

Gender and Social Assessment
Climate Adaptation and Resilience
in Thua Thien Hue Province
("CARE Hue")
December, 2023

TABLE OF CONTENTS

LIST OF FIGURES	2
LIST OF TABLES	2
ACRONYMS	3
1. INTRODUCTION	5
1.1. Objective5	
1.2. Methodology.....	5
2. PROJECT OVERVIEW	5
2.1. Objective	Error! Bookmark not defined.
2.2. Target beneficiaries.....	Error! Bookmark not defined.
2.3. Project design.....	Error! Bookmark not defined.
3. BASELINE INFORMATION.....	5
3.1. National Strategy on Gender Equality 2021-2030	7
3.2. Education	8
3.3. Poverty	9
3.4. Health	10
3.5. Representation and decision making.....	10
3.6. Gender-based violence and sexual harrassment	10
3.7. Demographics	11
4. LEGAL & ADMINISTRATIVE FRAMEWORK	12
4.1. International legal framework	12
4.2. National and local legal framework	13
5. REVIEW OF GENDER AND VULNERABLE GROUPS IN THE TARGET AREA	17
5.1. Population and households.....	17
5.2. Ethnic households in the target area	18
5.3. Climate change impacts and vulnerabilities.....	20
5.4. Women in the agricultural sector.....	21
5.5. Division of labor.....	22
5.6. Decision-making power and participation in governance	23
5.7. The situation of GBV in the project area	23
6. GENDER EXPERTISE IN THE PARTNER ORGANIZATIONS.....	24
7. RESULTS OF CONSULTATIONS	25
7.1. Overview of consultation events	26
7.2. Relevant issues raised and responses	28
8. RECOMMENDATIONS	XXXVI
9. REFERENCES	38

LIST OF FIGURES

Figure 1. Overview of project outputs **Error! Bookmark not defined.**

LIST OF TABLES

Table 1 Objectives and targets of the National Strategy on Gender Equality for the period 2021-2030	14
Table 2 Objectives and targets of TT Hue provincial Plan for implementation of the National Strategy on Gender Equality for the period 2021-2025	16
Table 3 - Vulnerability by Commune	18
Table 4 Ethnic minorities in project communes	19
Table 5 Labor force in TT Hue province	22
Table 6 Overview of consulted stakeholders	26
Table 7 Relevant issues raised during consultations and responses	28

ACRONYMS

CARe Hue	Climate Adaptation and Resilience in Thua Thien Hue Province
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEM	Center for Ethnic Minorities
CFAW	Committees for the Advancement of Women
CGEP	Country Gender Equality Profile
CORENAM	Center on Natural Resources Management
CRD	Center for Rural Development
CSRD	Centre for Social Research and Development
DARD	Department of Agriculture and Rural Development
DOLISA	Department of Labour, Invalids and Social Affairs
DONRE	Department of Natural Resources and Environment
DPI	Department for Planning and Investment
DV	Domestic Violence
ESAP	Environmental and Social Action Plan
GAP	Gender and Social Inclusion Action Plan
GBV	Gender-based violence
GoV	Government of Vietnam
HH	Households
ILO	International Labor Organization
LGBTQI	Lesbian, Gay, Bi, Trans, Queer und Intersex
MOCST	Ministry of Culture, Sports, and Tourism
MOLISA	Ministry of Labour, Invalids and Social Affairs
NAP	National Adaptation Plan
NCFAW	National Committee for the Advancement of Women
PFPDF	Provincial Forest Development and Protection Fund

SAP	Simplified Approval Process
SEAH	Sexual Exploitation, Abuse and Harassment
SRB	sex ratio at birth
STEM	Science Technology Engineering Mathematics
TT Hue	Thua Thien Hue Province
(V)WU	(Vietnam) Women's Union
VND	Vietnam Dong (Currency)

1. INTRODUCTION

1.1. Objective

This Gender Assessment, accompanied by the Gender and Social Inclusion Action Plan (GAP) has been developed for the Project Climate Adaptation and Resilience in Thua Thien Hue Province (CARE Hue) under the GCF Simplified Approval Process (SAP). The objectives of the Gender Assessment are to assess the situation of men and women and the status of gender equality in the project target area. The objective is to identify risks associated with the project for both women and men, taking into consideration its proposed activities. Upon conducting the risk assessment, the subsequent objective is to develop effective mitigation measures and propose activities that promote women's participation within the project premises.

1.2. Methodology

The Gender Assessment has been developed based on a desk study combined with stakeholder interviews. A team of an international and a national safeguard expert has been assigned to develop the assessment.

A field mission has been conducted from March 13 to 22, 2023. Consulted stakeholders included public agencies at province, district and commune level, the Vietnam Women's Union, CSOs concentrating on environmental management and social inclusion active in Hue province, and potential project partners. For further details see Chapter 7. Chapter 7 provides a summary of the results concerning gender and women empowerment. A summary of general environmental and social results is included in the Environmental and Social Action Plan (ESAP).

Based on the Gender Assessment, the Gender and Social Inclusion Action Plan has been developed. The GAP follows the structure as proposed by GCF and is closely aligned with the project's activities. Continuous engagement of women and men throughout project implementation is key to a successful roll out of the GAP. Therefore, the Gender and Social Inclusion Action Plan includes concrete measures to ensure the equal participation of men and women along with assigned responsibilities and monitoring obligations. Further, the GAP has been equipped with adequate staff and budget requirements.

2. PROJECT OVERVIEW

2.1. Objective

Vietnam is one of the countries most exposed to climate change. The province of Thua Thien Hue (TT Hue) is highly exposed to climate-related hazards and vulnerable to the effects of climate change – including storms, floods and droughts, coastal and river erosion, and salinisation of soil and lagoon water – which are already impacting livelihoods and the ecosystems on which they rely. Persistent and increasingly heavy rainfall are already overwhelming the three main river systems in the mountainous western part of the province, causing landslides in hilly areas and floods in low-lying areas.

This project builds on the experience and lessons learned of projects implemented by LuxDev in collaboration with the Government of Vietnam. It aims to increase the climate resilience of local communities and the ecosystems upon which they depend in TT Hue province, directly 306,000 persons (male 151,500, female 154,500) and indirectly benefit 406,000 persons (female 205,030, male 200,970) that will be covered under an improved EWS. It will bring over 115,900 hectares of agricultural and forested land in TT Hue under improved climate-resilient planning. It will do so through the implementation of activities focused on strengthening the enabling environment for climate change adaptation, scaling up investments in ecosystem-based adaptation, and climate-resilient value chains in the agriculture sector. The project aims to continue supporting TT Hue on

its path to becoming a model province for climate change adaptation planning, investing, and monitoring in the country.

2.2. Project area

The project area of Thua Thien Hue province (henceforth TT Hue,), in Vietnam's North-Central Region, stretches over 128 km North to South along the central coastline. Much of its 5,033 km² is low-lying land, including a large 220 km² lagoon, it is in in this low-lying land where most of TT Hue's 1.13 million people live.

The implementation of project activities under outputs 1 and 2 (except for sub-activity 1.1.3 focused on the implementation of Community-based Early Warning Systems) will target the entire province, while activities under outputs 3 and 4 will focus on three districts, namely Phong Dien, Huong Tra, and Quang Dien and in the most vulnerable communes of Huong Thuy district. The 44 prioritized communes in these districts have a total population of close to 335,000 people.

2.3. Project design

This project proposal aims to enhance the climate resilience of local communities and ecosystems in TT Hue Province, Vietnam. It seeks the strategic use of GCF funds to implement targeted measures for strengthening the institutional framework for climate change adaptation and the scaling up of investments in ecosystem-based adaptation and climate-resilient value chains in the agriculture sector. The project seeks to support TT Hue's transition to a climate-resilient development pathway and establish it as a model province for climate change adaptation planning, investing, and monitoring. The project builds on the experiences and lessons learned by LuxDev and the Government of Vietnam and supports the scaling up of best practices while establishing an enabling environment that will serve as a mechanism to continue mobilization and channeling of public and private finance for climate action in the target sectors.

The project will catalyze investments in climate change adaptation, specifically through enhancing the province's Early Warning System as well as mainstreaming climate adaptation into development planning and monitoring, ecosystem-based adaptation and climate resilient agriculture. This will be developed through the following components:

- Component 1 Strengthened institutional framework for enhanced risk-based decision and climate change adaptation planning, investment, and monitoring (comprised of outcomes 1 and 2)
- Component 2. Enhanced resilience of ecosystems and the livelihoods of local men and women (comprised of outcome 3)
- Component 3. Scaling up of climate-resilient practices and financial mechanisms (comprised of outcome 4)

Activities under the three components are complementary. Activities under component 1 will inform the development of activities under component 2 which focus on protecting men and women in TT Hue against climate change hazards, while activities under component 3 focus on supporting the diversification and enhanced resilience of livelihoods through the promotion of climate resilient productive practices. Social inclusion and gender-equality are cross-cutting elements throughout the project, as climate change has a disproportionate impact on the livelihoods of women, girls and vulnerable households and communities.

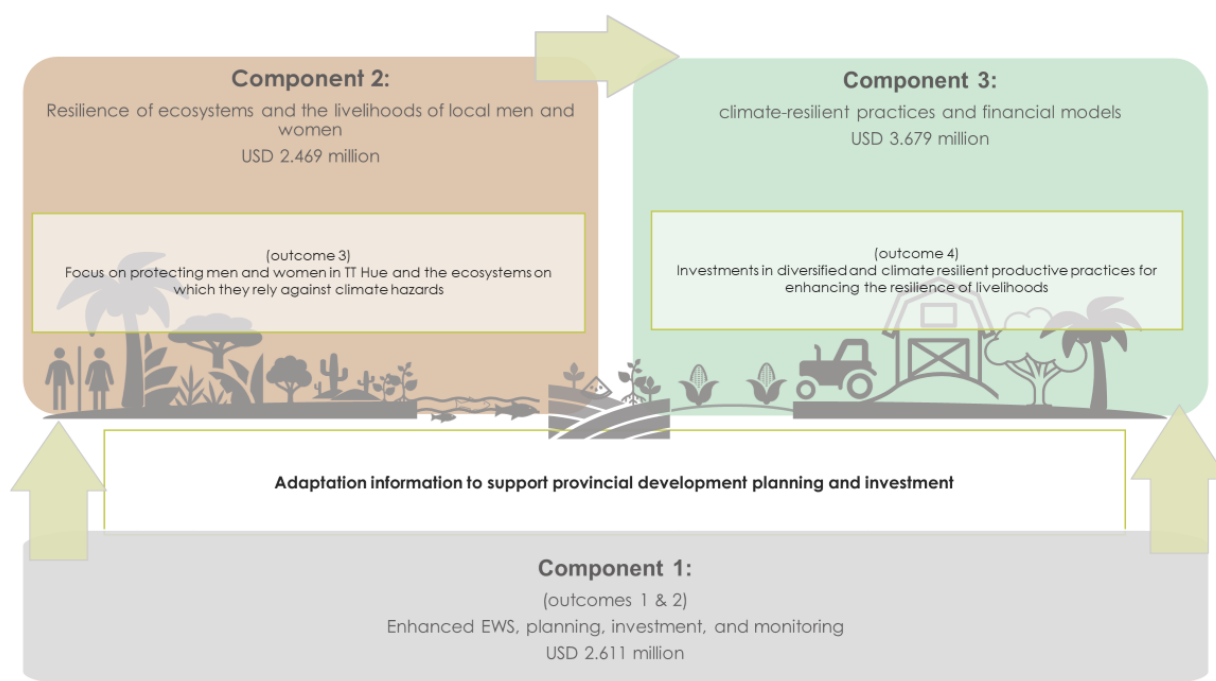


Figure 1. Overview of project components

3. BASELINE INFORMATION

3.1. National Strategy on Gender Equality 2021-2030

With the aim to foster gender equality and to increase the participation of women in the workplace, Vietnam has adopted the National Strategy on Gender Equality for the period 2021-2030. This strategy has simplified, more readily achievable targets, and Guidelines for data collection and reporting on the implementation of the Strategy is in process. New targets to lower the adolescent birth rate, increase all women's enrolment in vocational education while education targets for ethnic minority boys and girls have been introduced, alongside health services for 'LGBT people'. Issues not covered by the Strategy or other laws include addressing adverse social norms, digital inclusion and parity in Science Technology Engineering Mathematics (STEM), women's involvement in disaster risk reduction and environmental decisions, and LGBTQI equality priorities¹. The exhaustive Country Gender Equality Profile (CGEP) developed in 2021 served as a baseline for this 2nd National Strategy in Vietnam². Some of the key targets set by the National Strategy on Gender Equality 2021-2030 include³:

- The rate of female directors or owners of businesses is expected to reach at least 27 percent by 2025 and 30 percent by 2030.
- The average time women spend doing unpaid housework will be reduced to 1.7 times by 2025 and 1.4 times by 2030 compared to that of men.
- By 2025, 80 percent of women suffering from domestic and gender-based violence will be given access to at least one of the basic support services, and 90 percent by 2030.

¹ Australian Aid, ADB, ILO, UN Women, "Country Gender Equality Profile. Viet Nam 2021," 2021, https://vietnam.un.org/sites/default/files/2021-12/CGEP_Full%20report_English.pdf.

² Australian Aid, ADB, ILO, UN Women, "Country Gender Equality Profile. Viet Nam 2021" (Copyright © United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), 2021), https://vietnam.un.org/sites/default/files/2021-12/CGEP_Full%20report_English.pdf.

³ Cece Nguyen, "Vietnam Implements Gender Equality Strategy but Challenges Remain," December 6, 2021, accessed April 27, 2023, <https://www.vietnam-briefing.com/news/vietnam-implements-gender-equality-strategy-but-challenges-remain.html/>.

- The sex ratio at birth will be 111 boys per 100 girls by 2025 and 109 boys per 100 girls by 2030. The maternal mortality rate will drop to 42 per 100,000 live births by 2025 and below 42 per 100,000 live births by 2030.
- Gender and gender equality will be integrated into the curriculums at schools and pedagogical universities from 2025.

Considering these key targets, it is possible to identify the persistent gaps, including:

- i) a widening sex ratio at birth (SRB) – SRB rose to 112.2 in 2016⁴; The 2019 Census shows a shortage of more than 1.2 million girls compared to boys in the same age group. The current level of imbalance in the sex ratio at birth will affect the future population structure in the coming decades⁵.
- ii) Intimate partner violence remains a serious issue in Vietnam. The high prevalence of such violence highlights the urgent need for support services and interventions to ensure the safety and well-being of women.
- iii) Women in Vietnam frequently find themselves in vulnerable, unprotected, and low-paid employment. Additionally, societal expectations place a disproportionate burden on women in terms of unpaid care work in the home. Women are expected to fulfill traditional gender roles, which often clash with their aspirations for paid work and career advancement. There is also a limited availability of child and elderly care infrastructure.
- iv) Bias against women in leadership roles is prevalent, particularly when it comes to holding executive positions or public office at the commune level. This bias restricts women's participation in decision-making processes.

Women often bear the burden of multiple discrimination depending on their location, ethnicity, level of education, cultural and religious practices. However, it is difficult to state the differences at a statistical level as there is a lack of data disaggregated by social factors, such as gender, ethnicity, age and disability.⁶ This data is especially valuable in relation to issues which have a direct bearing on women's access to skills for future jobs, to financial and social security, and to the impacts of rural restructuring, the environment and climate change. Key findings from the gender related topics are summarized in the following sub-chapters.

3.2. Education

The Law on education (2019) regulates the national educational system. According to Article 17 of this Law, investment in the field of education is a conditional business investment with preferential treatment and assistance as prescribed by law⁷. The policy commitment to education has yielded significant achievements in Vietnam. The overall literacy rate for the population aged 15 years and over is high at 95.8 per cent⁸, with 97.0 per cent for men and 94.6 per cent for women⁹.

School enrollment rates in 2018 were higher for girls (76.7%) than boys (67.7%). The situation differs in rural areas, among poor households and ethnic minority groups. For instance, the secondary school enrolment rate of girls is much lower than that of girls living in urban areas among the Kinh ethnic group. Women in the poorest households have the lowest literacy rate, at 84.2 per cent¹⁰.

⁴ UNFPA, "The Imbalanced Sex Ratio at Birth in Viet Nam. New Insights and Policy Recommendations," 2018, https://vietnam.unfpa.org/sites/default/files/pub-pdf/Policy%20brief%20GBSS_FINAL_EN.pdf.

⁵ UN Women 2021, "Gender Statistics in Vietnam-2020," accessed April 27, 2023, <https://data.unwomen.org/publications/gender-statistics-vietnam-2020>.

⁶ UNDP, "Opportunities to Empower Women with Enhanced Access to Climate Change Information Services for Transformative Adaptation Actions in Viet Nam's Agricultural Sectors. Technical Brief.," December 6, 2019, <https://www.undp.org/vietnam/publications/opportunities-empower-women-enhanced-access-climate-information-services-transformative-adaptation-actions-viet-nam%E2%80%99s>.

⁷ VIETLAWONLINE - Vietnam legal documents database, "2019 Law on Education," accessed April 27, 2023, <https://luatvietnam.net/en/2019-law-on-education-vbpl99505.vlo>.

⁸ The World Bank, "Literacy Rate, Adult Total (% of People Ages 15 and above) - Vietnam," accessed April 27, 2023, <https://data.worldbank.org/indicator/SE.ADT.LITR.ZS?locations=VN>.

⁹ UN Women 2021, "Gender Statistics in Vietnam-2020."

¹⁰ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021.

The proportion of people with a master's degree is gradually increasing over the years (0.35% in 2016 to 0.44% in 2019). These rates stand at 0.55% for men and 0.33% for women¹¹.

Education is harder to be obtained by girls, especially when it comes to higher level education (higher level secondary school and tertiary/vocational training)¹². However, also in the sphere of education, the situation has been changing during the last years. In 2014, there was no difference between boys and girls completing primary and secondary school levels in urban areas. The situation differs in rural areas, among poor households and ethnic minority groups. A significant change has happened concerning the female share of persons that obtained a masters' degree: In 2016, females only made up a share of 35%, while in 2019, this rate rose to 44%.¹³

The lower attainment rates of women in higher education, or of women in rural areas and ethnic minority groups, has various underlying causes. For instance, parents may sacrifice the formal education of their daughters due to economic reasons, or girls drop out of school because they are needed for domestic caretaking tasks and/or get married. Social notions and prejudices further demotivate girls' education as it seems to be a shared prejudice that higher education may cause familial disharmony and that boys are generally better at learning.¹⁴

3.3. Poverty

There was significant progress in poverty reduction from 2010-2020: Over the last decade, poverty declined impressively. The World Bank's LMIC poverty rate (\$3.20/day 2011 PPP) dropped from 16.8 to 5 percent, and over 10 million people were lifted out of poverty. The sudden emergence of COVID-19 at the end of the decade halted wage growth, and improvements in job quality. Progress in poverty reduction was set back but did not reverse in 2020¹⁵. There are several emerging concerns that require attention: women's recovery from COVID-19 in workforce participation and business, their access to skills and jobs in a digitalized economy, gender wage and pension gaps causing later-life impoverishment, managing agricultural sector restructuring for women's income opportunities, and the low involvement of women in climate change resilience planning.¹⁶

Gender inequalities are more visible in certain groups of the society, especially for ethnic minorities and other marginalized and disadvantaged groups, also including the rural poor¹⁷.

Women in Vietnam are principally found in lower paid occupational sectors or in vulnerable employment. The majority of women work as unpaid family homemakers, and in largely "invisible" areas of informal employment as migrant domestic workers, street vendors and in the entertainment industry¹⁸. Women working in the informal economy are unprotected and can face significant poverty and occupational risk.

Due to interruptions in their earnings and financial disadvantages, women are more vulnerable and at a higher risk of experiencing poverty during old age. The retirement age for women was 62 and for men 67 – a gap of 5 years between women and men, which had been a contributing factor to the increased risk of poverty among women in old age. The revised Labor Code, 2019¹⁹ addressed this issue by increasing the retirement age for women by three years.

¹¹ UN Women 2021, "Gender Statistics in Vietnam-2020."

¹² FAO, "Country Gender Assessment of Agriculture and Rural Sector in Viet Nam. Hanoi,," 2019, 10, <https://www.fao.org/3/ca6503en/ca6503en.pdf>.

¹³ UN Women, "UN Women Supports Viet Nam to Develop the New National Strategy on Gender Equality,," 2016, 64, <https://asiapacific.unwomen.org/en/news-and-events/stories/2019/12/un-women-supports-viet-nam-to-develop-the-new-national-strategy-on-gender-equality>.

¹⁴ ISDS, "Social Determinants of Gender Inequality in Vietnam. Findings of Research Study between 2012-2015,," 2015, <https://investinginwomen.asia/knowledge/social-determinants-gender-inequality-vietnam>.

¹⁵ "From the Last Mile to the next Mile. 2022. Vietnam Poverty and Equity Assessment." (World Bank Group, Australian Aid, 2022), <https://documents1.worldbank.org/curated/en/099115004242216918/pdf/P176261155e1805e1bd6e14287197d61965ce02eb562.pdf>.

¹⁶ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021.

¹⁷ FAO, "FAO Gender Assessment Agriculture."

¹⁸ ILO - International Labour Organization, "Equality and Discrimination in Viet Nam," accessed April 28, 2023, <https://www.ilo.org/hanoi/Areasofwork/equality-and-discrimination/lang--en/index.htm>.

¹⁹ The National Assembly. Socialist Republic of Vietnam, "Labor Code Vietnam," November 20, 2019, <https://ilo.org/dyn/natlex/docs/ELECTRONIC/110469/137416/F-1864718830/VNM110469%20Eng.pdf>.

3.4. Health

One specific objective of the National Strategy 2010-2020 was the gender equality in the health sector: to ensure gender equality in access to and benefit from healthcare services.

According to the United Nations Population Fund commissioned by the Ministry of Labour, Invalids and Social Affairs (MOLISA) with a review of 10 years of implementing the Law on Gender Equality²⁰ all health targets have been achieved by 2015. With this, Vietnam was one of the few nations to meet the health-related Millennium Development Goals by 2015²¹.

The Labor Code 2019 requires to take care of rights and benefits of employees. This also includes maternity leave for female employees before and after childbirth for 6 months. All employees are entitled to compulsory social insurance and compulsory health insurance.

Average life expectancy at birth has risen steadily. In 2020, life expectancy at birth for women in Vietnam was 79.92 years, while life expectancy at birth for men was about 70.79 years on average²². Vietnam is one of the SEA countries with the highest number of elderly individuals (60+) where the older population increased from 7.45 million in 2009 to 11.41 million in 2019, or from 8.68 to 11.86 per cent of the total population²³.

3.5. Representation and decision making

According to the 2022 World Economic Forum Gender Gap Report²⁴, Vietnam scores 0.705 on a scale from 0 to 1 in terms of gender gap index, ranking 83 out of 146 countries, improving its position from 87 in 2021.

Concerning women in leadership positions, their participation in Vietnam's National Assembly is high (30,26%) relative to other ASEAN countries and higher than the previous term. Similarly, women representation in the People's Council Offices at all levels is also higher.

However, women's participation at the highest echelons of leadership in the Party and Government fell significantly. Only one woman remained in the Politburo, and women were no longer present in the top four highest leadership positions of the country²⁵. Only two of 22 ministries and ministerial-level-agencies are headed by a woman.

At lower political levels at district and commune levels, women tend to be underrepresented in leadership positions. According to UNDP PAPI²⁶ findings over the last 2 years, women are particularly under-represented at the local level, particularly for village leadership positions. In 2019, of 812 villages surveyed, only 101 (accounting for 12 percent) had female leaders. The remaining 88 percent had male village leaders²⁷.

3.6. Gender-based violence and sexual harassment

While forthcoming revisions of the Gender Equality Law, the Law on Domestic Violence Prevention and Control adopted in 2007, the Land Law, the Marriage and Family Law, and the Law on Social Insurance present a promising opportunity, there is still much progress to be made in reducing violence against women and girls.²⁸ The Law on Gender Equality (2006) does not specifically mention sexual harassment but provides in its Article 10 that gender discrimination in all forms and gender-based violence are strictly prohibited. The Labor Code of 2019 prohibits sexual harassment at work. Further, in 2015 the Government of Vietnam adopted the Viet

²⁰ United Nations Population Fund (UNFPA), "Review of 10 Years of Implementing the Law on Gender Equality," June 2020, https://vietnam.unfpa.org/sites/default/files/pub-pdf/ge_eng.pdf.

²¹ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021.

²² Statista 2023, "Vietnam: Life Expectancy at Birth from 2010 to 2020, by Gender," accessed May 2, 2023, <https://www.statista.com/statistics/974763/life-expectancy-at-birth-in-vietnam-by-gender/>.

²³ General Statistic Office (GSO), ed., "The Population and Housing Census 2019: Population Ageing and Older Persons in Viet Nam," July 2021, <https://www.gso.gov.vn/wp-content/uploads/2021/08/Dan-so-gia-hoaEN.pdf>.

²⁴ World Economic Forum, "Global Gender Gap Report 2022 Insight Report," July 2022, https://www3.weforum.org/docs/WEF_GGGR_2022.pdf.

²⁵ Ramla Khalidi, Resident Representative and UNDP in Viet Nam, "The Path toward Gender Parity in Politics in Viet Nam," 20 October, 2022, n.d., https://www.undp.org/vietnam/blog/path-toward-gender-parity-politics-viet-nam#_ftn1.

²⁶ The Vietnam Provincial Governance and Public Administration Performance Index (PAPI)

²⁷ UNDP, "Women's Political Participation and Innovations Key Viet Nam's Sustainable and Inclusive Development," October 19, 2022, accessed April 28, 2023, <https://www.undp.org/vietnam/press-releases/womens-political-participation-and-innovations-key-viet-nams-sustainable-and-inclusive-development>.

²⁸ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021.

Nam Code of Conduct on Sexual Harassment in the Workplace. The Code aims to help employers and workers to develop their own policy or regulation for preventing and addressing sexual harassment, and to promote healthy, safe, and productive workplaces.

The National Study on Domestic Violence against Women in Vietnam²⁹ indicated that rates of domestic violence are slightly declining, while younger women tend to experience less physical violence than the older generation. Younger women turned out to be less of the opinion that wives should obey husbands. Nevertheless, most women in Vietnam remain at great risk of partner violence in the domestic sphere, which often remains hidden and silenced in the society. According to the study, one in four ever-married/partnered women (26.1%) in Vietnam experienced physical violence from a husband/partner during their lifetime. The study further found variation in violence prevalence rates between different geographical regions, and different ethnic groups. Violence was also reported to be higher in rural areas than in urban centers.

In addition to enduring intimate partner violence, women also face harassment and violence within the workplace. A survey conducted by Vietnam's ILO office in 2015 shed light on this issue, revealing that a significant 17 percent of the 150 mid-career workers interviewed admitted that either they or someone they knew had been subjected to requests for "sexual favors" by a superior, with the promise of workplace benefits in return. Although precise official figures regarding sexual harassment in the workplace are not readily available in Vietnam, it is reasonable to assume that this form of mistreatment pervades across all sectors of the country. CARE, an international organization based in Hanoi, dedicated to combating gender-based violence, reports that 78 percent of the victims of workplace sexual harassment are women. A comprehensive study on workplace sexual harassment, jointly conducted by MOLISA and the ILO, revealed that victims are often silenced by the fear of reprisals, leaving them hesitant to speak out or formally report such incidents.³⁰

The government has taken significant steps to actively encourage communication and raise awareness about the prevention of gender-based violence. Starting from 2016, the Ministry of Culture, Sports, and Tourism (MOCST) and MOLISA have successfully carried out initiatives such as the Month of Family and the Action Month for Gender Equality and GBV prevention. These endeavors have had a positive impact, leading individuals to come forward and report instances of domestic violence and sexual harassment in the workplace. Yet, there are also gaps. These include a lack of concrete definitions of gender-based violence and related sexual violence or harassment in Vietnam's regulatory framework. Moreover, mechanisms to protect victims are weak. Finally, current penalties and compensation for gender-based violence and sexual violence are insufficient.³¹

3.7. Demographics

According to the Report on Gender Statistics in Vietnam 2022, the demographic landscape of the Vietnamese population has experienced significant changes in recent decades. A comparison between 2019 and 2009 reveals a notable shift in the age distribution, with a noticeable increase in the aging population and a decline in the younger demographic (ages 10 to 24 years old) over the past decade. Vietnam is still in the period of "golden population" structure, but the proportion of the population in the old age groups is gradually increasing, which reflects the ongoing trend of "aging" ³².

With the increase in the number of elderly people (55 years and older) and the decreasing birth rate, there is also the tendency of smaller family sizes, with the majority being nuclear families consisting of parents and

²⁹ MOLISA, GSO and UNFPA (2020), "National Study on Violence against Women in Viet Nam 2019. Summary Report," accessed May 8, 2023, https://vietnam.unfpa.org/sites/default/files/pub-pdf/1_eng_summary_report.pdf.

³⁰ ILO, "Better Work Viet Nam Challenges Sexual Harassment across the Factory Floor," Feature, September 14, 2018, http://www.ilo.org/global/about-the-ilo/mission-and-objectives/features/WCMS_644791/lang-en/index.htm.

³¹ GBVnet and UN Women, "Independent Review Report. 25 Year-Implementation of the Beijing Declaration and Platform for Action in Viet Nam, Focusing on Gender-Based Violence from Perspectives of Civil Society Organisations.," September 2019, <https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEAAsia/Docs/Publications/2020/05/Beijing%2025-GBVnet%20-EN-FINAL.pdf>.

³² UN Women 2021, "Gender Statistics in Vietnam-2020."

children³³. Younger Vietnamese families experience a shift in family decision making as women nowadays are increasingly involved in taking decisions. A study looking at urban millennials attributes this to higher income contributions by women, as they increasingly work for better incomes and achieve higher levels of education. This study shows that the share of women earning the same amount as their partners has nearly doubled between 2018 and 2020³⁴.

4. LEGAL & ADMINISTRATIVE FRAMEWORK

4.1. International legal framework

Vietnam has signed several international conventions, with the most notable being the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1982. CEDAW mandates signatories to undertake appropriate measures, including legislative actions, to modify or eliminate existing discriminatory laws, regulations, customs, and practices affecting women. In addition to CEDAW, Vietnam is obliged to regularly report its progress on gender equality as required by the convention.

Other relevant conventions that Vietnam has ratified include the International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, International Convention on the Elimination of All Forms of Racial Discrimination, and the Convention on the Rights of the Child. Recently, Vietnam has also committed to the UN 2030 Agenda for Sustainable Development Goals, which includes a specific goal on Gender Equality (Goal 5) and recognizes gender equality as a cross-cutting issue in various other goals, such as Goal 3 on Good Health and Well-Being or Goal 4 on Education, for instance.

In the context of Vietnam's commitment to addressing climate change, the country has signed the UNFCCC and announced its commitment to achieving net-zero greenhouse gas emissions by 2050. This commitment involves transitioning the development model towards a green, circular, sustainable, inclusive, and humanistic economy. The UNFCCC established the Lima Work Programme on Gender in 2014 to promote gender balance and integrate gender considerations into climate policy and action. COP 25 agreed upon an enhanced 5-year Lima Work Programme on Gender, along with a Gender Action Plan under Decision 3/CP.25. COP 27 further amended the GAP to advance gender-responsive climate action and its integration into the work of Parties, United Nations entities, and stakeholders. The Gender Action Plan focuses on five priority areas: (a) Capacity-building, knowledge, management, and communication, (b) Gender balance, participation, and women's leadership, (c) Coherence, (d) Gender-responsive implementation and means of implementation, and (e) Monitoring and reporting.

In 2020, the Prime Minister of Vietnam enacted the National Adaptation Plan (NAP) for 2021-2030 with a vision to 2050. UNFCCC COP 16 established the process to formulate and implement NAPs to enable the LDC Parties to formulate and implement NAPs with a view to identifying medium- and long-term adaptation needs and developing and implementing strategies and programmes to address those needs.

The NAP for 2021-2023 recognizes the importance of gender by focusing on enhancing women's capacity and developing female human resources to participate in the process of adapting to climate change. This gender-focused approach aligns with the second goal of the NAP. MONRE is the lead implementor of the plan. Financial resources for the NAP implementation are mobilized from various channels, in compliance with the Law on State Budget, Law on Public Investment, Law on Investment and other relevant legal documents. Some channels of resources include the State budget; international assistance; private sector; and public contributions. The financial need for CCA in 2030 is estimated to exceed 3-5% of GDP in 2020. Viet Nam plans to spend 1.5% of GDP on CCA. Therefore, it needs to mobilize the remaining budget from non-State sources.

³³ UN Women, "Facts and Figures on Women and Men in Viet Nam 2010-2015," 2016, <https://asiapacific.unwomen.org/en/digital-library/publications/2016/12/facts-and-figures-on-women-and-men-in-viet-nam-2010-2015>.

³⁴ YouGov, "A Designer's Toolkit for Gender and Urban Millennials in Vietnam. SNAP II Survey in Vietnam - Fielded in May 2020," n.d., <https://investinginwomen.asia/knowledge/designers-toolkit-gender-urban-millennials-vietnam/>.

4.2. National and local legal framework

Gender equality is anchored in Vietnam's constitution since 1946 (see also Article 26 of the Constitution of 2013). During the last decades the legal regulations experienced a significant positive change concerning gender equality in Vietnam. The CEDAW Committee³⁵ welcomed the following legal changes since 2006:

- a) Constitution, which recognizes gender equality and prohibits gender-based discrimination, in 2013;
- b) Amendment to the Law on Vietnamese Nationality, which facilitates the acquisition of Vietnamese nationality by refugee and stateless women and prevents statelessness, in 2014;
- c) Land Law, which provides for the issuance of land-use certificates and the ownership of houses or other assets attached to the land in the name of both spouses, in 2013 ;
- d) Amendment to the Labor Code, which prohibits sexual harassment at work, in 2012;
- e) Law on Human Trafficking, which explicitly prohibits forced labor and sexual exploitation, in 2011.

Significant strides have been taken towards achieving gender equality through important reforms. Notably, specific directives on gender mainstreaming have been incorporated into legal normative documents, with 40 out of 111 documents passed since 2015 successfully meeting these requirements. The Labour Code of 2019 has undergone notable and positive revisions, such as eliminating the list of prohibited occupations for women, enhancing paternity leave entitlements, clarifying the definition of sexual harassment, and narrowing the retirement age gap between men and women from 5 to 2 years by 2035. These reforms highlight the commitment to fostering gender equality and creating a more inclusive society. Besides, there is a new framework for national gender statistics that was endorsed in 2019. The set of 78 indicators is aligned with the Viet Nam Sustainable Development Goals. Challenges remain in terms of data gaps, data access and sex-disaggregation across all ministries.³⁶ However, while appreciating these changes, the Committee raises concerns about the implementation of these laws. They highlight issues such as the absence of accountability mechanisms, inadequate availability of human, technical, and budgetary resources, as well as a lack of awareness about the concept of substantive gender equality among lawmakers, policymakers, and government officials.³⁷

In 2006, Vietnam has promulgated the Law on Gender Equality³⁸ which prescribes the principles of gender equality in the fields of social and family life, measures to ensure gender equality, and responsibilities of agencies, organizations, families and individuals in the implementation of gender equality. Specifically for land use, the Law states that "female workers in rural areas shall be given credit aid, encouraged to expand agriculture, forestry and fishery according to the law" (Article 12, 2.b). In addition, Article 14, 5.b aims to "assist female workers in rural areas in vocational training". The Law requires each ministry to adopt gender-responsive strategies (see section below on national gender policies).

The Law on Gender Equality has 44 articles provided in 6 chapters, in which Chapter 1 with 10 articles has general provisions on gender equality goals, interpretation of terms, principles of gender quality, the state policies and contents of state management of gender quality; Chapter 2 with 8 articles has regulations on gender equality in the areas of social and family life, including political domain, economic fields, labor, education and training, science and technology, culture, information, physical training and sports, health and family; Chapter 3 with 5 articles formulates measures to assure gender equality, including measures to promote gender equality, basic principles of gender equality in the legal system, mainstreaming of gender equality in the development of legal documents, verification and integration of gender equality issues,

³⁵ Committee on the Elimination of Discrimination against Women, "Concluding Observations on the Combined Seventh and Eighth Periodic Reports of Viet Nam," 2, accessed May 16, 2023, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FVN%2FCO%2F7-8&Lang=en.

³⁶ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021.

³⁷ Committee on the Elimination of Discrimination against Women, "Concluding Observations on the Combined Seventh and Eighth Periodic Reports of Viet Nam," 3.

³⁸ Vietnam, "Law on Gender Equality", 2006

information, education and communication of gender and gender equality, and financial resources for gender equality activities; Chapter 4 with 10 articles has provisions for the responsibilities of the Government, state management agencies, organizations, family and citizens in the implementation and ensuring gender equality; Chapter 5 with 8 articles has provisions for inspection, supervision and handling of law violations on gender equality. It provides six principles of gender equality including i) men and women are equal in all fields of social and family life; ii) men and women are not discriminated against in terms of gender; iii) measures to promote gender equality shall not be considered as gender discrimination; iv) policies to protect and support mothers are not considered gender discrimination; v) ensure the mainstreaming of gender equality issues in law development and enforcement; vi) implementing gender equality is the responsibility of agencies, organizations, families and individuals.

In 2008, The Government of Vietnam (GoV) issued the Decree on detailed regulations on the implementation of the Law on Gender Equality³⁹. This Decree details the implementation of 08 Articles of the Law on Gender Equality regarding responsibilities for the state management of gender equality and coordination in the implementation of gender equality. MOLISA is responsible for performing the state management of gender equality nationwide. It has the prime responsibility for, and coordinates with other ministries, ministerial-level agencies, People's Committees of provinces and centrally run cities and other agencies in the implementation of gender equality policies and activities. Under this gender equality framework, Vietnam formulated the National Strategy on Gender Equality 2011-2020. After ten years of implementing this national strategy, Vietnam had obtained many remarkable results, substantively contributing to narrowing the gender gap in all fields, and fostering the nation's socioeconomic development⁴⁰. In March 2021, the GoV adopted the Resolution on the National Strategy on Gender Equality for the period of 2021 – 2030. This national strategy continuously aims to further narrow the gender gap, create conditions and opportunities for women and men to participate and enjoy equal benefits in all areas of social life, and contribute to the country's sustainable development.

The strategy on gender equality sets out 6 specific objectives and 20 targets in the fields of politics, economy, labor, family life, health, education and training, information, education and communication⁴¹, as summarized in Table 1 below.

Table 1 Objectives and targets of the National Strategy on Gender Equality for the period 2021-2030

No	Objectives	Description
	Objective 1	Gender equality in the field of politics
1	Target 1	By 2025, 60 percent of state management agencies and local administration at all levels will have female leaders, and this will be increased to over 75 percent by 2030
	Objective 2	Gender equality in the field of economy, labor
2	Target 1	Increase the proportion of female wage workers to 50% by 2025 and about 60% by 2030
3	Target 2	Reduce the proportion of female employees working in the agricultural sector in the total number of female employed workers to less than 30% by 2025 and less than 25% by 2030
4	Target 3	The ratio of female directors/owners of enterprises and cooperatives will reach at least 27% by 2025 and 30% by 2030
	Objective 3	Gender equality in family life and prevention and response to gender-based violence

³⁹ Gov, "Decree on detailed implementation of the Law on Gender Equality", 2008

⁴⁰ Vietnam Union of Friendship Organisations, "Vietnam exerts every effort to advance gender equality", 2021

⁴¹ GoV, "Resolution No. 28/NQ-CP to promulgate the National Strategy on Gender Equality for the period of 2021-2030", 3rd March 2021

5	Target 1	Reduce the average hours of unpaid housework and care work for women to 1.7 times by 2025 and 1.4 times by 2030 compared to men
6	Target 2	By 2025, reach 80% and by 2030, 90% of people experiencing domestic and gender-based violence will have access to at least one of the basic support services; by 2025 to reach 50% and by 2030 to reach 70% of domestic violence perpetrators, gender-based violence detected at a level that has not been prosecuted for criminal responsibility are counselled, consulted
7	Target 3	From 2025 onward, 100% of trafficked and returned victims who are found to be in need of support will be entitled to support services and community reintegration
8	Target 4	By 2025, 70% and by 2030, 100% of public social assistance establishments will deploy activities to assist, prevent and respond to gender-based violence
	Objective 4	Gender equality in the field of health
9	Target 1	The sex ratio at birth will be at 111 boys/100 girls live births by 2025 and 109 boys/100 girls live births by 2030
10	Target 2	Maternal mortality rate related to pregnancy will be reduced to 42/100,000 live births by 2025 and below 42/100,000 live births by 2030
11	Target 3	The adolescent fertility rate decreases from 23 births/1,000 women to 18/1,000 women by 2025 and below 18/1,000 women by 2030
12	Target 4	Percentage of provinces and central government cities with at least one medical facility providing pilot health care services for homosexual, bisexual and transgender people will reach 40% by 2025 and 70% by 2030
	Objective 5	Gender equality in the field of education and training
13	Target 1	Contents on gender and gender equality shall be integrated in the curricula in the national education system and officially taught in pedagogical schools from 2025 onwards
14	Target 2	The percentage of ethnic minority boys and girls completing primary education will reach over 90% by 2025 and about 99% by 2030; the lower secondary completion rate will reach about 85% by 2025 and 90% by 2030
15	Target 3	The percentage of newly recruited female students in the vocational education system will reach over 30% by 2025 and 40% by 2030
16	Target 4	The percentage of women with master's degrees among the total number of people with master's degrees will reach no less than 50% from 2025 onward. The proportion of female doctorates in the total number of people with doctoral degrees will reach 30% by 2025 and 35% by 2030
	Objective 6	Gender equality in the field of information and communication
17	Target 1	To strive for 60% by 2025 and 80% by 2030 of the population to have access to basic knowledge on gender equality
18	Target 2	From 2025 onwards, 100% of Party, government, administrative agencies, departments, branches and mass organizations at all levels will be disseminated and updated with information on gender equality and committed to its implementation. gender equality

19	Target 3	From 2025 onwards, 100% of communes, wards and townships will have at least 04 articles on gender equality every quarter on the grassroots information system
20	Target 4	Maintain 100% of radio and television stations at central and local levels having monthly columns and topics to raise awareness of gender equality

In June 2021, TT Hue Provincial People's Committee promulgated the Plan No. 212/KH-UBND for implementation of the National Strategy on Gender Equality for the 2021-2030 period⁴² with the objectives to be achieved by 2025 as summarized in Table 2 below.

Table 2 Objectives and targets of TT Hue provincial Plan for implementation of the National Strategy on Gender Equality for the period 2021-2025

No	Objectives	Description
	Objective 1	Gender equality in staff organization
1	Target 1	Strive to achieve 60% of state management agencies, local authorities at all levels with female key leaders.
	Objective 2	Gender equality in the field of economy, labor
2	Target 1	The percentage of female employees with salary will reach 50%
3	Target 2	Reduce the proportion of female employees working in the agricultural sector in the total number of female employed workers to less than 30%
4	Target 3	Reach at least 30% female directors/owners of enterprises and cooperatives out of the total number of directors/owners of enterprises and cooperatives
	Objective 3	Gender equality in family life and prevention and response to gender-based violence
5	Target 1	Reduce the average number of hours of unpaid housework and care work for women to 2 times that of men
6	Target 2	80% of people who have experienced domestic and gender-based violence have access to at least one of the basic support services; 50% of perpetrators of domestic violence, gender-based violence detected at a level that has not been prosecuted for criminal responsibility are counselled, consulted
7	Target 3	100% of trafficked persons returned who are found to be in need of support are entitled to support services and reintegrate into the community
8	Target 4	100% of public social assistance establishments implement activities to assist, prevent and respond to gender-based violence (except for specialized public social assistance establishments)
	Objective 4	Gender equality in the field of health
9	Target 1	The sex ratio at birth is 109 boys/100 girls live births
10	Target 2	Maternal mortality rate related to pregnancy is reduced to less than 15/100,000 live births.

⁴² TT Hue provincial P.C, "Plan No. 212/KH-UBND for implementation of the National Strategy on Gender Equality for the 2021-2025", 2021.

11	Target 3	The adolescent fertility rate decreases from 23 births/1,000 women to 18/1,000 women
12	Target 4	Strive to have at least one health facility providing pilot health care services for homosexual, bisexual and transgender people
	Objective 5	Gender equality in the field of education and training
13	Target 1	Integrate contents on gender and gender equality into curricula in the national education system and officially taught in pedagogical schools from 2025 onwards
14	Target 2	The percentage of boys and girls of ethnic minorities who complete primary education is over 90%; completion rate of lower secondary level is about 85%
15	Target 3	The rate of newly recruited female students, students and students in the vocational education system is over 30%
16	Target 4	The percentage of female masters in the total number of people with master's degrees is over 50%. The proportion of female doctoral students in the total number of people with doctoral degrees is 30%
	Objective 6	Gender equality in the field of information and communication
17	Target 1	Strive for 60% of the population to have access to basic knowledge on gender equality.
18	Target 2	100% of Party organizations, authorities, administrative agencies, departments, branches and mass organizations at all levels will be disseminated and updated information on gender equality and committed to implementing gender equality from 2025 onwards
19	Target 3	100% of communes, wards and townships each quarter have at least 04 news and articles on gender equality on the grassroots information system from 2025 onwards
20	Target 4	100% of radio and television stations have monthly columns and topics to raise awareness of gender equality

To achieve the above-mentioned goals, the Plan proposes common solutions such as i) strengthening the leadership and direction of Party committees and authorities at all levels in implementing gender equality work, preventing gender inequality, prevent and respond to gender-based violence; ii) highlight the role and responsibility of leaders in the implementation of regulations on gender equality; iii) integrate contents, goals and targets on gender equality into programs and plans of agencies, units and localities for implementation; iv) pay attention to allocating human resources and funds to perform the set tasks; v) develop and implement activities to promote gender equality, prevent and respond to gender-based violence; vi) raise awareness and change behavior on gender equality; vii) build capacity on gender equality for legal staff. In 2023, TT Hue provincial P.C has issued plans for the implementation of gender equality and the advancement of women, and communication on gender equality, prevention and response to gender-based violence. Based on the provincial plan, District PCs have issued their plans of actions for gender equality and the advancement of women^{43/44}.

5. REVIEW OF GENDER AND VULNERABLE GROUPS IN THE TARGET AREA

5.1. Population and households

⁴³ Huong Thuy P.C., "Plan No. 234/KH-UBND for Implementation of Gender Equality and the Advancement of Women", February 2023.

⁴⁴ Huong Tra P.C., "Plan No. 234/KH-UBND for Implementation of Gender Equality and the Advancement of Women", February 2023.

The latest updated version of the TT Hue Statistical Yearbook (2021) provides the most recent available data on population and labor and employment (*infra*). Still, the nature and depth of data are limited, and few data are gender-disaggregated.

The total population in the province reached 1,153,800 persons (312,768 households), an increase of 1.77% versus the previous year.⁴⁵ Of those, 571,200 are male and 582,600 female. 609,400 people (52.82%) are registered in urban areas and 544,400 (47.18%) in rural areas. The average number of children per woman stands at 2.32. Infant mortality of children <1 year of age is 17.4 ‰, and <5 years of age 26.2 ‰. Life expectancy at birth, province-wide, is 69.7 for males and 75.1 for females.

Following an IPCC-based, data-driven commune climate vulnerability assessment⁴⁶, the project intends to primarily target the two districts of Quang Dien and Phong Dien and Huong Tra Municipality (earlier called Huong Tra district) in their entirety (all communes). In addition, a select number of vulnerable communes in Huong Thuy municipality will also be included in the project scope, and for a few select technical interventions the whole province will be targeted.

The latest population data for these target areas are as follows:

Table 3 Vulnerability by Commune

	# communes	Of which "moderately vulnerable"	Of which "highly vulnerable"	Area	People	People/km ²
Huong Tra	10	2	7	393 km ²	65 934	168.0
Quang Dien	11	0	10	163 km ²	78 388	481.2
Phong Dien	16	5	11	946 km ²	91 287	96.5
Huong Thuy	10	3	7	428,9 km ²	102,340	238

Source: Statistical Yearbook TT Hue, 2021

The provincial literacy level (read and write) at 15 years of age is 96.3% for boys/men and 91.2% for girls/women. The representation of girls in school marginally exceeds that of boys (101.65%) at the primary level but drops to 97.78% at the lower secondary and to 78.82% at the higher secondary level. According to the Vietnam Living Standards Survey 2020, the multi-dimensional poverty rate⁴⁷ in TT Hue is 3,5%.⁴⁸

5.2. Ethnic households in the target area

The overwhelming majority of households in Vietnam still considered the poorest, are ethnic minority households. Even though there are significant differences in socioeconomic advance and poverty levels between the 54 minorities, most of these minorities live in mountainous areas, particularly in the northwest and Central Highlands. That fact of location and geography, and its many challenges, is one reason why in the future, climate change impacts are expected to reinforce minorities' structural socioeconomic vulnerabilities.

Further, evidence also suggests that ethnic minority women are much more vulnerable to climate change and disasters as compared to ethnic minority men, as well as to Kinh women,⁴⁹ due to their lower literacy rate and knowledge, lack of Kinh language skills, their isolation (living in remote villages), their dependency on natural resources, and their many cultural differences.

⁴⁵ Household number extrapolated from TT Hue's Population and Housing Survey 2019.

⁴⁶ Covering factors such as vulnerability to climate change impacts, social demographic profiles, and livelihood activities. See feasibility study Appendix B - CLIMATE CHANGE VULNERABILITY ASSESSMENT for more details.

⁴⁷ The multi-dimensional poverty measurement includes income and non-monetary dimensions such as housing, access to water and sanitation, education and health services, social and health insurance.

⁴⁸ General Statistics Office, "Vietnam Household Living Standards Survey," 2020, <https://www.gso.gov.vn/wp-content/uploads/2022/06/Khao-sat-muc-song-2020.pdf>.

⁴⁹ The Kinh are the ethnic majority people of Vietnam.

In TT Hue province, some 63,000 people (5.5% of the population) belong to an ethnic minority. Compared to national figures (14.7%)⁵⁰ that is relatively few. The main groups are the Cotu, Ta Oi, Bru-Van Kieu, Pa Koh, Pa Hy, Hoa, and Cham. They are considered the native population of the province, each minority group with its own identity and culture, characterized e.g., by a different language and clothing.

Ethnic communities in TT Hue mainly live in the mountainous districts of Nam Dong and A Luoi, and limited numbers are more scattered and in smaller groups in some other districts, primarily Phu Loc, Phong Dien, and Huong Tra. The project will specifically target the latter two, and ethnic minority groups in those areas live mainly in four of the hilly and forest-covered communes, towards the west.

PPC Decision no. 1559/QD-UBND dd. 13.7.2018 recognizes ethnic minority communities in those four communes. They are Binh Tien and Binh Thanh (in Huong Tra, now Municipality), and Phong My and Phong Son (in Phong Dien district). Some basic info on these four communes below:

Table 4 Ethnic minorities in project communes

I	Huong Tra (municipality, earlier district)	Ethnic minorities in both communes together total 1,002 people (295 HHs). District authorities and Women's Union report that they face many challenges and constraints due to their low level of education and limited skills and that more efforts are needed to improve their livelihoods further.
1	Binh Tien commune	
2	Binh Thanh commune	
II	Phong Dien (district)	Ethnic minorities in both communes in total 1,175 people, belong to Pahy, Paco, Van Kieu and Ta Oi minorities. In recent decades, with overall development in the province and the country, these people's lives have changed quite dramatically. The current average income p.c. is around 40 million VND/year, with the number of "poor households" per Vietnam's poverty classification decreasing yearly. Ethnic people's livelihoods in these target areas are mainly based on commercial trees e.g. rubber, raising cattle and poultry, and eco-tourism services.
3	Phong My commune	Total population 6,475 pax, spread over 10 villages and hamlets, with ethnic minority groups: 537 pax (8.3% of commune pop), clustered primarily in two villages, Ha Long and Khe Tran.
4	Phong Son commune	Ethnic minorities: 638 pax (173 HHs).

On 18.6.2021, through Decision No. 433/QD-UBND of the Minister, Committee for Ethnic Minority Affairs, five ethnic minority villages in TT Hue were also selected to receive special attention and support from the central government. Two are in Huong Tra: Bo Hon village (Binh Thanh commune, 68 EM HHs), and Village 5 (Binh Tien commune). Due to the parallels and overlap between ethnic minorities and the poorest communes and communities, two villages in Phong My commune, three in Binh Tien, and one in Binh Tanh are also on the list of 63 nationally recognized "villages with special difficulties" in TT Hue that by Prime Minister's decision are entitled to receive special support.⁵¹

Whereas limited in number (2,177 people) and concentrated in villages in just four communes, the project will pay special attention to vulnerable groups, including these ethnic minority communities, and develop systems and mechanisms to ensure meaningful participation in the planning and implementation of project activities. Besides women from ethnic minority groups, vulnerable groups or individuals include poor households, women and men living with disabilities, rural or migrant women, and single mothers. The activities will be specifically designed to respond to the major climate challenges and needs of vulnerable communities, starting with

⁵⁰ UNDP (2022), pp 23-24

⁵¹ "Prime Minister Decision No. 582/QD-TTg," April 2017.

climate change and DRR awareness raising and including increased protection from climate events and impacts.

5.3. Climate change impacts and vulnerabilities

In Vietnam, most multidimensional inequality research identifies poor households, women, and ethnic minorities living as farmers and smallholders as sections in society much more affected than others by the various impacts of climate change and disasters.

For example, a recent research report by the Mekong Development Research Institute (MDRI) and Oxfam highlighted the social and gender impact of increasingly scarce water resources caused by climate change, with poor households, older people, and single women households being much more affected, including through the increased health risks that come with it.⁵² Vietnam's recently updated NDC report refers to rising temperatures and prolonged heatwaves as significantly affecting human health, with specific categories of people (elderly, women, children, and people with chronic/respiratory diseases) being much more vulnerable than others.

The GoV recognizes the increased vulnerabilities of so-called vulnerable categories to climate change, as is reflected in various laws, policies, and programs e.g., the Law on Natural Disaster Prevention No. 33/2013/QH13. Recent Circular No 10/2021/TT-BKHDT dated 22.12.2021 on the integration of natural disaster prevention measures into sectoral and socioeconomic development plans not only added single women households to the list of vulnerable people but in Article 8 also specifically highlights the importance of gender-based needs. This aligns with and is partly in response to Vietnam's international commitments to mainstream gender equality and women's empowerment in responding to climate change.⁵³

TT Hue is particularly prone to tropical cyclones, typhoons, floods, and droughts. These are getting more frequent and intense and more impactful as well. Besides increasing personal risk, these events often cause immediate damage to personal assets and loss of livelihoods for households in project target areas primarily engaged in farming, aquaculture, forest activities, and livestock. With the general tendency, that impact is usually much more significant for more vulnerable households — particularly poor, single women, and ethnic minority households — who tend to live in more inferior quality housing, in more vulnerable locations, have limited assets, and have limited or no savings. Besides a possible direct impact, these events have multiple indirect consequences, often long-term and once again more impactful for vulnerable households, for example, through price inflation of essential food products or increased risk from water-borne diseases.

In TT Hue, the Centre for Social Research and Development (CSR) has done a lot of research on gender perspectives and the impacts of climate change. In one of their recent studies on gender differences in flood resilience, they found that men and women have very different perceptions and deal with the impact of floods quite differently. Pre-flood, women are more worried and somewhat fatalistic in attitude, and post-flood, have more significant difficulties in recovering, physically and materially as well as psychologically.⁵⁴ The primary reason behind this is the increased "caring" responsibilities shouldered by women. Additionally, there exist various economic, political, and social barriers that hinder women's capacity to effectively respond, recover, and adapt to the impacts of climate change. The latter is also highlighted *inter alia* in Vietnam's recently updated Country Gender Equality Profile (CGEP 2021).⁵⁵ Whereas women prove time and again to be quite resilient and effective in dealing with the aftermath of natural disasters, they are rarely involved in climate change adaptation and disaster risk mitigation planning and management, which is male-dominated.⁵⁶ Hence, programs and plans, especially at the local level, do not sufficiently consider women's and vulnerable groups'

⁵² MDRI and Oxfam, "Impacts of Climate Change and Disasters on Multidimensional Inequality in Vietnam," 2022.

⁵³ Institute of Strategy and Policy on Natural Resources and Environment, UNEP, and UN Women, "The State of Gender Equality and Climate Change in Vietnam," 2021.

⁵⁴ CSR, "Gender Differences in Flood Resilience in TTH", CSR, 2018.

⁵⁵ Australian Aid, ADB, ILO, UN Women, "CGEP_Full Report_English," 2021, 19–32; 266–69.

⁵⁶ As an example, as per latest Decision by TT Hue PPC (2021), the provincial Committee for Disaster Control and Management has 42 members, with 39 of the appointed representatives being male, and only 3 being female. These 3 are the head of the provincial WU, head of the Red Cross, and Director of TT Hue Radio and Television. Whereas the Women's Union is a member of that Committee, at all levels (provincial, district, commune), data indicate that in reality, across Vietnam, they are often not invited, especially to committee meetings at lower level (district, commune).

unique needs and requirements. And more than that, they do not consider women for what they can be: a potential force, both pre and post-climate events.

5.4. Women in the agricultural sector

Agriculture remains the backbone of the Vietnamese economy, and due to its high exposure to climate change impacts — higher temperatures, sea level rise, floods, droughts, increased salinization of soil (and in TT Hue lagoon water) — the agricultural sector is most vulnerable. To the extent that the World Bank predicts that by 2050 if substantial adaptation measures are not taken, the impact of climate change on agricultural output will reduce Vietnam's GDP by 2.4% every year.⁵⁷

Women play a critical role in agriculture in Vietnam, and in rural areas, it is by far the most critical sector for women's economic activities and livelihoods, their proportion in the sector being substantially higher than that of men. For that reason, many women are particularly vulnerable to climate change impacts.

Furthermore, the sector-specific vulnerability of women in agriculture is reinforced by a range of additional factors, such as (i) their higher dependency on natural resources for livelihoods, (ii) their concentration in the informal sector, with the large majority engaged in subsistence agriculture (hence salaries 77% lower than that of men), (iii) the time factor, with women taking on more household responsibilities leading to less time to participate e.g., in extension training classes⁵⁸, (iv) low levels of land ownership, and (v) limited participation in decision-making, at the political, community and household level.⁵⁹

All this is in a sector already characterized by the lowest average income of the three main economic sectors. Hence, a large outflux in recent years from agriculture, and into the industry and the service sector, with more women than men making that move.⁶⁰ It is also worth noting that qualitative data indicate that higher temperatures are already a clear additional factor leading to that outflux from certain agricultural activities, including in the fisheries and aquaculture sub-sector, where young workers, including many women, are increasingly seen quitting the sector for work in off-farm domains⁶¹ and where the elderly population active in farming, forestry, and aquaculture are seen making fewer hours, leading to lower incomes.⁶²

Despite Vietnam's comprehensive legal framework in support of gender equality, rural women's access to essential productive resources such as land, training/skills, information, technology, and credit remains limited. As observed by the FAO, if these women were to have equal rights and the same level of access to these resources as men, it would increase agricultural output by 20-30%. Whereas the gender gap has narrowed significantly in recent years, e.g., with women increasingly getting land tenure titles, it is progressing much slower among low-income, often less educated categories.

The above realities for rural Vietnam apply to TT Hue and the identified project area. Due to its specific geography and topography, conditions in the agricultural sector are particularly challenging. By and large, most of the project target area (some 80%) consists of low-lying coastal and (poor quality) sandy/dune areas as well as a large lagoon covering much of one of the target districts (thus limiting land for agriculture). And in some (large) communes in Phong Dien and Huong Tra, to the West, some 20% consists of uphill and forest areas. The main livelihood activities in these areas were described above. Over the last decades, the increasing frequency and impact of storms and floods brought a lot more damage and monetary loss to households in low-lying areas, primarily due to devastating floods with 2-3 meters high water levels. But loss of life and casualties were almost exclusively limited to the hilly and mountainous areas, primarily because of landslides.

⁵⁷ UNDP, "Mainstreaming Gender into the National Adaptation Plan (NAP) Process - Background," UNDP, 2022.

⁵⁸ E.g. in spite of women's primary role (75%) in some sub-sectors like livestock, only 20% of participants in livestock extension training classes are women (MDRI/Oxfam, 2022)

⁵⁹ On 14.3.2023, the project formulation team met at the Department of Agriculture and Rural Development (DARD). All heads of divisions and sub-divisions were present in the meeting, some 10 people in all. All were men.

⁶⁰ UNDP (2022), pp 48; and MDRI/Oxfam (2022), "Impacts of Climate Change and Disasters on Multidimensional Inequality in Vietnam", pp 89-91.

⁶¹ MDRI/Oxfam (2022), pp 90-92.

⁶² Agence Française De Développement, "Vietnam Climate Change Impacts and Adaptation" (Gemmes Project)," 2021, <https://www.afd.fr/en/ressources/gemmes-vietnam-climate-change-impacts-and-adaptation>.

In the future, unless tackled by specific (government, project) interventions, many rural women in TT Hue will face more, not less, challenges due to climate change. The gender pay gap is expected to widen further, says the Gemmes report⁶³, and disasters are likely to push women even more into the informal sector, further worsening their economic conditions and vulnerabilities. Women in the province are also heavily affected by Land Tenure Certificates, which are still mostly held by men, hence continued difficulties accessing loans, for example (as indicated by Agribank management). Female-headed households have less adaptive capacity to cope with climate change due to their more limited access to not only credit but also information, technologies, technical training, and have less time to do something about it. And despite some good intentions, women in TT Hue are also not well represented, if at all, in leadership positions, including in disaster management committees at provincial and local levels.

Like elsewhere, these obstacles not only determine rural women's lives and livelihoods at present, but they also have a significant impact on their adaptive capacities in the future to adjust to a rapidly changing productive environment due to climate change and to prepare for and respond to the increasingly severe climate events as evidenced in recent years.

5.5. Division of labor

The labor force in TT Hue province (>15 yrs) is 623,700 strong, 51.98% of those being male and 48.02% female. 560,300 of those are in employment, self-employed or salaried, as per the following division:

Table 5 Labor force in TT Hue province

	# workers	%
Primary sector (agri, forestry, fisheries, livestock)	124 300	22.19
Secondary sector (industry, construction)	186 900	33.36
Tertiary sector (services)	249 100	44.45
	560 300	100.00

Source: Statistical Yearbook TT Hue, 2021

As per data in the provincial statistical yearbook 2021, compared to five years earlier, the number of workers in agriculture (174,345 in 2016) decreased by 29%, that in industry (137,970) increased by 35%, and in services (291,269), surprisingly, decreased by 14.5%.⁶⁴

Unfortunately, no detailed data (let alone disaggregated data) is available on work/employment in TT Hue within that primary sector. However, it is general knowledge that most people living in low-lying areas are mainly engaged in farming (paddy, vegetables, fruit trees), the vital sub-sector of aquaculture and fisheries, and to a lesser extent in livestock rearing. In the uphill and mountainous regions, people rely primarily on rice farming, forestry products, livestock, and increasingly community-based tourism (although still small).

Whereas it is almost exclusively men involved in offshore fishing, aquaculture, and farming, both men and women share the work, with a clear internal division of tasks. In livestock rearing, women are usually responsible for the work.⁶⁵

Nearly 29% of workers in TT Hue are trained/skilled, with a significant geographical difference between urban vs. rural (37% vs. 20%, respectively).

⁶³ Agence Française de Développement (2021), "Vietnam Climate Change Impacts and Adaptation" (Gemmes project, <https://www.afd.fr/en/ressources/gemmes-vietnam-climate-change-impacts-and-adaptation>)

⁶⁴ Statistical Yearbook TT Hue 2021, pp 81.

⁶⁵ "Gender in agriculture and rural development in Vietnam", <https://www.hoiphpn.org.vn/tin-chi-tiet/-/chi-tiet/gioi-trong-nong-nghiep-va-phan-trien-nong-thon-viet-nam-91-7.html> ; Nguyen Dang Hao, Philippe Lebailly, Pham Khang Tu (2008) "Gender issues in the coastal sandy zone of TT Hue province", in: "Improving food crop productivity in the coastal sandy area of TT Hue Province Central Vietnam, pp 287-299.

The unemployment rate in 2021 for working-age people stood at 3.60%, with little difference between urban and rural areas (3.78% vs. 3.41%), and the rate for males 2.95% vs 4.36% for females.

Due to the increasing challenges, including climate-related challenges, men seem to move more quickly than women to wage labor, and into other sectors as well, which is explained by men's greater liberty due to their more limited role in household activities.

5.6. Decision-making power and participation in governance

Vietnam's latest CGEP 2021⁶⁶ (updated every five years) pays a lot of attention to women's participation at the policy level, both publicly and privately, as many gender-related issues and obstacles are being preserved due to women's under-representation, sometimes lack of representation, and women not having an efficient platform to raise their voice.

As indicated above, this is generally true for issues related to agriculture, where men mostly make the decisions (and women do most of the work). And it is certainly also true for matters related to climate change adaptation and disaster preparedness and response.

Except for the top echelons of politics and administration, few data on women's representation are available, highlighting a significant bottleneck. However, it is clear that at the policy level, women are almost absent in specific sectors, e.g., urban planning, construction, transport, and energy. Likewise, they also have deficient levels of representation in various disaster risk management bodies at all admin levels, national to local. Hence, little consideration of gender-specific needs and impact.

TT Hue key policy-making institutions (Communist Party, People's Council, People's Committee) have been actively promoting and trying to increase women's participation and engagement at the policy level in various ways. However, an Oct 2021 review by the TT Hue Department of Home Affairs reports that despite many efforts, the number of women as cadres in decision-making bodies at all levels remains far below target. In 2015-2020 it increased by just 5%, or 1% per year, vis-à-vis the previous 5-year period, and now stands at 20-25%, meaning one in every 4-5 cadres is female across the board.⁶⁷ And in some key public bodies, sectors, or departments, it is much less. Including those related to natural resource management, environmental protection, CCA, and DRR planning and management, as reported by the CGEP⁶⁸, various CSRD reports, and others.⁶⁹ While playing a pivotal role in responding to climate impacts, if and when women are not involved in CCA and DRR decision-making, the chances that their specific needs and vulnerabilities are sufficiently considered, are limited. And so is their resilience.

5.7. The situation of GBV in the project area

Gender-based violence (GBV), rooted in gender inequality, continues to be one of the most pervasive human rights violations, also in Vietnam. Various Vietnamese laws and legal instruments cover GBV, including sexual violence and harassment.⁷⁰ Despite significant progress in the last decade, GBV remains a severe issue, across Vietnam, with a much higher prevalence in rural areas. About 2 in 3 of ever married women have experienced violence by their husbands/partners in their lifetime, and nearly 1 in 3 have experienced in-relation sexual violence in the past 12 months. Half did not tell anyone, and 9 out of 10 did not seek help. 13.3% of women 15+ years old have experienced non-partner sexual violence. And about 1 in 10 have experienced some form of sexual harassment.⁷¹

⁶⁶ UN Women, AusAid, ADB, ILO (2021), "Vietnam Country Gender Equality Profile".

⁶⁷ TT Hue Department of Home Affairs (8.10.2021), "TT Hue work of promoting equal opportunities for women to participate in politics".

⁶⁸ UN Women, AusAid, ADB, ILO (2021), "Vietnam Country Gender Equality Profile".

⁶⁹ A key provincial department like Agriculture and Rural Development has in TT Hue close to zero women in head or deputy head positions. The same counts for the provincial Committee for Disaster Management and Control, where only the Women's Union has a seat at the (large) table.

⁷⁰ Law on Marriage and Family (2014), Gender Equality Law (2006), Law on Prevention and Control of Domestic Violence (2007), Penal Code (2015), Law on Children (2016), Labour Code (2019)

⁷¹ UN Women, AusAid, ADB, ILO (2021), "Vietnam Country Gender Equality Profile", pp 24-25.

In TT Hue, several reports and articles, primarily based on government info, give a picture of the problem and tendencies in the province. Based on 2019 data from the Department of Labour, Invalids and Social Affairs (DOLISA), Women's Union, and Farmers Union, 3,065 domestic violence (DV) cases were formally reported in 2010-2019. As government sources confirm, these registered cases are only "the tip of the iceberg". 90% of cases are about women. In 9% of reported cases, children were the victim. And in 5% of cases, it was older people. Cases reported are about physical abuse, as against mental abuse. And prevalence is believed to be much higher in rural areas and among certain groups of women (women with disabilities, ethnic minority women).⁷²

In 2010-2017, GBV in the province is reported to have decreased by 63%. Whereas data have to be treated cautiously, the overall tendency can be considered reliable and in part can probably be explained by a range of targeted interventions in the last 5 to 10 years. Through various government agencies and mass organizations, TT Hue province is applying 50 models of DV prevention and control, and 139 DV clubs were established at the commune level, with members not only women but also grandparents and children. A 2016 article by DOLISA referred to 113 DV hotlines, 247 counseling facilities, and 579 safe houses. It informed that the number of DV victims that received counseling, medical treatment, or assistance in safe houses is increasing yearly, whereas overall reported DV cases are decreasing.⁷³

In 2019, DOLISA, in collaboration with the Hue city authorities, launched an "Action month for gender equality and GBV prevention and control" (15.11 to 15.12). This was primarily an information, education, and communication campaign, with e.g., training courses organized by the Farmers Union to officials and to their members, with a focus on the DV legal framework, gender equality, counseling options, role of men in DV work, dealing with conflicts, mediation, etc. Huong Tra town was one place where this training was organized.

Overall, data indicate increasing awareness, and many relevant actions, with encouraging results. However, the latest data suggest that since the numerous Covid lockdowns in 2019-2021, the number of DV cases reported has again increased.⁷⁴

6. GENDER EXPERTISE IN THE PARTNER ORGANIZATIONS

The government of Vietnam established the National Committee for the Advancement of Women (NCAFW) at the national level, along with Committees for the Advancement of Women (CAFW) at the province, district, and commune levels. The NCAFW is a crucial institution for promoting gender equality in the country. NCAFW is an inter-sectoral government body that advises the Prime Minister on issues related to the advancement of women in Vietnam. Its primary responsibility is coordinating efforts among ministries and local governments to address women's issues. The committee comprises 21 members, including Deputy Ministers from 12 Ministries and eight ministerial-level agencies. The MOLISA Minister serves as the Chair of the NCAFW, and there are two Vice-Chairs: the President of Vietnam's Women Union and the Vice Minister of MOLISA.⁷⁵

The government of Vietnam formed CAFWs across all ministries and sectors. At the ministerial level, a Vice Minister is the chairperson of the CAFW. Further, all 63 provinces/cities have formed CAFWs at the provincial, district, and commune levels. The Chair or Vice Chair of the People's Committees typically presides over the CAFW at the local government level. At the provincial level, the CAFW can work with the Department of Labour, Invalids and Social Affairs (DOLISA) to carry out gender equality activities.⁷⁶

During interviews conducted in Hue province⁷⁷, DOLISA and the Vietnam Women's Union confirmed the operations and set-up of the CAFW. They explained that the provincial CAFW is headed by a vice chairperson

⁷² TT Hue Farmers Union (2019), "TT Hue: 63% reduction in domestic violence cases", <http://giadinh.bvhttdl.gov.vn/thua-thien-hue-giam-63-so-vu-bao-luc-gia-dinh/>; TT Hue Dept of Labour, Invalids and Social Affairs (DOLISA, 16.11.2016), "Thua Thien Hue: The number of domestic violence victims receiving assistance increases", <https://tiengchuong.chinhphu.vn/thua-thien-hue-so-nan-nhan-bao-luc-gia-dinh-duoc-tro-giup-tang-11315481.htm>

⁷³ Ibid.

⁷⁴ UN Women, AusAid, ADB, ILO (2021), "Vietnam Country Gender Equality Profile", Foreword pp 6-7.

⁷⁵ UN Women, "Country Gender Equality Profile," 2021, 55, <https://asiapacific.unwomen.org/en/digital-library/publications/2021/10/country-gender-equality-profile-viet-nam-2021#view>.

⁷⁶ UN Women, 55.

⁷⁷ Minutes of meeting with DOLISA office, Hue city, March 17, 2023

of PPC and co-chaired by representatives of DOLISA and the VWU. DOLISA explained that the primary focus of the CFAW in Hue Province is capacity building in gender equality, with topics closely aligned to its members' technical functions and responsibilities. Members include delegates from various agencies, such as the Center for Ethnic Minorities (CEM), which monitors and supervises ethnic minority matters⁷⁸; the Department of Internal Affairs, which guides mobilizing and integrating women into the political arena; and the Department of Health, which has a policy aimed at improving care services for women.

Interviews conducted with DONRE and DARD at provincial and district levels indicated that they regarded gender equality issues mainly as the sphere of responsibility of the Vietnam Women's Union and not their own business. During the interviews, the Women's Unions at province and district levels confirmed collaboration with line ministries, such as DARD, to implement activities on the ground. Yet, it remains unclear how gender issues are integrated into the department's strategic planning and policy development or how staff is trained on gender matters. This challenge is also highlighted by FAO⁷⁹ criticizing even at ministerial level, the "capacity for gender-related activities within the functional and management units of MARD is limited to a few members of the CFAW who are trained on gender analysis". Insufficient institutional and human capabilities, restricted financial resources, and conflicting procedures may impede the practical implementation of gender equality.

Considering limited capacities concerning the promotion of gender equality within technical line departments, the Women's Union will be a valuable partner for project implementation regarding women's empowerment and integration of gender aspects in project design. As a mass organization within the political system, the VWU has the authority to promote gender equality, advance women's rights, and mobilize society for the development of women. The VWU has national, provincial, district, and commune branches.⁸⁰

Interviews confirmed that economic empowerment and access to financial resources are vital mandates of the WU in Hue province. In a previous project funded by LuxDev in Hue province, project activities were successfully implemented with the support of the WU. The activities aimed at enabling more accessible credit for investment in production and business activities for women. Under this activity, the project improved the capacity of WU members on credit fund management, established savings and credit groups in three districts, and developed smallholder capacities in animal husbandry and aquaculture for the effective use of funds. Moreover, jointly with the WU, Gender Action Plans have been developed and implemented: One in each of three target districts. Both partners, WU and LuxDev, assessed this collaboration as very valuable. Therefore, drawing on the vast experience of empowering women and its extensive grassroots network, the WU would be a beneficial partner for safeguarding gender equality in project implementation.

LuxDev is the accredited entity that will provide gender expertise in the implementation of the GAP. LuxDev is in line with the commitment made in the EU's GAP III to introduce strict rules for the implementation and monitoring of gender mainstreaming in all sectors, including agriculture and mixed financing. Within the "Climate Adapted Local Development and Innovation Project" in Vietnam they assisted lagoon and coastal communes of the three target districts in TT Hue province in their socio-economic development and adaptation to climate change. One of the main tasks of the project was to develop and improve targeted training programs in gender issues. The main objective was to improve access to economic opportunities and/or strengthen the livelihoods of at least 25% of women.

7. RESULTS OF CONSULTATIONS

⁷⁸ Minutes of meeting with CEM office, Hue city, March 17, 2023

⁷⁹ FAO, "Understanding Women's Participation in Forestry in Viet Nam,," Policy Brief, 2015, 2, http://www.fao.org/fileadmin/templates/rap/files/meetings/2015/150210_Viet_Nam_brief.pdf.

⁸⁰ UN Women, "Country Gender Equality Profile," 56.

7.1. Overview of consultation events

During project formulation, the design team conducted two in-country missions. The first mission occurred from March 13 to 22, 2023, accompanied by the international environmental and social safeguards expert and the national support expert. After the first mission, the national expert continued selected consultations on a demand-driven basis. A second mission took place from June 8 to 14, 2023. This mission focused on technical design questions and did not have an explicit safeguards focus.

The following table provides an overview of interviewed stakeholders.

Table 6 Overview of consulted stakeholders

Date	Institution consulted	Level	Total	Male	Female
15.03.	VWU (Vietnam Women's Union)	Province	3	-	3
17.03.	PFPDF (Provincial Forest Development and Protection Fund)	Province	3	2	1
15.03.	Loc Troi Rice Company	Province	1	1	-
20.03.	Hue Viet Agribank-Company	Province	1	-	1
20.03.	DPI (Department for Planning and Investment)	Province	4	3	1
18.03.	DONRE (Department of Natural Resources and Environment)	Province	7	5	2
18.03.	DOLISA (Department of Labour, Invalids and Social Affairs)	Province	3	2	1
15.03.	DARD (Department of Agriculture and Rural Development)	Province	11	10	1
14.03.	CSRD (Centre for Social Research and Development)	Province	3	1	2
17.03.	CRD (Center for Rural Development)	Province	2	1	1
14.03.	CORENAM (Center on Natural Resources Management)	Province	2	1	1
13.03.	CEM (Committee for Ethnic Minorities)	Province	3	2	1
17.03.	Agribank	Province	5	3	2
17.03.	Phong Dien DPC, DONRE, DARD, DOLISA, VWU	District	28	20	8
16.03.	Huong Tra DPC, DONRE, DARD, DOLISA, VWU	District	20	15	5
17.03.	Huong Thuy DPC, DONRE, DARD, DOLISA, VWU	District	11	8	3
16.03.	Vinh My (Organic Vegetable LuxDev Model 2)	Commune	7	5	2
16.03.	Phu My 1 Community Cooperative (LuxDev Model 3)	Commune	3	3	-
14.03.	My Hai Ag Cooperative (LuxDev433 Model 1)	Commune	7	6	1
08.06.	Quang Dien(DPC, DONRE, DARD, DOLISA, VWU	District	26	14	12
09.06.	Hue Seed Company	Province	4	3	1
12.06.	WWF Office Hue	National	2	2	0
13.06.	Song Huong Protection Forest Mgmt Board	Province	3	2	1
13.06.	Hoa Nen Essential Oil Company	Province	2	2	0
14.06.	Provincial Consultation Meeting	Province	29	18	11
16.06.	Ministry of Planning and Investment	National	2	1	1
			190	130	62
			100%	68%	33%

During the March mission, the mission team collected information concerning the provincial and district status of gender equality and vulnerable groups. This information, including assessments, statistical data, information on public activities, and plans, fed into the Environmental and Social Action Plan and the Gender and Social Inclusion Action Plan.

During the mission, the project design was presented to relevant stakeholders, who provided positive feedback and showed interest in collaborating. This positive development will foster partnership and support for the project.

The mission team recommended measures to empower women and to ensure equal participation of men and women in project activities. Women's Union (WU) involvement will be essential in achieving this objective. The GAP formulates specific actions to ensure sufficient participation of, and benefits for women and vulnerable groups.

The number of ethnic groups in the target area was assessed as small, some of these communities have well-developed livelihoods, and some are vulnerable and poor. Other vulnerable groups discussed during the mission include poor households and people with disabilities. Vulnerable households depend on natural resources for their livelihoods and have low resilience to the impacts of climate change. The project considers the needs of these vulnerable groups and developed strategies to mitigate their vulnerabilities.

7.2. Relevant issues raised and responses

The following table provides an overview of relevant issues raised during the consultations. The table summarizes key aspects, indicates who raised these issues, and explains how the project proposal addresses these aspects.

Table 7 Relevant issues raised during consultations and responses

Summary of key aspects	Raised by	Response
Barriers to women participation		
<p>Although women have more opportunities today than before, they still face significant time constraints due to household work. This challenge is especially true for ethnic minority women, who often have fewer resources and support systems. In contrast, Kinh women tend to share household responsibilities more equally with men, resulting in fewer time constraints. Measures to reduce restrictions:</p> <ul style="list-style-type: none"> Strengthen training programs and increase awareness-raising efforts among men. Collaborate with farmer unions to empower women and address barriers. Promote gender equality early on by changing the behavior and mindset of men. 	DOLISA and VWU in Huong Tra District	<p>Changing the mindset of men and women is a long-time endeavor that is beyond the boundaries of this project. Yet, the project will put effort into raising the awareness of both genders concerning gender equality.</p> <p>Training programs will be targeted at women and men, with a minimum quota of 50% women participation set in the Gender and Social Inclusion Action Plan. For community gatherings and training sessions, women will be explicitly invited. Where relevant and suitable, the training will raise awareness about the importance of female participation in the project activities.</p>
For women, barriers to participation are lower educational levels, the mindset of people (e.g., the family should be the primary responsibility of women)	DOLISA and VWU in Huong Thuy District	See response above.
<p>The project should pay attention to the training timing – it should meet women's needs.</p> <p>Suppose the project provides support to ethnic minority women. In that case, it should establish small groups – technical training on chicken raising, veterinarian services – training should be "on the spot" – to prevent lectures, instead keep it practical.</p>	Provincial DOLISA	<p>Prior to trainings sessions, the most suitable timing for men and women will be assessed. Local stakeholders and institutions, such as the WU, will provide recommendations on suitable timings and location. If needed, separate meetings will be held.</p> <p>Training will generally be practice-oriented and focused on the development of agricultural value chains and ecosystem-based adaptation "on the spot", meaning where the vulnerable communities are settled.</p>
It's essential to capacitate all family members on empowering women to ensure that women's workload does not become too high. Additionally, involving women	CRD	See response above.

in technical training is crucial. Before conducting training, we need to assess the interests of women and their household situations to ensure that they receive appropriate training and support. A survey could be undertaken to determine the needs of women and how best to integrate them into training programs.		
<p>Main barriers for women: Household responsibilities for women, children, no time to participate, and sometimes women take their children to the training.</p> <p>As the best ways to involve women, CSRD recommended:</p> <ul style="list-style-type: none"> • Identify women leaders, with the support of provincial WU • Build a relationship with women leaders, same for ethnic minority women • Talk to village groups, observe their behavior, and develop ways to collaborate with them • Worked to build a safe atmosphere where they could share ideas <p>Explain the benefits of the project to the groups</p>	CSRD	<p>We welcome those recommendations. The project plans to collaborate with the Women's Union and female leaders at province and district levels.</p> <p>Community gatherings and training can be held for women only groups if safe environments are needed.</p>
<p>Participation barriers for women are a significant issue, as institutional capacity is often lacking, and policy documents do not prioritize gender. For example, although there is a new policy on emission reduction (decree no. 107), ethnic minority women are not being mainstreamed, even though they play a critical role in forestry. Similarly, new development programs make no mention of women, especially ethnic minority women. We need to educate our partners at the local government level about the importance of targeting women and including them in these programs.</p>	CRD	<p>Implementing partners will be trained on gender equality matters and the importance of women participation in project activities. The Gender and Social Inclusion Action Plan has defined a respective activity (see Activity 1.2).</p> <p>Output 1 will specifically address women's needs in early warning systems. The objective of Activity 1.1 is to improve early warning systems and forecast capacity to allow local government agencies and communities to better prepare for climate-hazards ensuring women are involved in decision making and planning structures. To fulfil this objective, the following activities are foreseen:</p> <p>TAO will technically support district and commune CCs in organising IEC and capacity building activities to ensure women participation; LuxDev will bring in a gender expert to provide technical support to ensure women participation in capacity building activities; A required proportion of female beneficiaries per activity will be formulated in the activity implementation plan; Performance target with disaggregate data by sex will be set forth for monitoring and evaluation per activity.</p>

		<p>The activities are described in more detail in the Gender and Social Inclusion Action Plan (Activities 1.1-1.3, and cross-cutting).</p> <p>In those few communities in which EM women reside, a quota will be foreseen for EM women participation.</p>
<p>It's important to note that women often have many household responsibilities, making it challenging to socialize with people outside of their community. Women often have less decision-making power regarding their families' economic activities than men. However, in some areas, women are more active than in others because of the Women's Union, which is very active and mobilizes them.</p> <p>Women are often called the "accountants of families" as they manage the household finances. However, ethnic minority women have less decision-making power when spending money. In contrast, among the Kinh, women make more decisions and then discuss with their husbands to reach a joint decision.</p>	CRD	<p>The project will ensure to invite both spouses, men and women, to community gatherings and training. Joint decision-making will be promoted as far as within the project's sphere of influence. Active support of WU will be sought.</p>
<p>Consider the following recommendations for women's inclusion:</p> <ul style="list-style-type: none"> ▸ Ensure gender balance by including both women and men in the project. ▸ Engage women by leveraging social assets and promoting active participation to understand their unique contributions better. ▸ Conduct a thorough needs assessment before planning activities to ensure they are relevant and practical. ▸ Strive for diversity in the number of participants, including women from different backgrounds, who can bring varied experiences and perspectives to the project. ▸ Maintain regular communication with women, who often juggle multiple responsibilities and may not be able to participate simultaneously or frequently. ▸ Recognize that some women may face additional barriers to participation, such as pregnancy or family duties, especially those working in the informal sector, such as market sellers or fishers. ▸ Consider the use of different communication channels, such as Zalo, to connect with women of different ages and backgrounds, recognizing that younger women may be more responsive than middle-aged or older women. ▸ The project should encourage women to participate, despite the cultural belief that it may be a waste of time for them. It would help if you acknowledged 	CKC	<p>The project appreciates those recommendations. The GAP integrates these recommendations across all activities; including collaboration with WU, participation of women in training and workshops, and activities support of women to address barriers for participation.</p>

<p>that women have a high workload and aimed to make it as easy as possible for them to participate.</p> <ul style="list-style-type: none"> While men are often seen as the head of households and primary decision-makers, the project should recognize the importance of including women's voices and perspectives. To ensure balanced participation, work closely with women's groups (such as the Women's Union) and their leaders, who are instrumental in supporting and encouraging women to participate. Involve women's groups in disseminating invitations and training delivery to increase women's participation and involvement in the project. 		
<p>When working with ethnic minorities, observe how people work, including women. Your activities should link with their capacities/practices. Women are often busy with households and have a lack of time.</p> <p>Ethnic minority women prefer to work as a collective group. Women are interested in working together to plant trees.</p> <p>Language is not a strong barrier, even for ethnic minorities. Most speak the Kinh language; only reading is an issue. Older adults have problems with language. Compared to ten years ago, women and men are equal in language and understanding.</p>	CORENAM	<p>The project will promote collective action by local communities, involving men, women, and mixed-groups.</p> <p>For instance, sub-activity 1.1.3 will Scale up the Community-based Early Warning System (CBEWS) model in target vulnerable communes: This activity supports the scale-up of the CBEWS model successfully implemented with the support of LuxDev project VIE/433. CBEWS is a system developed, managed, and sustained by the community itself, in which the empowerment of the people is the center.</p> <p>Moreover, sub-activity 3.1.1 "Implement and scale up climate resilient agriculture models and practices for key local value chains" will strengthen the capacities and provide inputs to farmers, Farmer Groups, Women's Groups, agricultural Cooperatives, and farmer extension to transition to more climate-resilient production practices for Rice, Thanh Tra Pomelo and Lotus.</p> <p>As the project will not work in areas where significant EM groups reside, using Kinh language is not expected to constitute a problem. In case translation is needed, an interpreter will accompany meetings and training.</p>
Vulnerability to climate change and gender		
<p>Women are disproportionately affected by the impacts of climate change. For example, in a storm or flood, women in mountainous areas (e.g., those who rely on fruit trees or acacia for their livelihoods) and women in the plains who engage</p>	DOLISA and VWU in Huong Tra District	<p>The project foresees several measures that addresses the vulnerabilities of local communities, including women and men. These activities include, among others:</p>

<p>in vegetable and rice cultivation can lose their means of earning a living. Livestock and poultry are also affected.</p> <p>Several measures are feasible to support women in these vulnerable situations:</p> <ul style="list-style-type: none"> ▸ Firstly, it is essential to mobilize and educate people on the impacts of climate change and how to prepare for and respond to natural disasters. ▸ Secondly, support can be provided to help communities rebuild their sanitation systems after floods or storms. ▸ Another way to support women is by providing them with climate-adaptive species resilient to extreme weather conditions. <p>Additionally, providing emergency supplies like boats can help rescue both men and women in the aftermath of a disaster.</p>	<ul style="list-style-type: none"> ▸ Sub-activity 1.1.3 will Scale up the Community-based Early Warning System (CBEWS) model in target vulnerable communes: The project support includes activities of capacity building trainings; communication and awareness raising on natural disaster prevention; consultation, planning and development of regulations for CBEWS operations disaster warning facilities such as water level measurement poles and flood warning poles; and distribution of disaster risk maps and evacuation plans. Interventions under this sub-activity will highlight the involvement of mass organisations and community-based organisations (CBOs) in capacity building activities and ensure women's participation in decision-making and planning of district and commune-level EWSs. ▸ Sub-activity 2.1.3 „Greening infrastructure and climate-proofing micro-scale infrastructure“: the project will work with the districts to support green infrastructure and the climate-proofing of existing micro-scale infrastructure, to help adapt to increasing frequencies and intensities of extreme events. This activity builds on the experience and knowledge generated from the previous Luxembourg funded projects in the province. Two previous LuxDev projects (VIE033 and VIE433) supported the development of 92 small-scale infrastructure projects benefitting over 34,000 households and protecting over 6,000 hectares of productive areas in the province against climate hazards and impacts (e.g. storms and flooding, salinity intrusion caused by sea level rise). Given LuxDev's level of accreditation to the GCF, the project will only support interventions with low or minimal environmental and social risks (ESS Category C) supporting a combination of green and upgrading micro-scale infrastructure measures. ▸ Sub-activity 3.1.1 “Implement and scale up climate resilient agriculture models and practices for key local value chains”: The project will strengthen the capacities and provide inputs to farmers, Farmer Groups, Women's Groups, agricultural Cooperatives, and farmer extension to transition to more climate-resilient production practices.
---	---

Climate change disproportionately impacts women in low-lying areas who rely on agriculture for their livelihoods. Floods caused by climate change affect cultivation, animal husbandry, and rice production. In mountainous regions, women are also adversely affected by storms and other climate change impacts, while forest destruction caused by these storms threaten their dependence on forest services.	DOLISA and VWU in Huong Thuy District	The activities described in the response above will foresee quotas for the involvement of women. This includes GAP Activities formulated under Output 1 Early warning, Output 2 Ecosystem based adaptation, and Output 3 climate resilient agriculture formulates respective actions.
There is a work division among women and men: Different tasks are assigned to women than to men (e.g., work separation takes place in the collection, harvesting, technical issues, training, and organization)	Provincial VWU	The project will assess the division of work at community level before activities start. Based on existing division of labor, men and women will be targeted. If needed, women will receive additional training to ensure that they can equally participate in project activities. The project will further pay attention to not increase a labor burden on women.
Options for collaboration		
<p>The Vietnam Women's Union (VWU) shared its main areas of work and potential areas for cooperation with the project. These are:</p> <ul style="list-style-type: none"> Supporting specific value chains: The VWU has ongoing models such as safe vegetables, women as producers and consumers, elimination of chemical use, and a target of 300 models of bioproducts for farming and waste separation. WU is working with many partners to secure funding to help women escape poverty and start businesses. WU also cooperated with development projects (LuxDep, Blue Dragon) on rural financing. WU currently supports six cooperatives, 16 cooperative groups, and 116 linked groups operating under the local women union. Vocation training center: The VWU has a vocational training center to support women starting businesses. While they have some basic facilities, project support would be beneficial. Other options for collaboration: There are several options for cooperation, such as increasing funds for credits, promoting the operation of linking groups, developing safe vegetable production, providing support for the vocational training center, supporting women with disabilities (especially activities related to climate change), capacity building for WU on gender equality and climate change. Early warning systems: The VWU is involved in early warning systems and works with the Department of Information and Communication to include early 	Provincial VWU	The project foresees significant collaboration with the WU. See GAP activities formulated under Activity 1.1, 2.2, 3.1 and 3.2.

<p>warning information, develop early warning systems for women, and prevent violence against women.</p> <ul style="list-style-type: none"> • Capacity building: The VWU expressed the need for capacity building to improve their monitoring and mobilization skills. • Gender-based violence (GBV): The VWU offers training courses, protection for victims, organization of clubs at grassroots levels for both men and women, communication support/awareness, involving men in many activities, encouraging connections to local people, setting up shelters for protection, helping victims connect to police officers, contacting chairs of PPC of communes, and working with women in remote areas (e.g., mountainous areas). <p>Overall, the VWU has several ongoing programs and initiatives aimed at empowering women, promoting gender equality, and preventing gender-based violence. They have identified potential areas for collaboration with the project and expressed the need for capacity building to enhance their skills and effectiveness.</p>		
<p>WU provided feedback on the project design and found that it aligns well with their work. In particular, WU has expertise in climate change adaptation, early warning systems, and ecosystem-based adaptation (EbA), which the project covers. Additionally, WU has launched initiatives to increase environmental protection and promote fertilizer production.</p> <p>The project should explicitly support livelihood development for women because this is where women are in power and where they can be involved in decision-making.</p>	DOLISA and VWU in Huong Thuy District	See comment above.
<p>As options for collaboration, CSRD identified the following:</p> <ul style="list-style-type: none"> ▸ We focus on similar activities as the project does ▸ We had training on early warning systems, which might be useful ▸ Activities on women empowerment and livelihood development could bear options for collaboration. 	CSRD	Sub-activity 1.1.3 will Scale up the Community-based Early Warning System (CBEWS) model in target vulnerable communes: Interventions under this sub-activity will highlight the involvement of mass organisations and community-based organisations (CBOs) in capacity building activities and ensure women's participation in decision-making and planning of district and commune-level EWSs. Options for collaborating with CSRD will be elaborated during inception.
<p>Options for collaboration could be:</p> <ul style="list-style-type: none"> ▸ Support of women, financial support 	CKC	Options for collaborating with CKC will be elaborated during inception.

<ul style="list-style-type: none"> ▸ Climate change adaptation is not our primary focus, but we have a lot of experience in involving women and women empowerment ▸ Support women of small-scale livelihood development, including ethnic minority communities. We assessed to see what women want to do. Four components: Education, livelihood, water, and cultural preservation 		
--	--	--

8. RECOMMENDATIONS

The following section provides an overview of key recommendations which have been translated into the Gender and Social Inclusion Action Plan. See the GAP for more detailed information, targets and indicators.

Cross cutting:

- Engage a gender expert: Lux Dev should consider bringing in a gender expert who can provide technical support and guidance throughout the project. This expert will ensure that women's participation and perspectives are adequately considered in all capacity-building activities. Their expertise will help identify potential gender gaps and develop strategies to address them effectively.
- Incorporate performance targets disaggregated by gender, ethnicity, age, disability, and poverty: Enhance the project monitoring system by including disaggregated performance targets for each sub-activity. This will enable the collection of gender- and ethnicity-specific data for monitoring and evaluation purposes.
- Collaboration with the WU: Collaborate with the WU to support the transition to climate-resilient practices across all relevant project activities.
- Develop a Code of Conduct for addressing Sexual Exploitation, Abuse, and Harassment (SEAH) and provide comprehensive training to project staff and implementation partner staff on integrating gender considerations into their work activities and effectively addressing SEAH.

To promote gender mainstreaming and ensure effective implementation of Output 1, the following recommendations are provided:

- Conduct a gender needs assessment: Assess the specific needs and barriers faced by men and women prior to workshops and trainings. Tailor the programs to address these challenges and facilitate women's participation.
- Active support from the WU: Engage the Women's Union to assess and address barriers for women's participation in workshops and trainings.
- Involve mass organizations and community-based organizations (CBOs): Engage these organizations to support capacity-building activities and ensure women's participation in decision-making for Early Warning Systems (EWSs).
- Gender-sensitive approach in CCA and CCA mainstreaming: Integrate gender aspects into training for staff involved in socio-economic planning to ensure a gender-sensitive approach.
- Gender integration in socio-economic development plan adjustment: Integrate CC response contents into SEDP, considering gender aspects.

To promote gender mainstreaming and ensure effective implementation of Output 2, the following recommendations are provided:

- Promote gender-inclusive planning: Incorporate gender perspectives in participatory planning, ensuring fair gender representation in decision-making processes.
- Provide gender-sensitive training: Conduct training for male and female stakeholders on coastal forest restoration activities and silvicultural measures. Include specific training on establishing local nurseries for native coastal wood species.
- Support women's business development: Collaborate with the Women's Union to support women's economic empowerment through involvement in managing, harvesting, and

processing climate-resilient Non-Timber Forest Products (NTFPs). Target women through farmer associations and local communities.

- Collaborate with Protection Forest Management Boards (PFMBs): Foster collaboration between the Women's Union and PFMBs in the two target districts to enhance forest restoration efforts.

To promote gender mainstreaming and ensure effective implementation of Output 3.1, the following recommendations are provided:

- Strengthen capacities: Enhance capacities of farmers, Farmer Groups, Women's Groups, agricultural Cooperatives, and extension services for adopting climate-resilient practices.
- Integrate women's groups in developing climate-resilient value chains: Focus on developing climate-resilient value chains and target women's groups and strengthen linkages within different supply chains.
- Support post-harvest technologies and market access: Provide targeted support to the WU and women's groups for introducing post-harvest technologies and improving market access capacities through processing, packaging, branding, and marketing.

To promote gender mainstreaming and ensure effective implementation of Output 3.2, the following recommendations are provided:

- Capacity building for financial literacy: Conduct training for women's groups in disaster-prone areas and agri-forestry value chains, facilitated by the WU.
- Ongoing support for women's group leaders: Provide continuous support and mentoring for women's group leaders to improve financial and business literacy skills, enabling better management of income, expenses, savings, and household businesses.
- Promote climate-resilient banking products: Collaborate with the WU to promote designed banking products for climate-resilient investments, ensuring accessibility for women.
- Collaboration with provincial Women's Union and banks: Support the provincial Women's Union in coordinating partnerships with banks specializing in rural banking, facilitating the adoption of rural banking products.

9. REFERENCES

- Agence Française De Développement. "Vietnam Climate Change Impacts and Adaptation" (Gemmes Project)," 2021. <https://www.afd.fr/en/ressources/gemmes-vietnam-climate-change-impacts-and-adaptation>.
- Australian Aid, ADB, ILO, UN Women. "Country Gender Equality Profile. Viet Nam 2021," 2021. https://vietnam.un.org/sites/default/files/2021-12/CGEP_Full%20report_English.pdf.
- . "Country Gender Equality Profile. Viet Nam 2021." Copyright © United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), 2021. https://vietnam.un.org/sites/default/files/2021-12/CGEP_Full%20report_English.pdf.
- Cece Nguyen. "Vietnam Implements Gender Equality Strategy but Challenges Remain." *December 6, 2021*. Accessed April 27, 2023. <https://www.vietnam-briefing.com/news/vietnam-implements-gender-equality-strategy-but-challenges-remain.html/>.
- Committee on the Elimination of Discrimination against Women. "Concluding Observations on the Combined Seventh and Eighth Periodic Reports of Viet Nam." Accessed May 16, 2023. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CEDAW%2FC%2FVN%2FCO%2F7-8&Lang=en.
- CSRD. "Gender Differences in Flood Resilience in TTH." CSRD, 2018.
- FAO. "Country Gender Assessment of Agriculture and Rural Sector in Viet Nam. Hanoi," 2019. <https://www.fao.org/3/ca6503en/ca6503en.pdf>.
- . "Understanding Women's Participation in Forestry in Viet Nam." Policy Brief, 2015. http://www.fao.org/fileadmin/templates/rap/files/meetings/2015/150210_Viet_Nam_brief.pdf.
- "From the Last Mile to the next Mile. 2022. Vietnam Poverty and Equity Assessment." World Bank Group, Australian Aid, 2022. <https://documents1.worldbank.org/curated/en/099115004242216918/pdf/P176261155e1805e1bd6e14287197d61965ce02eb562.pdf>.
- GBVnet and UN Women. "Independent Review Report. 25 Year-Implementation of the Beijing Declaration and Platform for Action in Viet Nam, Focusing on Gender-Based Violence from Perspectives of Civil Society Organisations.," September 2019. <https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEAsia/Docs/Publications/2020/05/Beijing%2025-GBVnet%20-EN-FINAL.pdf>.
- General Statistic Office (GSO), ed. "The Population and Housing Census 2019: Population Ageing and Older Persons in Viet Nam," July 2021. <https://www.gso.gov.vn/wp-content/uploads/2021/08/Dan-so-gia-hoaEN.pdf>.
- General Statistics Office. "Vietnam Household Living Standards Survey," 2020. <https://www.gso.gov.vn/wp-content/uploads/2022/06/Khao-sat-muc-song-2020.pdf>.
- Huong Thuy P.C. "Plan No. 234/KH-UBND for Implementation of Gender Equality and the Advancement of Women", February 2023.
- Huong Tra P.C. "Plan No. 234/KH-UBND for Implementation of Gender Equality and the Advancement of Women", February 2023.
- ILO. "Better Work Viet Nam Challenges Sexual Harassment across the Factory Floor." Feature, September 14, 2018. http://www.ilo.org/global/about-the-ilo/mission-and-objectives/features/WCMS_644791/lang--en/index.htm.
- ILO - International Labour Organization. "Equality and Discrimination in Viet Nam." Accessed April 28, 2023. <https://www.ilo.org/hanoi/Areasofwork/equality-and-discrimination/lang--en/index.htm>.
- Institute of Strategy and Policy on Natural Resources and Environment, UNEP, and UN Women. "The State of Gender Equality and Climate Change in Vietnam," 2021.
- ISDS. "Social Determinants of Gender Inequality in Vietnam. Findings of Research Study between 2012-2015.," 2015. <https://investinginwomen.asia/knowledge/social-determinants-gender-inequality-vietnam>.
- MDRI and Oxfam. "Impacts of Climate Change and Disasters on Multidimensional Inequality in Vietnam," 2022.
- MOLISA, GSO and UNFPA (2020). "National Study on Violence against Women in Viet Nam 2019. Summary Report." Accessed May 8, 2023. https://vietnam.unfpa.org/sites/default/files/pub-pdf/1._eng_summary_report.pdf.

"Prime Minister Decision No. 582/QĐ-TTg," April 2017.

Ramla Khalidi, Resident Representative and UNDP in Viet Nam. "The Path toward Gender Parity in Politics in Viet Nam." 20 October, 2022, n.d. https://www.undp.org/vietnam/blog/path-toward-gender-parity-politics-vietnam#_ftn1.

Statista 2023. "Vietnam: Life Expectancy at Birth from 2010 to 2020, by Gender." Accessed May 2, 2023. <https://www.statista.com/statistics/974763/life-expectancy-at-birth-in-vietnam-by-gender/>.

The National Assembly. Socialist Republic of Vietnam. "Labour Code Viet Nam," November 20, 2019. <https://ilo.org/dyn/natlex/docs/ELECTRONIC/110469/137416/F-1864718830/VNM110469%20Eng.pdf>.

The World Bank. "Literacy Rate, Adult Total (% of People Ages 15 and above) - Vietnam." Accessed April 27, 2023. <https://data.worldbank.org/indicator/SE.ADT.LITR.ZS?locations=VN>.

UN Women. "Country Gender Equality Profile," 2021. <https://asiapacific.unwomen.org/en/digital-library/publications/2021/10/country-gender-equality-profile-viet-nam-2021#view>.

———. "Facts and Figures on Women and Men in Viet Nam 2010-2015," 2016. <https://asiapacific.unwomen.org/en/digital-library/publications/2016/12/facts-and-figures-on-women-and-men-in-viet-nam-2010-2015>.

———. "UN Women Supports Viet Nam to Develop the New National Strategy on Gender Equality.," 2016. <https://asiapacific.unwomen.org/en/news-and-events/stories/2019/12/un-women-supports-viet-nam-to-develop-the-new-national-strategy-on-gender-equality>.

UN Women 2021. "Gender Statistics in Vietnam-2020." Accessed April 27, 2023. <https://data.unwomen.org/publications/gender-statistics-vietnam-2020>.

UNDP. "Mainstreaming Gender into the National Adaptation Plan (NAP) Process - Background." *UNDP*, 2022.

———. "Opportunities to Empower Women with Enhanced Access to Climate Change Information Services for Transformative Adaptation Actions in Viet Nam's Agricultural Sectors. Technical Brief.," December 6, 2019. <https://www.undp.org/vietnam/publications/opportunities-empower-women-enhanced-access-climate-information-services-transformative-adaptation-actions-viet-nam%E2%80%99s>.

———. "Women's Political Participation and Innovations Key Viet Nam's Sustainable and Inclusive Development." *October 19, 2022*. Accessed April 28, 2023. <https://www.undp.org/vietnam/press-releases/womens-political-participation-and-innovations-key-viet-nams-sustainable-and-inclusive-development>.

UNFPA. "The Imbalanced Sex Ratio at Birth in Viet Nam. New Insights and Policy Recommendations.," 2018. https://vietnam.unfpa.org/sites/default/files/pub-pdf/Policy%20brief%20GBSS_FINAL_EN.pdf.

United Nations Population Fund (UNFPA). "Review of 10 Years of Implementing the Law on Gender Equality," June 2020. https://vietnam.unfpa.org/sites/default/files/pub-pdf/ge_eng.pdf.

VIETLAWONLINE - Vietnam legal documents database. "2019 Law on Education." Accessed April 27, 2023. <https://luatvietnam.net/en/2019-law-on-education-vbpl99505.vlo>.

World Economic Forum. "Global Gender Gap Report 2022 Insight Report," July 2022. https://www3.weforum.org/docs/WEF_GGGR_2022.pdf.

YouGov. "A Designer's Toolkit for Gender and Urban Millennials in Vietnam. SNAP II Survey in Vietnam - Fielded in May 2020," n.d. <https://investinginwomen.asia/knowledge/designers-toolkit-gender-urban-millennials-vietnam/>.