings both in terms of quantity and quality of participation. Women are less likely to participate in community meetings because they are occupied with housework. Women only participate in community meetings when men/husbands are busy. When participating in community meetings, women often provide extensive feedback and numerous comments. However, **women are less likely to influence the decision-making process on water management and production planning in their community.**

133. The Women's and Farmers Unions are two agencies who have established and maintained farmer groups that provide a space for local people to learn and share specific information. The Women's Union has already established women's clubs for different purposes such as women's clubs on environmental protection; voluntary saving associations and credit groups. The Farmers Unions have organized farmer groups who are involved in livelihood programs. These clubs and groups have a high potential for strengthening popular participation. However, currently, no farmer group has yet been established for economic activities. Each commune has at least one cooperative group providing service to agriculture production for farmers, but they still lack skills to facilitate local farmer access to markets.

5.9 Access to water for production

134. There are two main sources of water that have been used by farmers for agriculture production activities. The water pumped from river/stream/canal/ reservoir is the major source of almost all water for use in irrigated production. A secondary source comprises a farmer's own shallow well/pond/bore-hole. In some areas, where farmers cannot dig wells or farmland is located far from rivers or lakes, local people are forced to invest in extensive piping systems to bring the water to the fields. If the land is located too far away or too high up, the land will be abandoned. Local people interviewed during project preparation had heard about the water conservation systems, but there are very few models in practice due to their high cost, and farmers may still feel little pressure from water shortages, so they do not yet consider water conservation models to be a priority.

Table 8: Source of water used for agriculture production

Sources of water	Overall	By ethnicity			By Economic status		Female-headed HH
		Kinh	Indigenous EM	Immigrant EM	Poor	Non-poor	
Rainy season							
Rain fed only	19.5	18.5	32.1	9.8	32.7	16.4	21.4
Irrigated by pumping from river/stream/canal/ reservoir	15.0	11.6	24.5	17.6	18.2	14.3	21.4

Irrigated by pumping from farmer's own shallow well/pond/ borehole	6.5	7.4	5.7	3.9	1.8	7.6	2.4
Irrigated by buying water from private source	0.3	0.5	0.0	0.0	0.0	0.4	0.0
Dry season							
Rain fed only	5.5	2.6	9.4	11.8	7.3	5.0	7.1
Irrigated by pumping from river/stream/canal/ reservoir	60.1	58.7	47.2	78.4	52.7	61.8	45.2
Irrigated by pumping from farmer's own shallow well/pond/ bore-hole	25.9	26.5	32.1	17.6	20.0	27.3	26.2
Irrigated by buying water from private source	2.7	3.2	0.0	3.9	0.0	3.4	2.4

Source: WEIDAP socio- economic baseline household survey, 2017

135. The most common method applied was water by hand-held hose. Overall, over 50% of the farmers in the project area used this method of irrigation.

Table 9: Irrigation methods applied by ethnicity and economic class

	Number of HH applied	By ethnicity			By economic status		By Sex
		Kinh	Indigenous EM	Immigrated EM	Poor	Non- Poor	Female-headed HH
Flooding/ moveable hose irrigation	53.6	51.9	73.6	39.2	69.1	50	38.1
Overhead sprinkler irrigation	17.4	14.3	0	47.1	0	21.4	31
Micro sprinkler irrigation	18.1	22.2	13.2	7.8	7.3	20.6	19
Drip irrigation	0.3	0.5	0	0	0	0.4	0
Other	1	0.5	1.9	2	3.6	0.4	0

Source: WEIDAP socio- economic baseline household survey, 2017

136. In regards to irrigation practice, it can be seen that over 60% of farmers in the project areas in the South-Central Coastal province still used the flooding/moveable hose irrigation method; 76% of indigenous ethnic minority households and 69% poor farmers used this method compared to 52% Kinh households. Overhead sprinkler irrigation was commonly used in Dak Nong province (55% in Cu Jut subproject and 71% in Dak Mil subproject). Participants in FGDs had the opinion that overhead sprinkler irrigation is the most suitable method for coffee. Another reason can be the cost of equipment. It is notable that 50% of female-headed households stated that they apply overhead sprinkler and micro sprinkler irrigation methods.

Table 10: Irrigation methods applied by subproject (% of response)

	Khanh Hoa subproject	Ninh Thuan province		Binh Thuan		Dak Lak	Dak Nong	
		Thanh Son-Phuoc Nhon	Thanh Hai-Nhon Hai	Tra Tan	Du Du-Tan Thanh		Cu Jut	Dak Mil
Flooding/ moveable hose irrigation	61.9	64.3	65.4	44.4	60.0	57.1	41.9	28.6
Overhead sprinkler irrigation	0.0	0.0	0.0	8.9	6.7	19.0	54.8	71.4
Micro sprinkler irrigation	33.3	0.0	7.7	20.0	33.3	23.8	3.2	0.0
Drip irrigation	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	7.1	3.8	0.0	0.0	0.0	0.0	0.0

Source: WEIDAP socio- economic baseline household survey, 2017

137. The majority of the poor and near-poor households have little production land. If they have production land, the area is often small, scattered or located far from a water source. In addition, **if they want to have access to water, the poor and near-poor households must invest a significant amount of their own income to purchase equipment, such as pumps and pipe, and to cover electricity costs, etc.** This creates a financial burden on poor and near poor households, among which households headed by women account for disproportionate number. Therefore, poor and near-poor households, especially the poor and near-poor households headed by women, are often challenged to invest in necessary infrastructure for access to water for production.

138. Changes in water availability may also seriously impact women's health and livelihoods. One of the most common gender norms in most of the project communes is that women are play the primary role in water collection for household. As local water availability declines, the distances travelled to obtain water may increase. This has negatively impacted women's health and hygiene. Women also have knowledge and experience in managing water for agricultural production. Due to gender norms that women should stay home to care for children, women are not prioritized for training opportunities nor are they able to participate in community discussions on water solutions.

139. The findings from the rapid assessment of drought done by a joint team from different agencies (e.g. Ministry of Health, Ministry of Agriculture and Rural Development, United Nations and INGOs) in 2016 also concluded that changes in water availability is seriously impacts women's livelihoods and potential for early recovery.

5.10 Decision making issues

140. Men make most of the important decisions within the family. Women may be consulted, but men make the final decision, and women are enjoined to follow the guidance and direction of men. Women's roles are often limited to domestic tasks and childcare. Women guard household money, but the final decision of how to use this money is made by men.

141. In agricultural production, men also make the decisions on almost all of the work, for example, selection of seeds, credit to invest in production; marketing.
142. According to the result of baseline survey of the WEIDAP project, although female-headed households owned a larger area of residential plot land than male headed households, other types of land held by female-headed households were smaller than those held by male headed households. Female-headed households holding an average of agricultural land of 11,000m² and 820m² of house garden compared to 12000 of agricultural land and 1456 m² of garden land holding by male headed households. It is note agriculture land and house garden land are used for cultivation, therefore, holding a smaller land area, female-headed household has disadvantages not only in term of assets but also in term income generation.
143. This survey also showed that ownership of house and farming land by male is dominant in the project area. Women/female-headed households seem to be disadvantage in term of ownership of valuable asset like land. 40% and 55% red book (land user right certificates) of agricultural land and house garden land were in only husband's name compared to 7 and 11% in wife's name respectively. Even in female-headed household, 25% red book was still in husband' name. The lack of secure tenure limits women farmers' land use and cropping choices, women who do not possess a red book cannot apply for loans from any of the commercial banks.

Table 11: Land holding by gender

	Residential Land Holding		Agricultural Land (sao)
	Residential Plot (m2)	House garden (m2)	
Female-headed HH	401.90	819.76	11.03
Men headed household	293.39	1455.82	12.12

Source: WEIDAP socio- economic baseline household survey, 2017

144. The baseline survey results of WEIDAP project also showed that overall the males (husband) play a dominant role in making a decision. 31% households who said that the male play dominant role in deciding household's budget and finances and production investment respectively and 21% households said that selection of job or education for their children were also determined by the husband. Meanwhile, over 50% respondents agreed that this was both husband and wife's responsibility for decision making on the management of household budget and finances and production investment. 63% respondents saying that decision on their children education/job were determined by both male and female.

Table 12: Gender division of Responsibilities in non- production activities
(% responses)

Responsible Person	Participation in				Decision making on		
	Community meetings	Attend agricultural extension training courses	Mass organization	Community supervision activities	Budgeting & Financial	Production investment	Education/ job of their children
Total survey							

Husband	63.5	63.5	59.0	47.1	31.1	31.1	20.8
Wife	18.1	11.6	16.4	13.3	6.5	3.4	5.5
Both husband and wife	7.5	10.9	8.9	6.8	53.9	50.2	63.1
Other	3.4	3.1	2.4	3.8	3.4	2.4	2.4
No activity	7.5	10.9	13.3	29.0	5.1	13.0	8.2
Female-headed household							
Husband	35.7	28.6	31.0	26.2	23.8	19.0	9.5
Wife	40.5	40.5	47.6	35.7	26.2	16.7	19.0
Both husband and wife	7.1	19.0	7.1	4.8	40.5	52.4	59.5
Other	9.5	9.5	7.1	7.1	7.1	7.1	4.8
No activity	7.1	2.4	7.1	26.2	2.4	4.8	7.1
Male - headed household							
Husband	68.1	69.3	63.7	50.6	32.3	33.1	22.7
Wife	14.3	6.8	11.2	9.6	3.2	1.2	3.2
Both husband and wife	7.6	9.6	9.2	7.2	56.2	49.8	63.7
Other	2.4	2.0	1.6	3.2	2.8	1.6	2.0
No activity	7.6	12.4	14.3	29.5	5.6	14.3	8.4

Source: WEIDAP socio- economic baseline household survey, 2017

145. In addition, according to the baseline survey of the WEIDAP project, women also play an important role in making decisions about some important aspects of family life, for example, 26% of women make decisions on budgeting and financing, 17% make decisions on production investment, and 19% make decisions on children's education. However, decision-making is different between male headed households and female headed households. Very few women in these households are able to make their own decisions in regard to family finance, budgeting, production investment or children's education. Although the survey results show that both husband and wife together make decisions on activities, the husband still plays the dominant role in the decision-making process.

5.11 Household Liabilities

146. The figures from the baseline survey of the WEIDAP project show that the proportion of surveyed households who reported having debt or liabilities was 75%. Indebtedness of poor households was less common than it was in non- poor households (60% compared to 78%). There was no significant difference in the proportion of indebted households among ethnic minorities and female-headed households. However, there was disparity in indebtedness among subproject areas (see table SA4.19).

Indebtedness among households in areas where farmers cultivate high value crops (coffee and pepper), like Cu Jut, Dak Mil and Tra Tan subproject areas, was more common than in other subproject areas. The baseline survey of the WEIDAP project also showed that households mainly obtained loans from banks (Agribank and Social Policy Bank) and account for 79% of the total loan borrowers. Kinh households, non- poor households and female-headed households were able to obtain loans from more diversified sources than ethnic minorities and poor households.

Table 11: Indebtedness by ethnicity and economic status

	Number of HH	By ethnicity			By economic status		Female-headed HH
		Kinh	Indigenous EM	Immigrant EM	Poor	Non- poor	
Number of surveyed HH	293	189	53	51	55	238	42
Number of indebted HH	220	141	38	41	33	187	34
Percentage	75.1	74.6	71.7	80.4	60.0	78.6	81.0
Sources of loan							
Relatives, friends, neighbors	12	3	2	7	3	9	0
Money lender	0	0	0	0	0	0	0
Credit fund/ People's credit Cooperatives	19	10	0	9	0	19	3
Agribank	104	77	18	9	13	91	14
Social Policy Bank	48	26	12	10	11	37	7
Fund for poverty	6	6	0	0	3	3	2
Women Union/other Associations	3	3	0	0	0	3	2
Others(specific)	28	16	6	6	3	25	6
Purpose for borrowing							
Agricultural Activities	200	123	37	40	33	167	30
Non-agricultural Activities	1	0	1	0	0	1	0
Purchase of consumer durables	0	0	0	0	0	0	0
Purchase/improvement of dwelling	4	4	0	0	4	4	0
Household consumption needs	4	4	0	0	0	4	0
Health treatment, injury, accident	0	0	0	0	0	0	0
Other (specify)	11	10	0	1	0	11	4
Formality of loan							
Loans without collateral or deposits	152	93	14	6	15	53	11
Mortgage loans	68	48	24	35	18	134	23

Source: WEIDAP socio- economic baseline household survey, 2017

147. The baseline survey also showed that approximately 85% of households borrowed money for agricultural activities. Borrowing for agricultural production purposes is a common reason in all social groups but is especially common for poor and ethnic minority households with 100% and 97% respectively who had borrowed money citing agricultural activities as their main reason.

5.12 Access to climate information

148. **Access to information through television is the most popular means:** In-depth interviews with local people showed that television is the most popular means of accessing public information, including climate information. Both men and women access weather forecast information through this medium in order to adjust their daily production plans such as watering, fertilizing or arranging other daily tasks. They also access some market information through this channel, but not much.
149. There is another means of providing information to local people, which is **technical training** conducted by seed or fertilizer companies. They sometime conduct technical training on agricultural production techniques, though this tends to be restricted to introduction of new seeds and use of fertilizers. Very limited information is made available to enable market access by local stakeholders.
150. Every year, the Agriculture Extension Centre – DARD - also provides some short training courses for local farmers. They provide them the knowledge and skills for planting and caring for coffee and peppers. But these training courses are often limited in numbers of participants due to budget constraints. There are as yet no training courses on adaptive agricultural options in the context of climate change. According to the baseline survey of the WEIDAP project, 37% respondents said they had never participated in any training courses on water-efficient practices. 63% of those respondents said that there has been no such course in their locality thus far.

5.13 Migration and gender issues

151. The gender analysis shows that men have more opportunities to work outside the community, while women are expected to stay at home to take care of children and implement domestic tasks. Due to the lack of job opportunities in the commune, local people are forced to look for work in other provinces (e.g. Lam Dong, Ho Chi Minh). Among those migrating, male migrants are the majority. At the consultative meeting with Phuoc Khang commune, Thuan Bac District, Ninh Thuan province, it was learned that this commune has approximately 200 labourers who have migrated temporarily to other provinces, and 70% of them are men. In general, the interview with local authorities in a number of target project communes did not produce an exact number of migrant laborers, but qualitative assessment by the local authorities and other stakeholders indicated that migration is an important issue for most of the project communes.
152. The interviews under the gender assessment with local authorities in target project communes also show that drought is an underlying factor driving people to migrate to other provinces. In most target project communes, approximately 50-60% of farmland could not be cultivated during drought. There are few adaptive solutions currently available. The common solution by local farmers is to pump water from nearby rivers or lakes. There is no easy solution for the remaining farmland located far from a water source.
153. The gender assessment in the target project communes also showed that drought more seriously impacts female farmers than male farmers. As mentioned above, women are expected to stay at home to take care of children, while men easily move to work in other provinces. This

gender norm blocks women from opportunities and resources to perform their roles effectively, especially since the livelihoods of women are completely dependent on agriculture. Lack of water in the dry season or during a drought and with no adaptive solutions available makes it difficult for women to find stable income from agricultural activities. If men move to other provinces, there is no support or sharing by men in regard to agricultural production and household work. In addition, lack of knowledge and information about climate change adaptation in general and drought-adaptive solutions in agriculture in particular also make women more vulnerable than men. Women are limited in their access to climate information, learning opportunities and participation in community events.

6. Ongoing initiatives addressing gender and ethnic minority issues in the target areas

154. **Ninh Thuan Province** has a total of 19 ODA projects, with total of 5,480.48 billion VND (equal to 241,430,837 USD). Among the 19 projects, there are 15 on-going projects and 04 new projects. The key donors are the World Bank, Government of Belgium, KOICA, JICA and IFAD⁵⁰. Ninh Thuan province has also received financial support from many INGOs, with key donors KOICA, SNV, UNICEF, and FAO for implementation of development projects. There are 11 on-going projects and 26 new projects supported by INGOs in 2017, with a total budget of 3,460,493 USD⁵¹. Among the new projects, SNV supports the provincial Ninh Thuan Women's Union to implement livelihood options by strengthening market-based production and cooperative women's groups. Climate change is a part of the topics for awareness raising activities, but climate resilience is not a topic. There are no specific projects targeting ethnic minority or gender issues, but ethnic minorities in the project areas are included as one of the beneficiary groups.
155. **Dak Nong province** has issued permission to 17 INGOs to work, but up to December 2017 only 7 INGOs have specific projects under implementation including Oxfam, Action Aid, World Vision, Fred Hollows Foundation, Maison Chance, EDE Consulting and PSI. Among these INGOs, only Oxfam has a specific project on ethnic empowerment in Dak Glong district, and Action Aid has a livelihood project for poor people including ethnic minorities⁵². Information about numbers of ODA projects implemented in Dak Nong province is not available.
156. **Dak Lak province**, from 2013 – 2017, the People's Committee approved 48 projects from INGOs, for a total of 7,700,000 USD. These provide support for different areas including livelihood improvement. There is no specific project on gender equality, however, these projects considered ethnic minority people as one of the target groups for project interventions.⁵³
157. **Khanh Hoa province** received support from approximately 60 INGOs of which there are 10 with offices in Nha Trang city. The primary focus of these organizations has been charity and

⁵⁰ Ninh Thuan Economic Development Office

<http://www.edoninhthuan.gov.vn/news.aspx?id=435&Newsid=2311&LangID=1>

⁵¹ Ibid.

⁵² Dak Nong Department of Foreign affairs - <http://sngv.daknong.gov.vn/xemtintuc-1-88-374-Cac-to-chuc-phi-chinh-phu-dang-hoat-dong-tren-dia-ban-tinh-Dak-Nong.sngv>

⁵³ Dak Lak Provincial Unions of Friendship Organizations-

http://www.lienhiephuuunghi.daklak.gov.vn/index.php?option=com_content&view=category&layout=blog&id=127&Itemid=607

relief. Information on development projects targeting gender equality and ethnic minorities is not available⁵⁴.

158. **Binh Thuan province:** There are total of 14 projects supported by seven INGOs in some districts of the province, with a total budget about 14,059,046 USD⁵⁵. Information about project objectives on gender issues and ethnic minority issues is not available.
159. Through consultation meetings with relevant departments of the provincial and district authorities a number of good lessons learned were identified that should be considered when implementing projects in ethnic minority areas, e.g Ninh Thuan province. The Provincial Committee for Ethnic Minorities shared that it uses a specific approach when working with the Raglai ethnic minority in Ninh Thuan province, because they have limited education, therefore, when conducting communication activities, the project needs to use simple messages and a visual methodology to deliver messages.
160. The Women's and Farmers Unions are two organizations who have significant experience in maintaining farmers groups and women's groups. Lessons learned from these experiences **will** be useful for this project in term of strengthening those groups under this project.
161. Consultations with representatives from FAO and IFAD showed high potential for collaboration between this project and these two organizations. IFAD has worked with the provinces of Dak Nong and Ninh Thuan for the last ten years since 2007-2008. The key approaches used by IFAD include participatory communal/village development planning, farmer-to-farmer approach/farmer groups rather than purely DARD/Agricultural Extension Services, given their workload at district/commune level. IFAD also has experience in support of common interest groups under the guidance of Decree 151/QD-TTG on establishment and maintenance of collaborative groups of farmers and women. IFAD also learned that access to credit is a key constraint for many small/poorer/ethnic farmers given the fact of their land entitlement. A critical issue is how to link farmers to existing credit services via collective mechanisms. Ninh Thuan has established women's development funds supported by the project, which work well to support vulnerable groups to access bank credit. IFAD also has experience in engaging private sector actors in value chain development.
162. In regard to FAO, the organization has a network of FFS in Viet Nam since 1994 through its IPM programme. In each FFS, a facilitator is critical, often via the Sub Plant Protection Division of DARD. According to FAO's experience, the average cost of one FFS course **will** be about \$1,000 for 30 people. FAO also has cash transfer and voucher system interventions to households participating in their projects in the Central Highlands and Ninh Thuan province in response to the 2005 – 2006 drought. Experience from this project could be useful for this project.

7. Analysis

163. Stakeholder consultations, desk-top reviews and lessons amassed within UNDP from its past support in this area offer critical insights for designing projects that are responsive to the unique needs of women and ethnic minorities. These insights inform specific recommendations that are presented in the following section.

⁵⁴ Khanh Hoa Department of Foreign affairs <http://sngv.khanhhoa.gov.vn/?ArticleId=71ad6496-a2f5-449f-8dfe-cb72c647252b>

⁵⁵ Binh Thuan Newspaper accessible here: <http://www.baobinhthuan.com.vn/vi-vn/print.aspx?id=83645>.

Needs unique to women and ethnic minorities

164. As presented in this document, FP and FS, and as widely recognized among development practitioners, vulnerable groups such as women and ethnic minorities require specialized support in building resilience to climate change. This is due to a combination of factors including: the higher sensitivity to climate risks due to their greater dependence on climate sensitive resources for their livelihoods; their lower adaptive capacity due to poverty, lack of capital (financial and human), and geographical disadvantages. Consultations with these groups, as part of the design of this project, as well as UNDP's experiences in the past⁵⁶, support this commonly held perspective.
165. An important gender-differentiated factor that contributes to women's vulnerability, but also a factor that is important in designing an effective adaptation intervention, is "time poverty" that prevent many women from attending community meetings or training events. This time poverty may even affect effective reception of climate/agricultural advisories because they may not have the time to listen to radio or watch TV, which are the most common sources of advisories for men (UN Women, 2016). Social/cultural norms also work against many women, and particularly ethnic women, as they feel less comfortable in participating in community activities, as presented earlier in this report. This is commonly the case despite the fact that women do share their views if circumstances force them to participate in these activities.
166. Consultations with women from ethnic minority groups during the design of this project revealed that lack of confidence was an important factor that holds them back from participating in community meetings. This was particularly prominent among Raglai and Cham people. This is likely to be reinforced by the experiences they have had in meetings where technical agencies did not adequately encourage their participation or value their opinions or views.
167. Lastly, for effective participation of and delivery of development impact to ethnic minorities, it is important to recognize the language barrier that still exists. While the Government of Viet Nam has made considerable efforts in making public services accessible to ethnic minorities by, for example, employing extension workers from ethnic groups and translating public information into different languages, more is clearly needed in this area. Furthermore, as presented earlier, statistics on educational attainment show that ethnic minorities, and particularly ethnic minority women, are much more disadvantaged than non-poor Kinh people (the majority). This means that information, education and communication (IEC) materials used in the project must not only be translated into different languages, but also be developed for non-literate groups. As will be described below, to this end, effective engagement of community champions and local support groups will be important.

Institutional limitations

168. Earlier sections of this report indicate that most government institutions relevant for this project have gender mainstreaming policies and strategies in place, yet many of them do have considerable capacity constraints in identifying and implementing gender-responsive actions in

⁵⁶ For example, see UNDP's Technical Brief "Opportunities to empower women with enhanced access to climate information services for transformative adaptation actions in Viet Nam's agricultural sectors"

the context of their institutional mandates. In the context of this project, the following agencies are particularly important in ensuring gender and ethnic minorities' empowerment:

- People's Committees (province, district and commune)
- DARDs (province and district)
 - Centres for Agricultural Extension
 - Irrigation Sub-departments
- DOLISA (province and district)
- Central and Provincial Committees for Ethnic Minorities
- Farmers' Union (central, province, district and commune)
- Viet Nam Women's Union (VWU) (central, province, district and commune)

Among these agencies, VWU is considered the most significant supporter of women's empowerment, although they too still require capacity building support, especially at the district and commune levels, and internal capacities of district and commune branches vary across provinces. As will be shown below, the project will integrate a mentoring support mechanism with assistance from VWU at all levels.

8. Recommendations

169. The general objectives of this gender assessment and action plan is to ensure that men and women have equal access to and control over the resources needed to implement climate-resilient agricultural production in the face of climate-induced rainfall variability and droughts. The specific objectives of the Gender Action Plan are as follows:

- (1) To reduce all forms of gender-based discrimination against vulnerable male and female smallholder farmers in accessing water, climate information, credit and markets for climate-resilient agricultural production in the face of climate-induced rainfall variability and droughts;
- (2) To create favourable conditions for both vulnerable male and female smallholder farmers to have equal participation, access to and control over resources to implement climate-resilient agricultural production;
- (3) To build capacity for local partners to identify and address gender inequality issues when implementing climate-resilient agricultural production activities.

170. Preceding discussions point out not only the needs for targeted actions to design project activities that are responsive to the special requirements of women and ethnic minorities, but also clear capacity constraints among relevant agencies to implement such activities and achieve these objectives. The recommendations presented below are proposed with these constraints in mind and with a view to enhance the capacity of those agencies that are mandated to support empowerment of women and ethnic minorities.

Recommendation 1: Undertake systematic institutional capacity building activities to facilitate equal access by men and women to water for irrigation, localized climate information, credit and markets

171. Given the capacity constraints identified among those agencies that are mandated to facilitate women's and ethnic minorities' participation in the project, MARD and UNDP will jointly undertake a series of capacity building and awareness raising activities targeting different agencies responsible for different sets of project activities. The agencies and the tentative topics of training/awareness raising (to be refined during the inception phase of the project) include:

Agencies	Topics on training and awareness raising
Centre for Agriculture Extension	<ul style="list-style-type: none"> • Differentiated impact of climate change on men, women, ethnic minorities and other vulnerable groups • Review (and development, if needed) of extension materials in different languages • Gender sensitive and inclusive facilitation skills • Collaboration with local champions and VWU members in delivering extension training including use of diagrams, pictorials for non-literate groups • Sex-disaggregated data collection and monitoring of the application of climate smart agriculture practices
Irrigation Sub-departments	<ul style="list-style-type: none"> • Gender sensitive and inclusive facilitation skills for co-design, costing and O&M of irrigation equipment and climate-resilient, water efficient technologies • Participatory gender-based analysis of market access requirements, bottlenecks and opportunities • Collaboration with local champions and VWU members in organizing community meetings and workshops that are conducive for participation by diverse members of society
FU, VWU and Committee for Ethnic Minorities	<ul style="list-style-type: none"> • Development of a detailed strategy for participation of women and ethnic minorities • Participatory gender-based analysis of credit requirements, bottlenecks and opportunities • Development of a plan to monitor status and progress of women's participation

172. It is important to note that the purpose of these trainings is not for raising awareness about general needs for women's empowerment, a concept to which these agencies have been fully exposed in the past. But rather, the purpose is to identify and agree on specific tools, measures and approaches that they can use during the execution of project activities to ensure that women and ethnic minorities feel comfortable participating in project activities, voicing their views and concerns, and can readily access water for irrigation, localized climate information, credit and markets. At the same time, institutions like MARD, DARDs, People's Committees and DOLISA will be exposed to capacity building/awareness raising activities so that they gain sufficient understanding and skills as oversight agencies.

173. While the specific timing of these capacity building activities will be determined later, it is proposed that the first such activity take place during the inception workshop. The Gender and Safeguard Specialist, to be hired by the project, will co-design training materials with MARD with technical assistance from the UNDP Viet Nam Country Office, Bangkok Regional Hub and UNDP HQ. During initial discussions in the inception workshop, the Gender Action Plan will be updated with the timeline and specific actions aiming at institutional capacity building. After the inception workshop, these training events will be organized according to the timing of specific activities. For example, before community consultations begin for the design of the irrigation and water saving technologies, relevant staff from the Irrigation Sub-departments will be trained. Similarly, before the commencement of Output 2, staff from the Centre for Agriculture Extension Office will be trained.

174. Furthermore, UNDP is currently working with VWU in more than 10 agriculture-related projects supported through the UNDP-GEF Small Grants Programme in nearby provinces (in Binh Dinh, near the Binh Thuan project site). Peer-to-peer learning exchanges targeting VWU members will be facilitated throughout the lifecycle of the project.

Recommendation 2: Assign VWU staff members to provide handholding support to ethnic minority women to enable effective access to water, climate information, credit and markets

175. To ensure effective participation of women, but ethnic minority women in particular, additional and continuous hand-holding support is thought to be needed. This support includes identifying local champions, who can play a leadership role among ethnic women; additional awareness sessions about specific purposes of community consultations or meetings expected so that they are clear about what benefits they can gain from participation; identifying additional support needs; and accompanying participants to provide general support. This is based on experience from UNDP Cambodia where officers from the Provincial Department of Women's Affairs provided similar general support to encourage women to join project-related consultations and capacity building training resulting in an increase in women's participation in consultations which had otherwise been dominated by men.
176. The Gender Specialist, with assistance from UNDP, will work with MARD, DARDs and VWU to agree on a simple workplan for this. The Specialist will also undertake capacity building activities targeting assigned VWU officers so that they are equipped with key skills, tools and measures. The Committee for Ethnic Minorities will be consulted and involved to provide specific inputs on refining the approach. In addition, towards mainstreaming of gender, the Gender specialist shall assess and identify developments in the existing institutional, policy and legal frameworks of relevant sectors to ensure that strategic opportunities for gender equality in the project and other policies upstream are promoted. Focus of the Specialist shall also be on the documentation of the success stories and gender lessons for replication and policy dialogue in Viet Nam as well as for sharing good practices at the regional and global forums by UNDP and GCF. In terms of implementation, aside from capacity building initiatives the Specialist shall foremost assess, facilitate and monitor the gender sensitiveness of the project's outcomes, objectives, activities, indicators and targets. The specialist shall be actively engaged in developing the annual work planning and key project planning documents and provide suggestions on specific gender-differentiated implementation strategies and actions in alignment with the Gender Action Plan.

Recommendation 3: Tailor materials and approaches to meet the unique needs of women and ethnic minorities

177. To improve the effectiveness of project interventions for women and ethnic minorities, the delivery mechanisms may need to be adjusted. For example, the preferred timing of consultations and FFS may be different between men and women, and these preferences must be incorporated before the work plan is finalized. To this end, the VWU support structure described above may be utilized to obtain needs of women. Similarly, the teaching methods used during the FFS may need to be adjusted, especially for ethnic minorities and non-literate groups. DARDs will work with VWUs and the Committee for Ethnic Minorities to identify special needs before finalizing the FFS designs, and necessary training will be offered to relevant staff who will be delivering the FFS training. Setting up women-only classes and engaging women lead farmers and trainers are two of the additional measures that are currently considered.
178. Opportunities and mechanisms to promote women's participation in social groups and climate resilience-enhancing activities include timing of events to make women's participation more convenient; providing group mentors from the Women's Union; providing materials in local languages and in accessible formats; structuring training and other groups in ways that make women feel comfortable in participating; and in general, training institutional staff at multiple levels to assist women to participate. These mechanisms are found in the recommendations in the GAP.

GBV training will be integrated into the GAP with a first awareness-raising session at project inception followed by establishment of a grievance or reporting mechanism

Recommendation 4: Promote equality in decision making

179. At community level, the project will establish water users' groups and pond management groups, and other mechanisms as appropriate, that help to promote equality between men and women in making decisions in agricultural production and investment. Within these groups, the project will promote women's leadership in managing these groups. Specific models that ensure women's leadership and agency will be considered to create and strengthen an enabling environment and opportunities for women to promote their contributions around initiatives on climate-resilient agricultural production. At the community level, both men and women will have a space to learn and share experience and information through such groups or models. To ensure the sustainability of these groups, the project will consider existing groups or models that have been established and maintained by local organizations, such as the Women's or Farmers Unions. While equality in decision making is undoubtedly not a simple prospect, the need for short and long-term plans will be assessed at project inception.
180. At household level, the project will support men and women to implement water efficient systems in agricultural production, as well as to access appropriate markets. These will be considered as a means to promote open discussion between men and women regarding household decision-making.
181. In addition, the project will support both men and women to access loan services by strengthening available lending mechanisms to ensure that women farmers can receive this service easily when needed. This can be considered an opportunity to promote confidence in women in discussion and negotiation with men in making decisions on loans and investment within their families. In addition, strengthening current revolving funds that have been provided and managed by the Women's Unions and Farmers Unions can also be considered.
182. These specific measures and approaches presented above will be discussed with relevant stakeholders during the inception phase of the project, and particularly at the inception workshop. The Gender Action Plan will then be revised with more specific details and steps to operationalize these actions. Moreover, simple check-up lists will be produced to support agencies to help them provide minimum support required. Gender and ethnic minority issues need to be considered as cross cutting all aspects of the design and implementation of the project, and thus gender and ethnic minority sensitivity will be required for all materials provided by this project. As described above, not only general awareness raising about gender equality and ethnic minority issues, tailored training on these issues will be provided to different agencies that have specific responsibilities in the project. A focal point on gender and ethnic minorities from each of these agencies will be selected for this project. The project will collaborate closely with the state agencies who are responsible for gender equality issues, as well as development actors who have experience on gender and ethnic minority mainstreaming such as Committee of Ethnic Minority at provincial and district level; Women's Union at provincial and district level; Department of Labor, Invalids and Social Affairs; and NGOs who are working in the project provinces.

9. Proposed gender action plan (GAP) and budget

The purpose of this Gender Action Plan is to operationalize the constraints and opportunities for women and men that were identified during the above gender analysis, towards fully integrating them into the project's design, providing the framework for a gender-responsive and socially inclusive project. In the context of the project, within the beneficiary population, the concentration of women

headed households at 55% is prominent. The project as a whole, and the sub-activities therein are geared to address nuances encompassing both males and females. Consequently, the project sub-activities and the GAP activities are aligned. Within the project there are specific activities and sub-activities, however, that are targeted primarily to women in keeping with the assessment's recommendations in the GAP, for example, in producing information in local languages (Activity 1.3), or scheduling of meetings (Activity 2.1) to enhance women's participation. In addition, specific indicators are also proposed to measure and track progress on these interventions at the activity level, which can be incorporated into the detailed M&E plan that will be developed at the start of implementation. The M&E plan proposes concrete actions to ensure that the degree of gender-responsiveness and transformation (including collection of sex and age disaggregated data) continues to be measured throughout implementation. Furthermore, it is recommended that the project take into consideration gender and social inclusion measures outlined above and tailored specifically for a Vietnamese context. In addition to the Gender Action Plan, a gender-specific budget has been allocated to ensure that women or households headed by women and ethnic minorities among total beneficiaries will receive support from the project as well as strengthen their participation in the project activities as mentioned in the table below. The budget outlay has also been included in the total cost of the project and is in alignment with the activities undertaken within the project based on recommendation and considerations from the GAP.

Activities	Inputs	Gender and Social Inclusion Actions	Targets and Indicators	Responsible institutions	Timeline	Budget (USD)
Output 1 - Enhanced water security for agricultural production for vulnerable smallholder farmers in the face of climate-induced rainfall variability and droughts						
Activity 1.1: Establish large-scale irrigation infrastructure to bring irrigation water to eight farming areas across the target regions in the five provinces	<i>1.1.1 185 km of new pipe systems taking water from canals or reservoirs, and supplying hydrants located at a reasonable distance⁵⁷ from a farmer's field</i>	Each commune in the subproject area will be trained with two collaborators of whom at least 1 will be female, with particular attention to ethnic minority women	Baseline: 0 Target: At least 50% of female participants and 20% of ethnic minority participants from within the project area Indicator: % of female participants and % of ethnic minority participants	DARDs ADB	Q3/2020 – Q10/2021	N/A
	<i>1.1.2 19,200 ha served through modernization of main system including canal lining, control structure, balancing storage and installation of flow control and measurement devices with remote monitoring</i>	Invite and enable local Women's Union representatives to participate in stakeholder consultation meetings on the water fee collection framework	Baseline: 0 Target: At least 35% female participants and 20% of ethnic minority participants from within the project area. Indicator: % of female participants and % of ethnic minority participants Baseline: 0 Target: At least 35% of newly			

⁵⁷ Typically, 63 mm in diameter, with flows of about 5 l/s and within a range of 500 to 1,000 m from a field

	<i>1.1.3 Provision of new and improved weirs replacing farmer constructed temporary weirs, permanent ponds/storage for irrigating HVCs, and upgrades of upstream storage and supply systems.</i>		recruited irrigation staff for the project command areas will be women. Indicator: % of newly recruited female staff in the project command areas			
Activity 1.2: Establish last-mile connections between WEIDAP irrigation infrastructure and the poor and near poor farmer lands to help cope with increasing rainfall variability and drought	<i>1.2.1 Design and construct 4,765 connection and distribution systems including installation and maintenance of irrigation equipment to cope with climate variability on 1,430 hectares</i>	DARDs invite local women's and ethnic minorities' participation in public consultations on design of last-mile connections Develop information leaflets in ethnic languages to guide women and ethnic groups on the selection criteria of project beneficiaries, including the inclusive prioritisation for all female-headed households to receive last-mile connection	Baseline: 0 Target: At least 50% of female participants and 20% of ethnic minority participants in public consultation on design of last-mile connections Indicator: % of female participants and % of ethnic minority participants in public consultations Baseline: 55% of household headed by women in 60 project communes from within the project area. Target: 100% of eligible female-headed households receive essential support and are able to connect with an irrigation	DARDs	Q2/2020-Q16/2023	50,000

			system to cope with climate variability. Indicator: % of eligible women-headed households having access to irrigation.			
	<i>1.2.2 Train 4,765 poor and near poor farmers (one connection/distribution system per farmer) on climate-risk informed utilization of irrigation equipment and system maintenance</i>	DARDs, in collaboration with Irrigation Department and IMC's technical staff, will work closely with FU, Committee for Ethnic Minority (CEM) and VWU to design training modules to ensure that the materials are accessible to women and ethnic minorities; ensure bilingual materials and other support for the user groups	Baseline: 0 Target: At least 50% of female participants and 20% of ethnic minority participants receive clear guidance on O&M of water efficient technologies Indicator: % of female participants and % of ethnic minority participants in O&M training events	DARDs, Farmer's Union, Women's Union Committee for Ethnic Minority	Q5/2021-Q10/2022	20,000
	<i>1.2.3 Establish Water Users Groups for O&M of communal or shared systems, including structures and agreements on potential funding mechanisms</i>	The training will be designed with inputs from poor, minority groups and VWU; training by DARDs will be accompanied by representatives from VWU and CEM to	Baseline: 0 Target: At least 35% of female participants and 20% of ethnic minority participants in the water users' groups Indicator: % of female participants and % of ethnic minority participants in water	DARD, IMCs, VWU CEM	Q3-4/2020	20,000

		<p>provide additional support to women and minority groups.</p> <p>Women will be encouraged to assume leadership of Water Users Groups, and WUGs will ensure participation of female-headed households</p>	user groups			
<p>Activity 1.3: Enhance supplementary irrigation for rainfed smallholders to cope with rainfall variability and drought</p>	<p><i>1.3.1. Construct or upgrade 1,159 climate-resilient ponds (based on site-specific designs construct 675 new ponds and upgrade 484 existing ponds)</i></p>	<p>DARDs organise public consultation with local women and ethnic minorities on their needs in the context of rainfed agriculture</p> <p>Develop information leaflets in ethnic languages to guide women and ethnic groups on the selection criteria of project beneficiaries, including prioritisation for all poor and nearly poor female headed households and poor</p>	<p>Baseline: 55% of households headed by women among 16,463 target households from within the project area. Target: At least 30% of the eligible poor and near poor households headed by women and 20% of the poor ethnic households will receive essential support to access to climate change-resilient ponds Indicator: % of woman-headed households and % of ethnic minority-headed households receiving support to access climate resilient ponds</p>	DARDs	Q5/2021 – Q10/2022	5,000

		ethnic households to benefit from the project support to improve water storage				
	<i>1.3.2. Train over 16,000 poor and near-poor farmer beneficiaries in climate-resilient water resource management to enhance supply</i>	The training will be designed with inputs from poor, minority groups and VWU, FU and CEM; training by DARDs will be accompanied by representatives from VWU, FU and CEM to provide additional support to women and minority groups.	Baseline: 0 Target: At least 50% of female participants and 20% of ethnic minority participants are trained on climate change resilient water resource management Indicator: % of female participants and % of ethnic minority participants in climate-resilient water resource management training	DARDs VWU, FU, CEM	Q5/2021 – Q20/2024	10,000
	<i>1.3.3. Establish 185 pond-management groups for O&M, including structures and agreements on potential funding mechanisms</i>	Support women-led and ethnic-led initiatives in establishing and managing the local financing schemes for climate resilient water resource investment and O&M; (link to 1.2.3). Women will be encouraged to assume leadership of Pond Management Groups,	Baseline: 0 Target: Ensure at least 50% of female participants and 20% of ethnic minority members in pond management groups Indicator: % of female and % of ethnic minority members in pond management groups	DARDs	Q5-7/2021	10,000

		and PMGs will ensure participation of female-headed households				
Activity 1.4: Increase smallholder capacities to apply on-farm water efficient practices and technologies to maximize water productivity in coping with rainfall variability and drought	<i>1.4.1 Train 30 DARD staff and champion farmers in 14 districts (one course in years 2, 4 and 6) to support farmers' groups in co-design, costing and O&M of climate-resilient, water efficient technologies</i>	<p>The training includes a module on gender- and EM-differentiated needs of water resources as well as a module on gender sensitive and inclusive facilitation skills</p> <p>Increase the percentage of female and ethnic minority among number of facilitators selected by the project to facilitate the farmer field school trainings</p>	<p>Baseline: 0</p> <p>Target: At least 35% and 20% of participants in training on design, costing and O&M of climate-resilient, water efficient technologies are female and ethnic minority members, respectively</p> <p>Indicator: % of female and % of ethnic minority participants in training</p>	<p>DARDs</p> <p>Collaboration:</p> <ul style="list-style-type: none"> ○ Farmer's Union/ ○ Women's Union 	Q3/2020 – Q20/2024	10,000
	<i>1.4.2 Train over 21,200 farmers through 900 Farmer Field Schools on soil and biomass management to enhance moisture-holding capacity, recharge of groundwater, and water productivity to cope with evolving climate risks on water security (in</i>			<p>DARDs</p> <p>Collaboration:</p> <p>Farmer's Union and Women's Union</p>	Q2/2020 – Q19/2024	

	<i>conjunction with Activity 2.1)</i>					
	<i>1.4.3 Install on-farm water efficiency systems for 8,621 poor/near-poor smallholders linked to performance-based vouchers (linked to Activity 2.1)</i>	Linked to Activity 2.1, the performance of women and ethnic minority beneficiaries in the FFS is closely monitored to make sure they are able to complete the training; depending on the results, adaptive management will be introduced.	Baseline:0 Target: At least 30% of the eligible woman-headed households and 20% of the poor ethnic households receive information on water efficient technology Indicator: % of women-headed households and % of ethnic households among the recipients of water efficient technology	N/A	Q7/2021-Q9/2022	10,000
	<i>1.4.4 Train smallholder farmers in five provinces on climate-risk informed O&M of water efficiency technologies</i>	The training on climate risks and water efficiency technology will be designed with inputs from poor, minority groups and VWU and CEM; training by DARDs will be accompanied by representatives from VWU to provide additional support to women and minority groups.	Baseline: 55% of women-headed households among 21,228 households in total from within the project area. Target: At least 30% and 20% of the recipient of training on O&M for water efficient technologies are woman-headed households and ethnic minority households, respectively Indicator: % of woman-headed households and % of ethnic minority households in training	DARDs Collaboration: Farmer's Union/ Women's Union	Q9/2022 – Q16/2023	10,000

Output 2. Increased resilience of smallholder farmer livelihoods through climate-resilient agriculture and access to climate information, finance, and markets						
Activity 2.1. Investments in inputs and capacities to scale up climate-resilient cropping systems and practices (soil, crop, land management) among smallholders through Farmer Field Schools	2.1.1 Sensitize smallholders to establish/re-activate 900 Farmer Field Schools	<p>Identify specific training needs for women and ethnic groups in application of innovative climate smart agriculture practices with specific focus on agricultural commodities that they typically grow (i.e. bananas, cashews, chili, onion, garlic, etc) and other livelihood adaptation alternatives</p> <p>Tailor the training packages to address these needs via hands-on training in Farmer Field Schools</p> <p>DARD to work with VWU, village elderly, CEM, DOLISA, etc. to ensure maximum participation of women and ethnic groups in the farmer field schools</p>	<p>Baseline: 0 Target: All guideline and training materials on FFS are gender sensitive. Indicator: Availability of gender sensitive guidelines</p> <p>Baseline: 0 Target: At least 35% of participants will be women and at least 20% of participants are ethnic minority. Indicator: % of female participants and % of ethnic minority participants in FFS</p>	DARD, CEM, DOLISA, VWUs	Q1-Q4/2020	35,000

	2.1.2 Train DARD personnel and lead farmers, as well as other interested parties (NGOs, Farmers and Women's Unions, etc.) to build a cadre of farmer champions to galvanize adoption and application of CRA packages (15 provincial level workshops for 30 DARD staff in years 2, 4 and 6; 28 district and 120 commune level trainings for 30 lead farmers in years 2 and 6)	<p>The training includes a module on gender- and EM-differentiated needs of water resources as well as a module on gender sensitive and inclusive facilitation skills.</p> <p>Increase the number of women and ethnic trainers as the resource persons for the provinces</p>	<p>Baseline: 0</p> <p>Target: At least 35% of participants are women and at least 20% of participants are ethnic minority.</p> <p>Indicator: % of female participants and % of ethnic minority participants in training</p>	DARD	Q2/2020-Q6/2021; Q19-20/2024	10,000
	2.1.3 Train over 21,200 farmers and value chain actors – particularly private sector input providers, buyers, processors, transporters - through 900 FFS on scaling up of climate resilient cropping systems and	Women and ethnic minority trainers (from 2.1.2) will receive additional coaching from agriculture extension trainers (DARD), VWU and CEM in the early part of the rollout of the training; the training will target	<p>Baseline: 0</p> <p>Target: At least 50% of participants are women and 20% of participants are ethnic minority.</p> <p>Indicator: % of female participants and % of ethnic minority participants in training</p>	DARD, VWU and CEM	Q3/2020 – Q22/2025	25,000

	<i>practices. (Each FFS will conduct 1-day trainings twice per year)</i>	specifically crops that are commonly grown by ethnic minorities.				
	<i>2.1.4 investment support to 8,621 targeted poor/near poor smallholders to acquire inputs and technologies for implementation of the CRA packages through performance-based vouchers.</i>	Introduce voucher incentive schemes for poor and near poor ethnic women and household-headed women participation in applying innovative technologies and climate resilient farming practices	Baseline: 0 Target: At least 30% and 20% of the recipient of investment support are woman-headed households and ethnic minority households, respectively Indicator: % of woman-headed household and % of ethnic minority household beneficiaries among investment support beneficiaries	DARDs Collaboration: Farmer's Union/ Women's Union	Q5/2021 – Q20/2024	20,000
	<i>2.1.5 Participatory auditing of implementation of voucher systems for climate resilient cropping systems and practices (One 1-day meeting for 100 participants in each of the 60 communes in Years 2, 4 and 6)</i>	The timing of meetings will be determined by inputs from women and ethnic minorities so that they do not interfere with their other economic and social commitments	Baseline: 0 Target: At least 30% and 20% of the participants in auditing exercises are women and ethnic minority members, respectively Indicator: % of female participants and % of ethnic minority participants in participatory auditing	DARD	Q9/2022 – Q22/2025	10,000

Activity 2.2 Technical assistance for enhancing access to markets and credit for sustained climate-resilient agricultural investments by smallholders and value chain actors	2.2.1 Establish and operationalize multi-stakeholder Climate Innovation Platforms (CIP) in each province and at the level of agro-ecological zones (Annual stakeholder meetings organized once every two years in each of the 5 provinces)	<p>Operational documents that guide the functioning of the CIPs will include a reference and requirement for the CIP to pay attention to the special needs of women and ethnic minorities;</p> <p>The project team provides DARD chairpersons and a representative number of district CIP members a training session on gender- and EM-responsive agriculture and value chains at least twice in the course of the project</p>	<p>Baseline: 0 Target: At least 50% and 20% of the participants in CIPs are women and ethnic minority members, respectively Indicator: % of female participants and % of ethnic minority participants in CIPs</p>	DARD	Q2/2020 – Q23/2025	5,000
	2.2.2 Provide technical assistance and training to enable market linkages with input, information and technology providers and buyers for climate-resilient agricultural	<p>VWU to be part of the training to ensure that women's and ethnic minorities' needs are reflected in the training</p>	<p>Baseline: 0 Target: At least 50% and 20% of the participants in training events are women and ethnic minority members, respectively Indicator: % of female participants and % of ethnic minority participants in training on market linkages</p>	DARD and VWU	Q5/2021 – Q22/2025	5,000

	<i>production (two trainings, two networking workshops and three trade fairs in each of the 14 districts over four years)</i>					
	<i>2.2.3 Provide technical assistance and train farmers to enable access to credit through financial intermediaries (One workshop in each of the 60 communes in years 2 and 4)</i>	<p>LienVietPostBank, CEM and VWU to present their 'Vi Viet' e-wallet services for improved access to small credit for poor and near-poor women in the target areas, as well as ethnic minorities;</p> <p>VWU in the provinces will organise investment forums for women and ethnic minority entrepreneurs</p>	<p>Baseline: 0 Target: At least 50% and 20% of the participants in training events are women and ethnic minority members, respectively Indicator: % of female participants and % of ethnic minority participants in training on credit access</p>	DARD, in collaboration with VWU, CEM, commercial banks	Q5/2021 – Q22/2025	15,000
Activity 2.3 Co-development and use of localized agro-climate advisories by smallholders to enhance climate-resilient agricultural production	<i>2.3.1 Train 50 hydromet and DARD staff on generating and interpreting down-scaled forecasts for use in agricultural planning (eight training over four</i>	<p>Provide gender sensitive training for hydromet and agriculture extension cadres</p> <p>Develop gender-sensitive and user-friendly training tools to</p>	<p>Baseline: 0 Target: At least 40% of hydromet/DARD staff to complete this training courses are women Indicator: % of female participants in technical training</p>	DARD, Hydromets	Q4/2020 – Q16/2023	10,000

	<i>years for 50 participants)</i>	develop local agro-climate advisories for the hydromet and agriculture extension staff				
	<i>2.3.2. Provide technical assistance for the formation ACIS technical groups and training of 420 participants at district level (1-day workshops for 30 participants in each of the 14 districts)</i>	Training of ACIS also includes a module on gender- and EM-sensitive agricultural activities	Baseline: 0 Target: At least 35% of participants in ACIS-related training are women. Indicator: % of female participants in technical training	DARD, Hydromet services, NGOs, FFS representatives	Q4/2020 – Q5/2021	25,000
	<i>2.3.3 Co-develop, through Participatory, Scenario Planning (PSP) of seasonal and 10-day/15-day agro-climate advisories with smallholder farmers (20 provincial level trainings for 30 staff and 56 district level trainings for 60 participants over four years)</i>	DARDs to work with VWU and FU to provide support to local women and ethnic champions in producing agro-climate advisory services in the regions (for both seasonal scenario planning and medium range advisories)	Baseline: 0 Target: At least 50% and 20% of the participants in scenario planning events are women and ethnic minority members, respectively Indicator: % of female participants and % of ethnic minority participants in scenario planning events	DARD, VWU, FU	Q3/2020 – Q20/2024	20,000

	2.3.4 Disseminate advisories to 139,416 households in the 60 communes.	DARDs to undertake periodic monitoring of the receipts of advisories especially focusing on women and ethnic minority beneficiaries and apply adaptive management based on the results	Baseline: 0 Target: At least 50% and 20% of the recipient of climate advisories are women and ethnic minority members, respectively Indicator: % of female and % of ethnic minority members among the recipient of climate advisories	DARDs	Q7/2021 – Q24/2025	20,000
Project management and capacity building	-	<p>CPO, DARDs, and UNDP to work together to apply a strict screening process to make sure that 30% of PMUs and CPMU staff positions are women.</p> <p>Conduct annual in-depth consultation with stakeholders and Viet Nam Women’s Union, Farmer Union and Council for Ethnic Minorities in the provinces to identify strategic interventions to improve women’s roles in climate actions</p>	Baseline: 0 Target: 30% of PMUs and CPMU staff are women Indicator(s): % of female in PMUs	CPO, DARDs		50,000 <i>(lump sum estimation for training courses workshops on gender and ethnic minority)</i>

		and related NDC and NAP policies in Viet Nam				
		Document good practices to share at the relevant national and regional policy dialogues on climate change, gender and ethnic inclusivity, and integrated water management				
Total estimate budget: <i>Of which, output 1: US\$ 145,000 (excluding ADB budget)</i> <i>Output 2: US\$ US\$ 250,000</i>						395,000

Annex A: Bibliography

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