

**The Gender Dimension of Bank Assistance in Vietnam  
(FY03-FY06)**

**East Asia Social Development Unit (EASSO)  
Vietnam Country Office  
The World Bank**

**February 2007**

## ACRONYMS AND ABBREVIATIONS

ADB	Asian Development Bank
ADP	Agricultural Diversification Project
AM	Aid Memoires
BIDV	Vietnam Bank for Investment and Development
CAS	Country Assistance Strategy
CAP	Commune Action Plan
CBDRM	Community Based Disaster Risk Management
CBRIP	Community Based Rural Infrastructure Project
CCCC	Commune CBDRM Coordination Committee
CDB	Commune Development Budget
CDBC	Commune Development Budget Component
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CG	Consultative Group
CGA	Country Gender Assessment
CGC	Country Gender Coordinator
CIDA	Canadian International Development Agency
CPRGS	Comprehensive Poverty Reduction and Growth Strategy
CPS	Country Partnership Strategy
CRC	Convention on the Right of the Child
CWG	Commune Women's Group
DfID	Department for International Development
DARD	Department of Agricultural and Rural Development
DOET	Department of Education and Training
DOH	Department of Health
DOLISA	Department of Labor, Invalid and Social Affairs
DOS	Department of Statistics
DPI	Department of Planning and Investment
EFA	Education For All
ESW	Economic Sector Work
FPRDP	Forest Protection and Rural Development Project
GAP	Gender Action Partnership
GOV	Government of Vietnam
HUUP	Hanoi Urban Upgrading Project
HIV/AIDS	Human Immuno Virus / Acquired Immune Difficiency Syndrome
LTC	Land Tenure Certificate
LUC	Land Use Right Certificate
MFI	Micro Finance Institution
MONRE	Ministry of Natural Resources and Environment
MPDF	Mekong Private sector Development Fund
MPI	Ministry for Planning and Investment
NCFAW	National Committee for the Advancement of Women
NGO	Non-Governmental Organisation
NMPRP	Northern Mountains Poverty Reduction Project
NDRMP	Natural Disaster and Risk Management Project
OED	Office of Executive Directors
OM	Operational Manual
ICR	Implementation Completion Report

IEC	Information and Education Campaign
IEG	Independent Evaluation Group
RD	Rural Development
PAD	Project Appraisal Document
PCLIP	Poor Commune Infrastructure and Livelihood Improvement Program
PCN	Project Concept Note
PEDC	Primary Education for Disadvantaged Children
PER	Public Expenditure Review
PFI	Participating Financial Institution
PIM	Project Implementation Manual
PIP	Project Implementation Plan
POA	Plan of Action for the Advancement of Women
PMU	Project Management Unit
PPMU	Provincial Project Management Unit
PREM	Poverty Reduction and Economic Management
PRSC	Poverty Reduction Support Credit
PWU	Provincial Women's Union
SFE	State Forest Enterprise
SEDP	Socio-Economic Development Plan
TDT	Transfer of Development Technology
TTL	Task Team Leader
TORs	Term of References
VAP	Village Action Plan
VDG	Vietnam Development Goal
VDR	Vietnam Development Report
VBARD	Vietnam Bank for Agriculture and Rural Development
VBSP	Vietnam Bank of Social Policy
VHLSS	Vietnam Household Living Standard Survey
VUUP	Vietnam Urban Upgrading Project
VWRAP	Vietnam Water Resources Assistance Project
WB	World Bank
WRAP	Water Resources Assistance Project
WU	Women's Union
WUA	Water User Association

## ACKNOWLEDGMENTS

This review of the gender dimensions of development of the Bank's portfolio (GPA) in Vietnam was completed by a World Bank team. The objectives of this exercise was to understand how during the last Country Assistance Strategy period (FY03-FY06) the Bank conceptualized the challenge of promoting gender equality; and the extent to which gender issues were addressed through lending operations and analytical work. The objective of this exercise was also to provide specific recommendations and input on how gender issues can be addressed more coherently in the new CAS, (now called Country Partnership strategy) for FY07 – FY10.

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## • INTRODUCTION

### 1.1 Background

The objectives of this portfolio review was to understand how during the last Country Assistance Strategy (CAS) period (FY03-06), the Bank conceptualized the challenge of promoting gender equality; and the extent to which gender issues were addressed through lending operations and analytical work. This brief review also intended to provide recommendations on how gender issues can be addressed more coherently in the new CAS (called Country Partnership Strategy) for the period FY07-FY10..

The starting point for articulating gender in the FY03-06 CAS period was the Comprehensive Poverty Reduction and Growth Strategy (CPRGS); Plan of Action for the Advancement of Women for 2001-2005 (PoA2); and the Joint Government Donor Gender Framework (2001). In the context of these documents, the gender portfolio analysis focused on the extent to which:

- ③ the last CAS adequately responded to gender issues and developed a strategy based on the above documents;
- ③ select WB investment projects and analytic work followed through on commitments articulated in the CAS;
- ③ there were missed opportunities in the last CAS and in the Bank's work in general.

### 1.2 Context of Gender in Vietnam

Vietnam leads in the Asia-Pacific region on several gender equality indicators. Almost 99 percent of communes have a commune health care center, resulting in a dramatic fall in the country's infant and under-five mortality rate. Vietnam has one of the highest economic participation rates in the world: 85 percent of men and 83 percent of women between the ages of 15 and 60 were engaged in economic activity in 2002.<sup>1</sup> Vietnamese women account for nearly 50 percent of the total agricultural workforce and for a large share of total new jobs (47 percent in 2005). Female political activity at national levels is impressive: with 27.3 percent female members of the National Assembly, Vietnam has the highest proportion of women in parliament in the Asia-Pacific region.<sup>2</sup>

The government has followed policies and strategies that have resulted in rapid economic growth and contributed either directly or indirectly to reducing gender gaps. However, some groups, such as ethnic minority women, have been left behind, and improvements in voice and leadership have been slow. While women are significantly contributing to economic growth, their contributions are not always recognized and workplace discrimination remains accompanied by unshared burdens in the home. Finally, with such rapid economic and social change, there are bound to be new issues such as spread of HIV/AIDS, migration, which have gender dimensions.

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<sup>1</sup> Between 1993 and 2002, it doubled its economy, and roughly halved its poverty.<sup>1</sup> The illiteracy rate for the country is 4.6 percent and life expectancy is 70 years. Gender Situational Analysis. Asian Development Bank, 2005.

<sup>2</sup> But compared to men, women are poorly represented among leaders in the executive branch of government. Although the Vice-President of the State is a woman, she holds mainly a ceremonial role. Women account for only 12.5 percent of Ministers or equivalent and 9.1 percent of Deputy Ministers or equivalent (Socialist Republic of Viet Nam, 2005a).

### 1.3 The Government's strategic framework for gender work

The Vietnamese government's support for gender policies and programs during the period reviewed was based on the Strategy for the Advancement of Women by 2010, and the Second Plan of Action (POA2) for the period 2001-2005. The donor supported Vietnam Gender Situational Analysis (2000) provided the basis for these documents and mapped out five objectives for promoting gender equality: (i) equal rights for women in labor and employment; (ii) equal rights in education; (iii) equal rights in health care; (iv) quality and efficiency of women's performance in political, economic, and cultural and social fields; and (v) strengthen the capacity of the machinery for the advancement of women. *These efforts informed the 2002 Comprehensive Poverty Reduction and Growth Strategy (CPRGS) – a country owned strategy on which the last CAS (FY03-06) was aligned.* It should also be noted that the CPRGS formed the basis for the country's new Socio-economic development plan (SEDP) for the period 2006-2010.

#### Box 1. Gender in VDGs and CPRGS

**The CPRGS used Localized Millennium Development Goals to develop a system of indicators and to monitor and evaluate progress. A number of the goals and targets are gender specific.**

##### **Goal 2: Universalize education and improve education**

Target 1: Increase the net enrolment in primary school to 97% in 2005 and to 99% in 2010

Target 2: Increase net enrollment rate in junior secondary school to 80% in 2005 and 90% by 2010

Target 3: Eliminate the gender gap in primary and secondary education by 2005, and the gap with ethnic minorities in 2010

Target 4: Increase literacy to 95% of under-40-year-old women by 2005 and 100% by 2010

Target 5: By 2010 have improved the quality of education and increase full-day schooling at primary level (exact target depends on funding).

##### **Goal 3: Ensure gender equality-and women empowerment**

Target 1: Increase the number of women in elective bodies at all levels

Target 2: Increase the participation of women in agencies and sectors [includes ministries, central agencies and enterprises] at all levels by 3-5% in the next 10 years

Target 3: Ensure that the names of both husband and wife appears on the land-use right certificates by 2005

Target 4: Reduce the vulnerability of women to domestic violence

### 1.4 The Bank and Gender in Vietnam

In 2000-2001, OED included Vietnam in its evaluation of the Bank's progress in achieving gender equality.<sup>3</sup> OED found that while the Bank's poverty analysis work effectively integrated gender, and that while institutional strengthening within governments was considerable, the Bank's assistance in Vietnam was largely "gender-blind." The report also found that the Bank contributed to closing gender gaps through broader project initiatives (building schools and health centers) but there were seldom explicit objectives or attempts to address the underlying structural causes for why women and girls lagged behind on several major indicators.

<sup>3</sup> World Bank. 2001. *The Gender Dimension of Bank Assistance; An evaluation of results. Operations Evaluation Department.* The OED is now called the Independent Evaluation Group (IEG) at the Bank.



Following upon and related to the OED assessment, the Bank in Vietnam stepped up its efforts in gender work: the first Country Gender Assessment (CGA) was completed in FY02, and was one of the first to be carried out after the Bank adopted the policy requiring gender assessments (OP 4.20). Significantly, the CAS (FY03-06), for the first time, expressed explicit support for gender via the National Committee for the Advancement of Women (NCAAW) in implementing the “National Strategy for the Advancement of Women in Vietnam.”

Bank-wide efforts to consolidate and understand the institution’s gender work continued: in 2005, the PREM Gender and Development group reviewed Bank-wide implementation of the Gender Mainstreaming Strategy up to FY05. It found four main trends: i) more work on gender was being carried out compared to the past; ii) improvements were more evident in operations compared to diagnostic and analytical work; iii) social sectors were ahead of non-social sectors in integrating gender concerns; and iv) gender is more successful or evident at the design stage, it tends to falter in implementation, with monitoring and evaluation being especially weak. These main trends (except for ii) were confirmed in this review, included the results of a brief assessment of gender mainstreaming over the last two years.

### **1.5 Evaluation Framework and Methodology**

The evaluation takes as its starting point the Bank’s Operational Policy and Bank Procedures on Gender and Development (OP/BP 4.20). In particular the objective of the OP is to:

*“...assist member countries to reduce poverty and enhance economic growth, human well-being, and development effectiveness by addressing the gender disparities and inequalities that are barriers to development, and by assisting member countries in formulating and implementing their gender and development goals”.*

The policy emphasizes the importance of analytical work to identify gender issues and strategic mainstreaming of gender into those sectors and projects that are identified as priority. In this context, this review examines the Bank’s contribution to the analysis and identification of gender issues in Vietnam, and how priorities and programs have been developed to respond to specific needs.

This exercise was based on a literature review, two surveys, and stakeholder consultations with Bank, GoV staff, and local beneficiaries including Women’s Union representatives. This activity built on earlier gender reviews with new data to examine whether trends or lessons could be determined in the context of the implementation of the Bank’s policies of gender mainstreaming. The methods for this activity were as follows:

**Desk study.** This entailed a review of Country Assistance Strategies, the Comprehensive Poverty Reduction and Growth Strategy (CPRGS); Plan of Action for the advancement of women for 2001-2005 (POA2), Joint Donor-Government Framework for Gender; and the Government evaluation of POA2 implementation to understand the broad context of how gender issues are being integrated in the Bank’s work in Vietnam.

**Review of specific investment projects and analytical work.** A desk review of lending investments and analytic work<sup>4</sup> was carried out to assess how gender was integrated at various stages of the project cycle or in analytical reports produced by sectors. The investment lending review builds on earlier such project reviews carried out in FY04 and FY05 (see Annex I).

**Field site visits.** Fieldwork was carried out for seven projects located in four provinces to understand on-the-ground gender and development practices for the projects concerned. Sectoral and regional distribution, logistics (including the availability of project staff) determined project selection. Field site visits were preceded by informal interviews with PMU, PPMU staff and meetings with local authorities.

**PMU and TTL surveys.** Two surveys were carried out: (i) A Task Team Leader (TTL)<sup>5</sup> survey was carried out in June 2006 to understand the relevance of gender across various sectors of investment projects, and to understand what incentives and resources would encourage further attention to gender issues at the Bank; (ii) a short survey was conducted among Project Management Unit (PMU) staff to assess PMU staffing; the nature and existence of gender training programs for female project beneficiaries and to understand how PMU staff viewed gender in their respective projects. The survey also attempted to learn how monitoring and evaluation is dealt with from a gendered perspective.

**Hanoi workshop.** A one-day discussion was held in June 2006 to discuss preliminary findings from the field and to invite input into report. Present at this meeting were staff from PMUs and Provincial Project Management Units (PPMUs) of reviewed projects, Bank staff, and representatives from the Women's Union (WU) and National Committee For the Advancement of Women (NCFAW). The WU representatives were invited on the basis of their known involvement in several Bank projects.

**Partnerships assessment.** The review also looked at the external partnerships on gender during the last CAS period and the effectiveness of these in working with the government in promoting gender equality in Vietnam.

**Review of internal organization and resources:** A brief review of the Bank's internal organizational and resource situation for supporting a gender mainstreaming approach was undertaken with observations on the effectiveness of these approaches.

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<sup>4</sup> The types of Bank documents reviewed included PADs, aide memoires, the Country Program Portfolio Review for 2006 and other reports.

<sup>5</sup> The TTL survey was sent to a Bank Vietnam email distribution list (EAPCOREVTN) which includes all TTLs working on AAA and lending work in the country.

## EVALUATION FINDINGS

### 2.1 The Bank’s CAS (FY03-06)

The FY03-06 CAS was organized around the CPRGS and had three broad objectives: (i) high growth through a transition to a market economy; (ii) an equitable, socially inclusive, and sustainable pattern of growth; and (iii) adoption of a modern public administration, legal and governance system. The starting point of the CAS was that despite the gains of the previous decade, widespread poverty remained for specific marginalized groups such as ethnic minorities, women and unregistered urban migrants.

Support for gender was manifested in the second CAS objective (equitable and inclusive growth) via a sub-component which underscores the importance of “realizing gender equality and the advancement of women.” The CAS explicitly mentions the ten-year Strategy for the Advancement of Women (2001-2010), NCFAW’s Five-Year Plan of Action for 2001-2005 and the CGA FY02 as providing strategic directions for mainstreaming gender issues into the country program. On the lending side, the CAS indicated that projects likely to have a high impact on gender equality would be identified and prioritized to maximize gender equality outcomes. It also mentions that special support through a "Gender Mainstreaming Fund" (FY03-06) would be made available on an annual basis.<sup>6</sup> Three projects in the pipeline (FY03-04) were mentioned as deserving special focus accompanied with resources for mainstreaming gender issues.<sup>7</sup> Some concrete activities to address gender equality were also identified, such as capacity building for the gender sensitive implementation of CPRGS; Land Tenure Certificates (LTCs) with both names of husband and wife; and tackling gender issues in future PRSCs.

While the CAS endorsed the importance of having a gender dimension to development, this objective is achieved by endorsing Government efforts rather than mapping out an explicit plan of action accompanied by resources by which efforts can be measured against.

**Table 1. Gender in the CAS FY03-06**

Identification of gender issues	Integration in CAS objectives	Integration in lending programs	Were specific issues addressed
Support for gender is expressed via endorsement of the ten-year Strategy for the Advancement of Women (2001-2010); NCFAW’s Five-Year Plan of Action for 2001-2005; and the CGA FY02. These documents are seen as providing strategic directions for mainstreaming gender issues into the country program.	CPRGS objectives guided the CAS themes: (i) high growth through a transition to a market economy; (ii) an equitable, socially inclusive, and sustainable pattern of growth; and (iii) adoption of a modern public administration, legal and governance system. Gender appears under support for the second theme of the CPRGS.	CAS identified priority projects likely to have high gender impact on gender equality. These were: the Primary Education for Disadvantaged Children; Urban Upgrading, and PRSC II.	Concrete activities to address gender equality were identified: capacity building for gender sensitive implementation of CPRGS; LTCs with both names of husband and wife; tackling gender issues in future PRSCs

<sup>6</sup> However, with the exception of one year, these funding commitments were not followed through on.

<sup>7</sup> Primary Education for Disadvantaged Children, Urban Upgrading, and PRSC II.

***The Bank explicitly supported government efforts in gender work.*** But compared to the CASs delivered in the nineties, gender was addressed more explicitly during the last CAS period.<sup>8</sup> While the last CAS did not provide a specific road map regarding gender integration in investments and analytical work, the Bank's endorsement of Vietnam's gender goals as well as its own work contributed to the achievement of POA2 gender targets (see Annex II) through the Bank's lending operations. For instance, the Agricultural Diversification Project supports POA2 objectives on generating employment for women by introduction of plantation technology and rehabilitation of small holder rubbers and intercrop and livestock production;<sup>9</sup> the Northern Mountains Poverty Reduction Project - via rural infrastructure and agricultural extension - has increased the incomes and wellbeing of rural poor men and women.<sup>10</sup> The Rural Finance II, Three Cities Sanitation, and Urban Upgrading projects have all been instrumental in increasing women's access to credit.

## 2.2 Progress in the four core areas

In addition to supporting overall government objectives, the CAS addressed issues of gender in four core areas: (i) CPRGS/PRSP, (ii) PRSCs (iii) Land Titling Certificates (LTCs) and (iv) investment projects.

***CPRGS/PRSP:*** A trust fund for capacity building of local authorities was established to ensure that the CPRGS was implemented in a gender sensitive manner, especially at provincial levels. The Bank's PREM team led five regional workshops on CPRGS implementation, which included approaches and checklists for gender integration into local planning. Over 800 key provincial officials were trained in these workshops.<sup>11</sup> In addition, two regional conferences on integrating gender into PRSPs were organized: one in Hanoi (March 2002) and the other in Siem Riep (September 2003), for six East Asian countries to share experiences and to develop action plans for integrating gender in the individual country PRSPs. A team from Vietnam actively participated in both conferences.

***LTCs with joint titling of both husband and wife***<sup>12</sup>: To recognize the interests of both spouses in the joint ownership of land, a pilot project was developed to include women's

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<sup>8</sup> Vietnam was included as part of the 2003 OED Gender Evaluation. In that study, all past CASs for Vietnam were analyzed for gender content and it was surmised that the treatment of gender in the 1994, 1995, and 1998 CAS. Starting with the 1994 with a poverty reduction strategy based growth, there is no explicit gender analysis or interventions with the exception of educating girls as a step towards population control. The 1995 CAS maintains a similar focus but adds partnerships with local governments, NGOs, and the private sector including mention of collaborations with the Women's Union. The 1995 CAS identifies and discusses gender issues, and proposes a gender strategy. It recognizes there are gender issues to market economy transition, it proposes micro loans to reach poor women, and it raises women's health issues. The 1998 CAS is a marked improvement in that it provides progress indicators which are gender sensitive, it launched a joint initiative with GoV to support the implementation of the Government's *National Plan of Action, 2000*, through Bank-financed projects and programs. It goes on to state that it will support gender equity by ensuring that women and men benefit equally from all Bank assistance.

<sup>9</sup> Gender impact assessment of small holder rubber development (Agricultural diversification project), June 2003

<sup>10</sup> 7<sup>th</sup> Supervision Mission, October 28-November 16, 2005 (NMPPR)

<sup>11</sup> These officials were from the Department of Planning and Investment (DPI), Department of Labor, Invalid and Social Affairs (DOLISA), Department of Agriculture and Rural Development (DARD), Department of Statistics (DOS), Department of Education and training (DOET), Department of Health (DOH) and representatives from provincial Women Union (PWU).

<sup>12</sup> The project has far-reaching impacts. Between the 1980s and 1990s, the national policy on private ownership of land presented significant opportunities for rural farming communities to improve their incomes and livelihoods. Ownership of real property is one of the most important aspects of economic security for rural families. Land titling that reflects spousal co-ownership of land can significantly reduce gender asymmetries by ensuring that women have legal rights to property including the ability to use land as collateral for obtaining credit for productive purposes.

names on Land Tenure Certificates (LTC). Joint titling was part of the Marriage and Family Law (2000), and the Vietnam Development Goals (VDG). The CPRGS included a target of having all LTCs written with both spouse's names by the year 2005. The Bank's Gender and Law Thematic Group supported a pilot that piloted the issuance of LTCs with the names of both husband and wife in two communes in Nghe An province. The success of this pilot led to scaling up efforts in 20 provinces with a component that included national and local information dissemination campaigns. This activity (financed by a Norwegian Trust Fund) resulted in 35,000 new LTCs issued with either the names of both spouses, or with only the woman's name for poor farmers. Also, the Ministry of Natural Resources and Environment (MONRE) guidelines on implementing changes for the issuance of LTCs was drafted and discussed at a Bank-sponsored workshop organized in June 2004. This draft has been included on the new Land Law Decree 181.

***PRSCs as a tool to tackle gender issues:*** To some extent, the PRSCs have proven useful tools in integrating gender issues. The Land Tenure Certificate was a specific issue that was part of PRSCs 2, 3, and 4. PRSC2 included a target that 95 percent of LTCs would be issued in the names of both spouses by 2006. Vietnam now has about 40 percent of LTCs in either both names of husband and wife, or the wife's name only. Inadequate financial resources were a constraint in the LTC conversion process. Government recognizes the importance of the gender and LTC conversion issue, and is developing a large program in land administration, with donor assistance. Discussions are underway with the Bank for a proposed Land Administration Project (IDA financed) that would assist with setting up a computerized system for issuing and re-issuing LTCs.

The PRSC 5 integrates gender in planning manuals for provincial authorities to help guide a more gender sensitive socio-economic planning process. However, for the PRSC to succeed in addressing gender, proper data and analysis is needed to better guide the policy dialogue process and to establish clear priorities. Monitoring policy actions and dealing with poor counterpart capacity have been key issues. The Steering Committee of the PRSC did not have a representative with specific responsibility for gender issues which has also hampered progress.<sup>13</sup>

***Gender integration into selected investment projects.*** While commitments were made for a "Gender mainstreaming fund" which was to be available on an annual basis, these commitments were made available only in FY03. Funding during this year provided crucial gender support for five Bank lending operations. Here the funds were used to promote gender equality in project activities. The lack of funding in subsequent years hampered the mainstreaming activities because the Gender Coordinator lacked resources by which to approach Task Managers to assist in gender mainstreaming on their respective projects. Of the review carried out for 18 lending operations, the rural sector proved most responsive in carrying out sustained attention to gender in their project design, implementation as well as in other follow-up activities. Other sectors were uneven in that gender factored in peripherally with some attention given at the conceptualization stage with little follow-through at the design and implementation phases. These issues were discussed with Bank and government staff at a workshop on June 23, 2006 in Hanoi.

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<sup>13</sup> A representative from NCFW was invited to attend the last meeting on PRSC 5 to signal a progress in this respect

## 2.3 Findings from the Project Portfolio Review

A review of 18 projects was carried out to examine how gender is currently addressed in the Bank's investment projects.

### Box 2. Methodology for the portfolio review

The portfolio review consisted of a desk review of 18 projects selected on the basis of sectoral diversity combined with the expectation that some projects would contain high gender content compared to others. The review included 18 PADs, all aide memoires produced in FY 2004-2006. Key project documents (PIMs/PIPs/Operational Manuals)<sup>14</sup> from 12 projects were selected for review as well. Sixteen PMUs responded to a quantitative survey<sup>15</sup> which sought to assess staff profile, nature and existence of gender training programs, and how women's participation is manifested at project levels. The survey also attempted to learn how monitoring and evaluation is dealt with from a gendered perspective. Finally, sector discussions were held with Bank staff in Hanoi for insights on how gender is integrated into select projects and how these can be improved upon for the future.<sup>16</sup>

This activity was a combined analysis of past assessments including Gender Reviews of the selected Bank's projects (FY 2004 & 2005),<sup>17</sup> an OED Review<sup>18</sup> and the Joint Government Donor Gender Framework.<sup>19</sup>

**Summary desk review.** The desk review of investment projects found wide variation in the treatment of gender. About 78 percent of projects reviewed address gender issues in some way; the remainder projects make no reference at all to gender. And while gender issues were commonly cited in the PADs (78 percent), gender coverage occurs far less frequently in supervision reports and other implementation documents such as the Project Implementation Manual (33 percent of those examined). In general, projects with a strong social /community development orientation integrated gender in tangible and consistent ways (i.e. gender is an axis of consideration, with specific sex-disaggregated components or activities with an intention or interest in gender equity outcomes) compared to projects that did not have such a focus (see Box 3).

### Box 3. Gender and Development: a review of 18 PADs

- 78 percent of the social analysis sections of the PADs mentioned gender.
- 56 percent, or 10 PADs, were specific in their attention to gender issues. For example, the *Community Based Rural Infrastructure Project* (CBRIP) seeks to ensure women's representation in the Commune Coordination Committees responsible for project management at the commune levels; the *Urban Upgrading Project* chose the Women's Unions as its implementation partners and monitors whether land use certificates in project households include women's names or not. The *Water Resource Assistance Project* (VWRAP) provided gender sensitization training to all project management staff and also carried out a gender study to explore opportunities to advance gender equity.
- 5 projects (28 percent) have women specific components (Urban Upgrading, Three Cities

<sup>14</sup> PIM (Project Implementation Manual) / PIP (Project Implementation Plan) / OM (Operational Manuals) are referred as PIM. The two previous reviews in FY 04 & 05 did not focus on PIM.

<sup>15</sup> Surveys were completed by 13 of 14 CPMUs and by 27 PPMUs from 6 projects at both the central, provincial levels. These results should be seen as simply providing an idea or a sketch of events rather than being conclusive in any way. Discussions with PMU or PPMUs indicated that some did not have the readily available data, or it was not disaggregated according to the survey demands.

<sup>16</sup> Sector staff interviewed were from RD (Mr. Cao Thang Binh), Urban (Ms. Hoang Thi Hoa), HD (Nguyen Thi Mai) and Transport (Ms Tran Thi Minh Phuong).

<sup>17</sup> See annex 1.

<sup>18</sup> The Gender Dimension of Bank Assistance: An Evaluation of Results. OED, 2001.

<sup>19</sup> Prepared by NCFW-UNDP Project VIE96011, 2001.

Sanitation, Coastal Wetland, HIV/AIDS and Primary Teacher Projects)

- 22 percent (4 of 18) PADs mention gender but do so in very generalized terms. Often the gender intervention is included with other groups including the poor, vulnerable, or ethnic minorities. Seldom are specific activities mentioned.
- 22 percent of 18 PADs did not mention gender at all.
- Sex-disaggregated performance indicators are present in 16 percent of the PADs. Here, one in 10 project monitoring indicators is related to gender. Typically, these indicators examined levels of participation (CBRIP, Forest Sector Development), net enrollment rates in schools for girls, gender parity or student completion with gender parity. (Primary Education for Disadvantaged Children).
- One project, the Primary Education for Disadvantaged Children Project had a gender specific project development objective: to “improve access to primary school and quality of education for disadvantaged girls and boys.”

***Inconsistencies in the Bank’s and borrower’s project documentation.*** The Project Implementation Manuals (PIM) contain the Borrower-developed operational guidelines. While in theory PIMs and PADs are supposed to be aligned, 78 percent of the PADs examined had some mention of gender in the design, yet only 33 percent of PIMs reflected this design. This gap between borrower and Bank documents suggests several possibilities: that the borrower does not prioritize gender concerns to the extent that the Bank does or that greater levels of scrutiny exists at earlier stages of project preparation (hence the attention to gender).

***Inconsistencies in preparation and implementation documentation:*** Attention to gender is most evident in PADs and less so in implementation and supervision reports which suggests that the Bank does not follow through on gender concerns in implementation documents. A ranking exercise which assessed gender consistency, quality, and outcomes in 18 projects in the design and implementation phases (see Annex III and IV) found that while 56 percent of PADs (10 out of 18) included gender analysis and activities in their design, only 4 of these 10 projects were given a high ranking of “A” because commitments at the PAD stage were not carried out in implementation. For instance, the VWRAP project has gender mainstreaming elements in its planning phase, but the absence of information in implementation documents means there are no indications to determine whether these were carried out or not.

For some projects, the reverse tendency was observed. The Northern Mountains Poverty Reduction and Forest Protection projects did not mention gender in the design phase yet are examples of good practice of attention to gender during project implementation.

This review also found that project documentations are an imperfect means of assessing the quality of gender impacts and intentions. For example, the aide memoires of Rural Finance II did not have gender content, yet counterpart reports contained sex-disaggregated data as well as gender sensitive impacts arising from the project. In fact, the partnership between the WU and Vietnam Bank for Agriculture and Rural Development (VBARD) has resulted in increasing women’s access to credit. It should also be noted that the PMU of the Bank for Investment Development of Vietnam (BIDV) began to record sex-disaggregated data following upon a Bank supervision mission request in 2005 (as reported by the PMU). Thus positive gender impacts are evident through formal documentation (PADs, supervisions reports etc) but also at times occur though informal means and are not recorded

***Bank sector staff believe field results are better indicators of positive gender outcomes.*** Related to the above point, several Bank sector staff interviewed (Urban Upgrading Project) report that the actual participation by women in project level activities is very high, and that

while often PPMUs collect gender sensitive data, much of these efforts remains hidden due to various reasons including time constraints for formal recording. The Primary Education for Disadvantaged Children project (PEDC) trains both male and female teachers and at least for the Dak Nong PPMU of Dak Min district, the project collects sex-disaggregated data. Yet these activities are not reflected in the Bank’s project documentation. While VWRAP aide memoires appear gender blind, the portfolio survey results show that VWRAP has gender sensitivity targets related to irrigation components. Here, about one-third of water user organization leaders and one-third of capacity building training is earmarked for women. Thus in these instances, there were concerted efforts by the Bank to encourage PMUs to move forward on gender equality goals which were not reflected in aide memoires or elsewhere.

## 2.4 Field Findings

Site visits were made to seven projects in four provinces to gather information on gender integration at project levels. Annex VII lists the meetings held with key stakeholders from these seven projects. Sectoral and geographical variation, logistics and PPMU availability determined project selection. At each project site, PPMU staff, project beneficiaries, and representatives from the WUs were interviewed. In total, three focus group discussions, six household interviews were carried out with women, ethnic minorities and youth. Two-schools were visited as well. Interviews with district officials and PMU, PPMU staff focused on how their agencies understand gender goals; and to learn whether there are discernable differences among PMUs/PPMUs in their understanding of gender and development. Field visits then compared these interviews with on-the-ground practices of gender integration.

**Table 2. Visited project sites**

Name of Project	District	Province	Sector
1. CBRIP	Quy Chau	Nghe an	Rural
2. Forest Protection and Rural Development	Daklap	DakNong	Rural
3. Rural Finance II	Hai Hau	Nam Dinh	Rural
4. Rural Transport II	Nghi Xuan	Nghe An	Transport
5. Three cities sanitation project		Da nang City	Urban
6. HIV/AIDs prevention project		Nghe An	HD
7. Primary Education for Disadvantaged Children	DakMin	DakNong	HD

**Knowledge of gender issues varied greatly across PMU and PPMUs.** PMUs and PPMUs of projects with high social development content (community driven development, participation, capacity building, gender, and social inclusion) displayed a far greater understanding of and interest in gender issues than the staff of other types of projects. PMU and PPMU staff of CBRIP, HIV/AIDs and Rural Finance showed an understanding of the differential impacts that projects and programs have on women and men; and that their efforts are not gender neutral (“we have to create favorable conditions for women”<sup>20</sup>); and that gender based analysis was integral to the success of their work. These staff showed how gender was integrated into project design, for example by targeting sex workers, collecting gender disaggregated data, formation of women’s groups, ensuring women’s representation in

<sup>20</sup> CBRIP PMU Director. Interview on 18 April 2006.



decision making bodies; and hiring female project in substantial numbers.<sup>21</sup> These project staff identified challenges that had a gender dimension (“women are less likely to seek counsel for HIV/AIDs compared to men” or “ethnic minority women are especially more difficult to reach due to geographic and language barriers”). Thus it was evident that efforts were made to meaningfully factor gender into their project design.

In projects where a gender dimension was not central to its objectives, design or implementation (e.g.. Rural Transport II), the gender implications were not immediate or evident.<sup>22</sup> These projects were gender blind in the sense that their objectives are to provide benefits and services to all poor and geographically marginalized populations which of course includes women. Not having an explicit gender focus meant that sex-disaggregated data are not collected but perhaps more importantly, we do not have an understanding of how such projects (typically energy, infrastructure) impact men and women differently.<sup>23</sup> Further research on how to address gender in projects where there are no obvious implications is needed. But while PMU/PPMU staff expressed support for better integration of gender at project levels, they underscored the importance of obtaining empirical evidence to support gender mainstreaming efforts. It was felt that while most government officials are open in theory to integrating gender concerns in the conception, design, and implementation of projects, they need practical examples, and supporting quantitative data which demonstrates that including gender specific designs will result in better project outcomes.

#### **Box 4. Voices from the field**

- *Gender concept is very new. Very few people understand it correctly. People think of it biologically. (Male PMU staff, HIV/AIDS)*
- *CBRIP is the first project to link up with gender issues. This is the first time women can go and vote for subprojects. (PPMU Director, CBRIP).*
- *Rural communities are interested in roads. They need roads for better access to hospitals, schools, and other services. While we don't bring the gender issue as the first priority of the project, rural areas have mostly women and older people therefore they directly benefit. (PPMU, Deputy Director, Rural Transport II).*
- *CBRIP contributes to democracy. That means deciding, speaking up, consulting. (Female CBRIP commune member).*
- *To encourage better attendance of women at meetings, we need to give them a per diem. These women attend these meetings at a cost to their household and agricultural work. Some women left their villages at 4 am to attend this meeting (CPCC Member, CBRIP)*

<sup>21</sup> Forty nine percent or 1187 of CBRIP staff are female at the commune level. Source: CBRIP PPMU Director. April 19 meeting.

<sup>22</sup> Two female PPMU staff for Rural Transport II were interviewed. These women were engineers by training but were not currently involved in project implementation. In terms of gender relations at the PPMU, they felt male and female staffs were treated equally, even when they took maternity leave. They felt there were no differences in terms of promotions, area of work, and both indicated they exercised agency in choosing their respective career paths

<sup>23</sup> Members of the Women's Union from Rural Transport II in Nghi Thau commune were interviewed on 21 April 2006. All women in this commune were members of the WU which primarily mobilizes women to participate in commune activities, health care (especially family planning) and supports leisure (here social and sporting) activities for women. The WU's has participated in construction work as part of voluntary contributions in government road projects.

***The most effective institutions in addressing gender were the local ones.*** There appeared a positive correlation between the centrality of gender concerns at project levels with the involvement of Women’s Unions in project activities. This was evident in interviews with PMU/PPMU but also at grass root levels. If the WUs were involved, then gender was given heavier considerations by project staff, by beneficiaries, and of course by the WU. In all project sites, the Women’s Union (WU) emerged as the proactive, engaged local institution fighting for gender issues.<sup>24</sup> Almost all female beneficiaries who participated in focus group discussions were WU members perhaps meaning that those who participate in the WU become more publicly engaged although it could mean that more proactive women choose to become members in the first place. Communes typically had high WU membership rates. For example, 100 percent of adult females (18-55) in Chau Binh commune (CBRIP site) joined the WU. Among the Chau Binh women interviewed, all had their names on Land Title Certificates, they had developed their own “self-help” rotational credit schemes, and had support mechanisms for less fortunate members of the commune (a 44 year old widow had twins with severe disabilities was supported in modest ways by the WU). The WU played a key role in the micro-credit component of the Urban projects and has a close collaboration with VBARD in the Rural Finance II project to contribute to increasing women’s access to micro-credit.

***Field assessments indicate that women have considerably participated in and benefited from project implementation.*** Most of the projects examined remain in the implementation phase. Of the seven projects reviewed, the CBRIP, HIV/AIDs, Rural Finance II, Forest Protection and Rural Development and Three Cities Sanitation projects appeared especially strong in their attention to gender in that they seek to empower women by giving them some direct control over development benefits.

CBRIP was especially strong in its attention to gender concerns: women were active participants in meetings, they engaged regularly in all aspects of project consultations, they were catalysts in identifying sub-projects based on their specific needs. The project is designed to engage women in project design, monitoring and sub-projects selection. All these activities were viewed as empowering by CBRIP female beneficiaries. The survey results showed over 28 percent of all participants/trainees (16 projects with 22,000 trainees) were women. The table below showed the participation of women in some particular projects

**Table 3. Women’s participation in some projects**

<b>Projects</b>	<b>% of women trained, consulted with at the grassroots level</b>	<b>Reasons for percentage outcome</b>
Three Cities Sanitation Project	83%	This project had an explicit micro- finance component designed for women
Primary Education for Disadvantage Children	56%	Women dominate in the primary education sector, therefore they are majority of the project beneficiaries
Community Based Rural Infrastructure Project	42%	Emphasis on community’s and women’s participation in the project activities (as in Community Based Rural Infrastructure (CBRIP) in and Forest Protection and Rural Development projects (FPRDP)).

<sup>24</sup> The Vietnam Women’s Union was established in 1946. In 1988, the Government decreed that the Women’s Union be consulted and involved in any discussions on policies relating to women and children and at all levels of government.

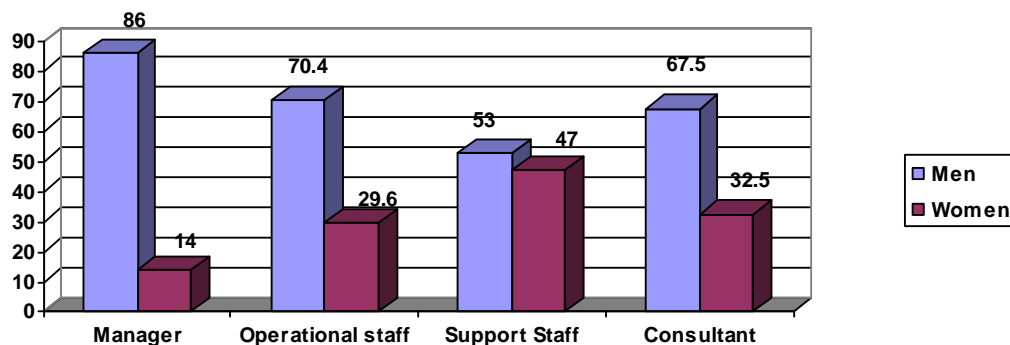
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## 2.5 Findings of the PMU/PPMU Survey

**Women remain under-represented in key project positions.** When examining the status of women in PMUs, PPMUs, it was evident that they remain in supportive or administrative roles rather in positions which carry decision making power on the operations or managerial front. (See Chart 1). With increased influence and decision-making, the presence and voice of women become less evident in PMU/PPMU staffing. At the commune levels (i.e. Community Development Boards or Commune Coordination Committees), women’s participation was more difficult to assess since there was no data available to guide our assessment. While typically there is the presence of a WU representative at the commune levels, observations from seven projects indicated overall low levels of representation. The more “technical” or “harder” sectors such as infrastructure saw less representation of women compared to CDD, social development type projects such as CBRIP. Elsewhere, project staff in other countries have emphasized the importance of Bank staff encouragement and support for female government staff in responsible project positions.

**M&E frameworks are typically not gender sensitive.** Gender sensitive indicators are not integrated into the monitoring and evaluation framework of lending projects, and data is seldom sex-disaggregated. Only three of 18 PADs had one sex-disaggregated indicator in the project performance indicators. Since PMUs/PPMUs collect data based on the project performance indicators in the project design, it is important to early include indicators that collect data on poor and vulnerable groups, including women.

**Chart 1. Staff profile of CPMUs and PPMUs (%)**

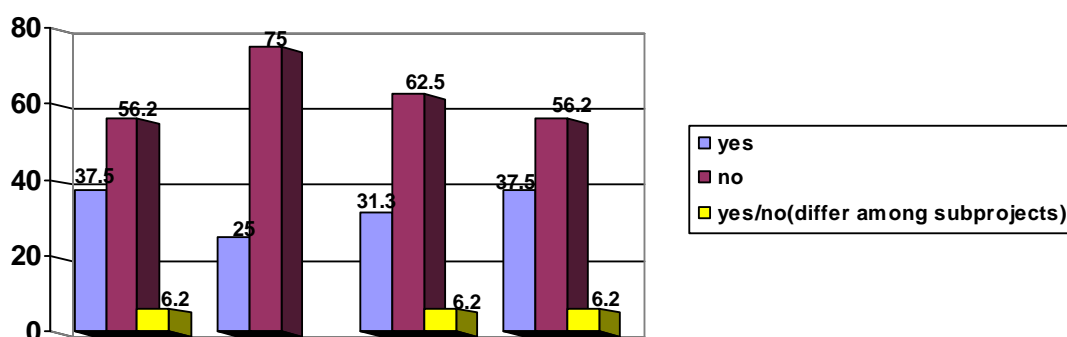


**So how integrated is gender in investment projects through PMU/PPMUs survey?** Survey results of from 16 projects indicated that these projects were responsive to gender mainstreaming in the following ways: 38 percent collected sex-disaggregated data; 25 percent carried out gender training; 31 percent integrated gender in supervision reports; 38 percent of projects carried out studies with a gender dimension (Chart 2). This modest percentage is not surprising: the TORs for technical experts of these projects seldom were attentive to

gender considerations. None of the TORs of projects related to natural resources, irrigation, disaster mitigation, water resources assistance were attentive to gender issues despite the fact that some of these projects (i.e. the Natural Disaster Project and VWRAP) have clear gender implications.

In VWRAP, there was inconsistency between PMU reporting of gender mainstreaming compared to PPMU reporting gender mainstreaming. The PMU reported that they collected sex-disaggregated data and they supervised gender impacts, and they carried out a study with gender impacts which the PPMU was unaware of.

**Chart 2. Gender integration activities in the Bank’s projects (% projects)**



## 2.6 Sectoral findings

**Rural Development:** The rural development sector was assessed as highly gender sensitive: of the nine rural projects examined, seven incorporated gender in project design, and two others (FRDP and Northern Mountains) did well in implementation. Of the 12 PIMS reviewed, 4 addressed gender (Northern Mountains Poverty Reduction and Community Based Infrastructure Development, Natural Disaster Risk Management and Primary Education for Disadvantaged Children). Thus four of the 12 PIMS examined were from the rural sector. In these projects, women were explicitly included as target beneficiaries. Our survey results indicated that between 30-50 percent of all project beneficiaries of CBRIP, ADP, Rural Finance 2 and FPRDP projects are women.

RD project beneficiaries are more gender aware: the women in Chau Binh Commune (Nghe An province) and Dao Nghia Commune (DakNong province) expressed positive lifestyle outcomes resulting from better roads and transportation which has brought health centers, markets, and schools to their lives. These improvements appear to have increased the opportunities for women to enjoy more leisure time: women during household interviews said they have increased time for commune activities, WU meetings, and sporting and cinema events with increased access to services including markets. While there appears positive anecdotal evidence suggesting that projects impact women positively, it is not possible to make assessment regarding whether these benefits are fundamental, sustainable and truly attributable to Bank supported interventions.

Finally, of the sectors examined, RD appears to most directly support government goals regarding gender initiatives. RD's support of POA2 objectives is evident in the Agricultural Diversification project which facilitates job creation through rubber plantations, husbandry, and diversification of agricultural production. This would directly support POA2 goals of employment creation for women. RD has also promoted issuance of LTCs which has increased credit opportunities for women and a gender responsive land administration system. RD has also contributed to increasing women's access to credit. For additional information on the linkages between the Bank's work, and support for POA2 goals see Annex II.

The *Urban Sector* projects have a micro-finance component which typically impact women positively. While neither the Three Cities, Coastal Cities Sanitation or Water Supply Development projects explicitly address gender issues, they draw on the WUs for micro-finance management. One could argue that the revolving funds help to realize Target 4 (Objective 1 of POA2) on women's access to loans since almost all borrowers are women but this is not a conclusive statement. There are indirect positive health on both women and men via improvement of sanitation and reduction of environmental pollution as reported by the PPMU in Danang City. Urban Upgrading project is an exception, where both men and women have actively participated in the community based component of the project.

The *Human Development* sector projects (HIV/AIDs, Mekong Health, Primary Teacher Development and Primary Education for Disadvantaged Children) target beneficiaries neutrally with the exception of HIV/AIDs which has activities designed for sex workers, and a mother to child prevention program. There are some efforts to integrate gender in the project design of the Primary Education for Disadvantaged. The health and education sectors both involve large numbers of women, and are a concern for women, hence regardless of the gender focus, women benefit from these projects.

Projects such as Rural Transport II, Road safety, ICT Development had negligible attention to gender. Typically the social analysis carried out by these projects focused on ethnic minority issues, resettlement, poverty or access to information. Short "Gender notes" were developed for the TTLs during project preparation for the ICT Development and Road Safety Projects in FY04 to identify how gender issues should be addressed by these projects. Yet no follow up was made in terms of addressing gender in the project documents of both design and implementation stages.

## **2.7 Gender and the Bank's ESW in Vietnam**

*Select analytical work has high gender content.* The review of select ESWs indicated that gender is mainstreamed in certain sectors, but is absent in others. A review of some key analytical work during the last CAS period (seventeen studies – see Annex VIII) shows high gender content for some sectors. Some sectors (EASPR and EASRD) had very high gender content in their AAA work. EASRD and EASPR's analytic work typically had very good gender analysis which included concerted efforts to understand how social diversity (including gender) affects access to assets and opportunities, and whether gender is a significant category around which a particular sector or activity is organized (i.e., whether male/female differences matter etc). The *Vietnam Rural Strategy* (2005) has gender sensitive indicators of exclusion, vulnerability in the context of rural development (i.e. their constraints on acquiring work skills, capital, and issues of poverty).

EASPR's poverty analysis work tends to effectively integrate gender through gender sensitive analysis of the VHLSS, and through gender disaggregated data pointing out to problem areas, directions, and well as areas of success. Of the documents reviewed, the VDR 2004 on *Poverty* had very high gender content: it disentangles the characteristics of the poor, especially women and children; it provides "voices" of the poor, especially women through vignettes; it provides data on within household aspects of poverty which has strong gender content. The 2006 VDR on *Business* also delivers gender relevant analyses in its attention to the disparities of earnings by sex, in its data on female household entrepreneurs; and interestingly in a section devoted to gender equality women in the private sector (their share in managerial positions, job satisfaction, status as migrant workers and the nature of labor contracts). The 2006 VDR's results at least for female business owners is largely positive: 54 percent of surveyed women felt there were no gender differences in "being taken seriously as a business owner."<sup>25</sup>

The 2004 *Primary Education Quality* report on a reading and mathematics assessment study provides clear sex-disaggregated data (reading scores of boys and girls by region, enrollments rates by sex, teachers and pupil achievement by sex and school location etc) as a means to inform education policy development.

***Gender is either absent or dealt with superficially in other sectors.*** Even in instances where much closer attention would have been expected, some reports reviewing impacts of participatory aspects of development (2002 Participatory Provincial study, jointly with OXFAM) omits how gender concerns were taken into account, despite project objectives being to share information related to poverty alleviation among beneficiaries. A 2005 forest study examines the overall policy framework for state forest enterprise reform but the impacts on women (both positive and negative) of SFEs are not addressed. A 2006 Private Higher Education frames its issues around the private financing of higher education and the regulatory/legislative framework in the absence of gender considerations although the report recommends improving transparency and information to beneficiaries with data including on job placements which omit gender differences.

***Elsewhere, attention to gender is uneven or heterogeneous.*** A 2004 report on public administration reform (Citizen's Report Card in Vietnam) leaves out gender considerations entirely despite its subject matter having to do with gender issues of known relevance: generating specific citizen/user feedback on services dealing with issues of women's participation, demand for services, and collective action. Other reports (2005 Agricultural Diversification report) mention gender in passing reference (i.e. that agricultural diversification will improve gender equality; that livestock is a key generator of income for women; the importance of WUs, etc). In somewhat of a contrast to the later VDRs, the 2003 report *Delivering on its Promise* does not cover gender issues comprehensively or in depth compared to later similar reports. In its next steps section, the importance of accessing and controlling land for gender equality is mentioned; and women are mentioned alongside other disadvantaged groups (ethnic minorities, unregistered migrants etc).

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<sup>25</sup> VDR 2006:29.

## 2.8 Task Team Leader Survey on Gender

To complement the ESW review and field assessment, a short survey was carried out among Bank sector staff in June 2006 which indicated that sector staff believes *gender is adequately addressed in Vietnam but more could be done*. Of a potential sample size of 132,<sup>26</sup> 28 (or 21 percent) responded from the human development, infrastructure, PREM sectors including one response from the Hanoi front office).

There were five questions regarding: how staff factor gender into their work; motivations for including gender; and ideas for facilitating gender work. The area of focus of each Task Team Leader/Bank staff was also requested. Respondents were also asked whether the Vietnam Country Team sufficiently addressed gender concerns. The final question provided an opportunity for comments (see Annex V).

For the first question, 33 percent responded that gender ranked very highly in their work, 59 percent responded neutrally; whereas 7 percent felt gender did not factor into their work program in Vietnam. For the second question on the factors that lead the TTL to include gender, the three primary reasons in descending order were (i) sector interest in gender, (ii) personal view point on gender and (iii) WB corporate interest in gender. Regarding what would make the TTL include gender work more in their program, 50 percent said they would do it if they had more resources, 40 percent said they would do it if they had more time, 36 percent said they would do it if easy, practical and relevant guidance were given to them and 40 percent agreed that all of the above mentioned factors would make them include gender more in their program while another 11 percent said none of these factors would work for them.

Most of the respondents work on both operations and AAA (50 percent), while 43 percent work solely on operation and another 7 percent engaged exclusively in AAA. A majority of the TTLs (57 percent) felt that the Vietnam office currently pays sufficient attention to gender. A mere 4 percent felt that too much attention was paid.

Seven staff members provided open-ended comments. These set of comments essentially affirmed the importance of the gender agenda to the Bank:

- “need to be aware of/look at reproductive risks/morbidity...for poor and non-poor women”;
- “we don’t really have a gender agenda in the energy sector, especially not working on the power sector....we are now working on the impacts of rural electrification which will disaggregate gender impacts to some extent”;
- “Gender consideration should be taken into account on all project cycles and identify clear and simple indicators to follow up.”

## 2.9 Partnerships

The Bank has a good relationship with the National Committee for the Advancement of Women (NCFAW) and Ministry of Planning and Investment (MPI) - the main government bodies in charge of implementation of the National Strategy for the Advancement of Women

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<sup>26</sup> Not all from the sample survey were expected to respond as the survey was intended for Task Team Leader. The email distribution group included procurement, financial, social, environmental staff and others whose area of work is not impacted by gender or who are cross support staff.

in Vietnam. These are the channels by which dialogue with the government on gender issues is carried out. This is also the important channel by which significant government documents such as CPRGS, SEDP and POA2, POA3 are discussed. Workshops on gender and SEDP and on VGA and POA2, POA3 were held in close collaboration with NCFAW and MPI to discuss on how best to integrate gender into five year SEDP for 2006-2010 and what are priority gender issues to be addressed in the upcoming five years. The Bank remains in close dialogue with NCFAW, and attempts are made to harmonize efforts in gender. To date, there have been no capacity building efforts to strengthen the government machinery on gender issues with the exception of regional workshops, and analytical work. The Bank's comparative advantage at present is viewed to reside in analytical and lending work with other bi-lateral and multi-lateral partners to provide specific support to institutions mandated to address gender issues or women's equality.

Gender -specific dialogue has also been carried out with MONRE on the Land Titling Certificates. This dialogue contributed to a change in the law which will have long term impacts. This is a good lesson of working directly with the line ministries to address specific sector gender issues. With other agencies, the dialogue on gender, where this has existed, has been within the context of specific projects.

Donor harmonization on gender issues, especially with the ADB, DFID, and CIDA has been exceptionally strong and has resulted in the joint Vietnam Gender Assessment to establish a common framework for addressing gender issues in Vietnam. The Bank is an active member of the Gender Action Partnership group (GAP), chaired by NCFAW and comprised mostly of donors, NGOs and some government organizations. The GAP contributes to CG meeting's partnership notes, which reflect the main gender related activities during previous six months.

There has been concern expressed by donors and others that gender has not received sufficient attention in the PRSC credits. This review echoes that concern and the need to recognize the challenge of using the PRSC as a vehicle for addressing gender issues.

## **2.10 How the Bank is internally organized to address gender issues in Vietnam**

There are several positions which entail direct and indirect responsibilities on the gender agenda in Vietnam. The Bank country gender coordinator (CGC) has responsibility for leading most of the in-country gender efforts including on policy dialogue, input to lending projects, development of AAAs among other activities. During the CAS period under review, the following activities were undertaken:

- ③ Promoting policy dialogue with the government and donors, NGOs and others regarding gender equality issues, by maintaining an on-going relationship and dialogue with NCFAW, and by representing the Bank on the GAP Group.
- ③ Managing specific activities to address priority issues and support mainstreaming in the Bank's program such as the pilot projects on Land Titling Certificates, a gender-mainstreaming fund (one year only), Capacity building on gender sensitive implementation of CPRGS and the current gender assessment;
- ③ Helping to mainstream gender through identifying priority projects and AAA that are of strategic importance and providing advice to TTLs;
- ③ Providing cross support to Task Teams as requested to provide gender-related inputs;



- ③ Carrying out periodic monitoring and reviews of progress and reporting on this to the Country Director.<sup>27</sup>

The CGC works part time on gender, and is required to focus where there are either identified budgets for specific activities, or else upon the request of the Task Team Leaders. Previously, when flexible budget was provided for “gender mainstreaming”, monitoring and provision of advice to TTLs was carried out systematically and strategically, focusing on those activities identified as being priorities from a gender perspective. However, when separate budgets to be used at the CGCs discretion are not provided, the CGC provides advice or input as requested by TTLs i.e. opportunistically, rather than strategically. With so many competing institutional requirements and compliance issues, TTLs rarely place a priority or allocate their scarce resources on gender. More usually, safeguards is the entry point for the CGC involvement on a task team, allowing her to also look at the gender aspects - usually of her own volition, and often, in her own time.

The Regional Gender Coordinator provides back-up support as required, and organizes the regional activities to which Vietnam teams are invited such as the Gender and PRSP, and Gender and Economic Policy, workshops.

Finally, the Country Director ensures identification of issues to be undertaken and helps ensure that Country Assistance or Partnership strategies respond to issues identified. Sector Managers who are typically Washington based are responsible for ensuring relevant sector activities respond appropriately.

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<sup>27</sup> This reporting is manifested in part via desk reviews which are carried out and to report on future directions. Examples of monitoring includes two desk reviews for 11 selected projects for FY04 and 17 projects for FY05 (see Annex 1) were conducted to assess the level of gender integration into project activities to recommend measures to enhance gender impact of the projects. Six policy notes on gender equality for six concept notes of the pipeline projects (four for FY04 and two for FY05) were sent to TTLs to suggest areas, where gender could be integrated into project design.

## CONCLUSIONS AND RECOMMENDATIONS

### 3.1 Conclusions

After reviewing the different aspects of the Bank's work in Vietnam, the analysis of issues carried out in preparation of the last CAS, and the responses to the priorities identified in the following conclusions can be drawn:

***The Bank has supported and contributed to the Government efforts to reduce gender inequalities, by*** (i) helping to identify priority gender issues (SEDP, POA3, CGA); (ii) continuing to support institutions (capacity building for gender sensitive implementation of CPRGS, gender sensitive planning manual, regional workshops on PRSP and on Gender and Economic Policies); (iii) contributing to the knowledge bank on gender in the country by analytical work (2005 Forward-looking Strategies to promote Gender equity in Vietnam; 2006 Gender analysis of 2004 Vietnam Household Living Standard Survey; 2004 VDR on Poverty and 2006 VDR on Business; 2006 IFC-MPDF survey on women business owners; Country Gender Assessment...); and (iv) helping reach POA2's goals through investment projects (Rural Development, Human Development and Infrastructure projects) and specific gender related activities (Land Tenure Certificates with joint title). The Bank worked mostly through its sectoral activities and AAA in doing this, and did little to help develop the institutions or frameworks in the country for promoting gender equality. Also there was some lack of consistency with which the gender issues were addressed and much was done on an opportunistic rather than a strategic basis.

***The Bank was reasonably successful in implementing the OP/BP:*** The Country Director provided leadership as required in the BP and the skills were available in-country to help. There was more variable response from the sectors. Regular monitoring was undertaken and the dialogue with the government and other partners was maintained throughout the period. Improvements could still be made in providing a more systematic response for which some additional resources would need to be provided.

***PRSC has been a useful lending instrument for policy dialogue on gender issues but with limitations:*** The policy dialogue on Land Use Certificates was reflected in the PRSC, but overall, the gender issues were not as well represented in PRSC as they might have been. However, to use it effectively as an instrument, good data and analysis is required, and agreement on key priorities. There is also an issue in that the main counterpart for PRSCs lacks the necessary time and capacity to work on the government side to identify appropriate gender priority issues to be put into PRSCs, and the state institutions promoting gender equality have not been included in the discussions and lack the experience of using policy based instruments to achieve their goals. Finally, it is not clear how the impact of the PRSC in reducing gender disparities will be monitored.

***Implementing agencies are more responsive than before:*** The responsiveness of the implementing agencies varies, but they are more receptive than before. However, implementing agencies are still, to a large extent, responding to Bank encouragement, rather than to the Government's policies and programs. TTLs play an important role and some have proved exemplary in their attention to gender, which has had an impact on the way the implementing agency approaches it. Integration of gender in design has improved, but there

is a lack of consistency in the way this carries through to implementation and is reported. Monitoring indicators are critical for successful and more consistent gender mainstreaming. Management support is necessary to provide more funds and incentives for promoting gender equality.

***Analytical work had made good progress but needs greater consistency and better targets:*** Some good pieces of gender-responsive analytical work have been carried out. However, the integration of gender has once again been inconsistent, and depends more on the commitment of the TTL to the issue rather than a response to an identified strategic priority.

***Internal processes do not provide a set of incentives that are conducive to supporting gender mainstreaming.*** Resources have been provided for analytical work, and trust funds can be usefully leveraged to support gender work. However, there are limited incentives in the Bank for cross-sectoral work for non-mandated activities. Thus even though gender skills are in the country office, they are supposed to respond to demand from TTLs who are also expected to pay out of their own budgets. There is little demand for gender-specific skills from another sector except from a few dedicated TTLs. Responding to demand from TTLs in this way makes it difficult to take a strategic approach as proposed in the Bank's policies. One way around this has been to link the skills with safeguards functions which are mandated to give better "value-added".

***Several factors have contributed to making the progress that has been made since the last review of gender in the portfolio:*** these include strong Country Management leadership, role of the country gender coordinator, and the existence of a good country policy and institutional framework on gender equality. In addition, where the Sector management has sent clear signals on their commitment to gender mainstreaming, as has been the case in rural development, this has had a major impact on the task teams – and is, arguably, the most important factor.

***However, after a good start and progress early in the last CAS period progress dropped off during 2005-06.*** Some years after the joint gender assessment progress, cohesion among donors on the priorities was reduced, and it became increasingly difficult to get consensus for example on the priority gender policy issues for inclusion in the PRCS. Moreover, some donors were disappointed with the lead being taken by NCFAW despite significant resources spent on increasing their capacity. NCFAWs main challenge was that without sufficient resources of their own they needed to respond opportunistically to get money from wherever they could. In many ways, this reflected the challenges faced in many of the donor agencies, including the Bank, whereby decreasing resources for gender mainstreaming per se resulted in those whose responsibility it was acting less strategically and more opportunistically. Responding to the donors' criticism of the Bank's efforts in gender mainstreaming, the country management asked for a second gender assessment to be prepared, together with this evaluation.

### **3.2 Recommendations**

***PRSC gender-specific targets should link with priority gender issues identified by the recent CGA and to be in line with SEDP and POA3.*** A stand alone program of analyses with potential operational support would help to implement PRSC targets more effectively. The potential topics should be identified in the CAS and agreed with management and task team so that a program of action can be prepared.

***Priority investment projects and analytical work should be identified and agreed with Country Director and TTLs.*** Systematic review of PCNs, PADs, DPOs, KPIs, ISRs and ICRs and periodical summary of the findings of these reviews should be conducted to ensure gender issues to be well addressed in the identified projects/work. Annual meeting with PMUs and key counterparts to share the experiences in gender related activities should be considered as a capacity building activity to promote gender integration in the priority projects

***Analytical work on gender issues*** should be identified based on the priorities defined by the CGA and the Country Social Analysis study (currently underway). It should be linked very closely with the PRSCs and operations. Experience in Vietnam and elsewhere points the need to undertake a gender analysis jointly with other donors and the government in line with the five yearly national planning process to ensure evidence based identification of priorities and consensus building around these.

***Budgets for Gender Mainstreaming:*** While significant amount of gender work can be done through integration in mainstream budgets, a separate budget is still required to identify the most strategic entry points, and monitor that resources are used efficiently and in response to identified priorities, for example through regular reviews of upstream documents and periodic monitoring of outcomes and impacts. Without this while good work may be done, the incremental impacts on promotion of gender equality are reduced and often unnoticed. Also, the coordination required to work across sectors internally, with donor agencies, and with different agencies in government requires staff time, and should be recognized with budgets and in performance monitoring so it does not become an unfunded mandate.

***Counterparts:*** The Bank's main counterpart for promoting gender equality is the NCFAW. In this respect, we have an obligation to support the work of NCFAW according to our comparative advantage. Our comparative advantage lies in the fact that we have strong and somewhat influential relationships with other counterpart agencies in government with whom NCFAW tries to work with and influence, and we can use these relationships to support NCFAW, ensure entry points for NCFAW, and reinforce the government's own messages on gender equality with them. We do not have a comparative advantage in institutional strengthening of national machineries for women or gender and therefore no specific direct support to NCFAW is recommended.

**Annex I**  
**List of reviewed projects in June 2004 and June 2005**

Sector	No.	Project name	Reviewed documents	
			June 2004	June 2005
Rural	1	VN Agriculture Diversification Project 1	PAD and latest AMs of 10.02, 03.03 and 05.04	Supervision Mission AM of 03.05 and 10.04 and Report on Inspecting, Monitoring of Land Allocation
	2	VN Forest Protection and Rural Development Project	Based on AM of 10.03, 04.03 and 12.02.	Supervision Mission Aide-Memoire of 11.04 and 06.04
	3	Community Based Rural Infrastructure Project	PAD, Interim Report 05.04, Supervision AMs of 05.04, 02.04 and 05.03	Supervision Mission Aide-Memoire of 04.05 and 11.04
	4	Natural Disaster Risk Management Project		PAD, Pre-appraisal Follow up Mission AM of 14.03.05 & A practical guide for CBDRM
	5	VN Water Resource Assistance Project	PAD and Gender Mainstreaming into Water Resources Assistance Project Report	Supervision mission Aide-Memoire of 03.05,10.04 and Project monitoring report of March 05
	6	VN Coastal Wetland Protection and Development Project	Interim Review AM of 04.04, Mid-term Review AM of 06.03, and Review mission AM of 12.02	Supervision Mission AM of 02.05 and of 07.04
	7	NMPR	PAD, Mid-term Review AM of 04.04, Interim Supervision AM of 12.03, and Third Supervision AM of 10.03	Supervision Aide Memoire at 05.05 and 11.04
	8	Rural Finance II Project	PAD and latest AMs of 01.04, 07.03 and 09.02	Review Mission Aide-Memoire at 11.04
	9	VN Forest Sector Development Project	PAD	Not yet Supervision Mission
	10	VN Poor commune Infrastructure & Livelihood		PCN
	11	VN Agriculture Diversification Project 2		PCN

HD	1	National EFA Plan Implementation		PAD, Feasibility Report Review of 01.05 and Pre-Appraisal Mission Aide-Memoire of 10.04
	2	VN Primary Education for Disadvantaged children Project	PAD and Supervision Aide Memoire at 06.04 and at 12.03	Joint Supervision Missions AM of 05.05 and 11.04
	3	Mekong Delta Health Support Project		PAD (First draft); Pre-appraisal Mission AM of 04.05 and Advance Preparation Mission AM of 09.04
	4	Primary Teacher Development Project	PAD and Supervision AMs of 03.04, 12.03 and 05.03	Mid-Term Review AM of 12.04 and Supervision Mission AM of 06.04.
	5	VN Second Higher Education		First Higher Education Project: Supervision Mission Second Higher Education Project: Preparation Mission AM of 05.05
	6	HIV/AIDS	PCN	PAD of March 2005
Others	1	VN Urban Upgrading Project	PAD and Gender Mainstreaming into Urban Upgrading Project Report	First Supervision Mission AM
	2	Road Safety	PCN	PAD at May 05
	3	ICT Project	PCN	PAD of April 05, Appraisal Mission AM of 05.05 & Pre-Appraisal II Mission AM of 03.05
<b>Total</b>	20			

**Annex II**  
**POA2 Objectives and Bank's Contribution**

<b>POA2 Objectives</b>	<b>Targets</b>	<b>Planned</b>	<b>Achievement</b>	<b>Bank's contribution</b>
<b>WOMEN'S EQUAL RIGHT IN LABOR AND EMPLOYMENT</b>	Increase ratio of women labor/total newly created jobs. Positive gender structure movement in employment	40%	46.50%	Agricultural diversification; NMPRP (employment and poverty reduction, access to irrigation, agricultural inputs, extension, market); VN - Marine Protected Area Pilot; PRSC; Study on the impact of trade liberalization on the poor including women.
	Increased the amount of labor time for women in rural agricultural sector	75%	80.20%	NMPRP (employment and poverty reduction, access to irrigation, agricultural inputs, extension, market); Rural transport 1,2,3 (women's access to markets...); Forestry Protection and Rural Development (land allocation, access to small infrastructure under SSG, access to agricultural support services such as extension, technology transfer and credit, access to rural infrastructure such as irrigation, road upgrading); Agricultural Diversification Project (LUCs in joint names, access to agricultural extension and training, access to credit); Coastal wetlands protection and development; CBRIP; PCLIP; VN-Marine Protected Area Pilot; Forest Sector Development Project; Water Resource Assistance Project; Rural energy 1, 2; Mekong Transport and Flood Protection; Inland Waterway and Port Rehabilitation; Mekong Water Resources Management project (access to irrigation, water supply and sanitation); Land joint titling project.
	Decrease unemployment rate of women in urban area	5-6%	from 6.98 % in 2001 to 6.14% in 2005	VUUP (revolving fund for production development); ICT project;
	Poor women headed households got loans from poverty reduction program	80%	70%	Coastal Wetlands Conservation (credit, extension/technology transfer for women in buffer zones); VN-Marine Protected Area Pilot; Rural Finance 2 project (women's access to credit and financial services);- VUUP, Three cities sanitation, Urban water supply development, Land joint titling.

POA2 Objectives	Targets	Planned	Achievement	Bank's contribution
	Percentage of women in total credit borrowers by 2005	50%	NA	
	Poor women headed households got loans from the policy bank (as an example)	50%	44-45%	
<b>WOMEN'S EQUAL RIGHT IN EDUCATION</b>	Illiteracy elimination rate for women under 40 years old	95%	96.87%	Education for all project
	Percentage of women in total post graduate students	30%	30.10%	Primary Teacher Development Project; Higher Education
	Increase percentage of women labor to be trained	30%	20.45%	Primary Teacher Development; Primary education for disadvantage children; Education for All project
	Percentage of women labor receiving vocational and skill training	20%	15.46%	
	Ratio of women officials got political, administrative, computer and foreign language training	30%	30%	Primary Teacher Development; Primary education for disadvantage children; Education for All project
<b>WOMEN'S EQUAL RIGHT IN HEALTH CARE</b>	Average life expectancy for women	71	71	National Health Support project; Population and Family Health project; Health Fund for the Poor



<b>POA2 Objectives</b>	<b>Targets</b>	<b>Planned</b>	<b>Achievement</b>	<b>Bank's contribution</b>
	Pregnant getting 3 times of prenatal health checks	55%	53.40%	Increased quality and quantity of the health care services and family planning services for women, improve state administration for health care activities for women (Health Fund for the Poor, NMPRP, Population and Family Health, CBRIP, Mekong Regional Health Support). Implementation of recommendations from the PER, Three Cities Sanitation
	Reduce mother mortality rate	80/100.000	80/100.000	
	Female access to healthcare services	90%	90%	
	Health stations have midwife	100%	93%	
<b>ENHANCE THE ROLE AND POSITION AND INCREASE THE PARTICIPATION OF WOMEN IN LEADERSHIP AND DECISION MAKING</b>	Women participation in Executive Party Committees at all level	15% upwards	7.6% (central), 11.01% (provincial), 12.59% (district) and 11.35% (commune)	Enhance women's participation and empowerment of women (CBRIP, VWRAP, NDMP, VUUP, PCLIP, ADP, FPRDP)
	Female representative at National Assembly	30%	27.30%	
	Female participation in People Council Committee	28% (provincial/city), 23% (district), and 18% (commune)	23.8% (provincial/city), 23.01 (district/town) and 19.53% (commune/ward)	
<b>CAPACITY BUILDING FOR THE MACHINERY FOR THE ADVANCEMENT OF WOMEN</b>	Cadres working for the advancement of women were trained on operation skills	100%	56.50%	Capacity building for gender sensitive implementation of CPRGS.

POA2 Objectives	Targets	Planned	Achievement	Bank's contribution
	Leaders at ministries, departments, sectors and mass organizations at central level are educated with gender knowledge	100%	58.2	Gender training (CBRIP, VUUP, VWRAP...)

**ANNEX III**  
**Gender ranking criteria of gender portfolio analysis of WB selected projects FY 04- FY 06**

	<b>Gender ranking criteria of gender portfolio analysis of World Bank selected projects</b>		
	<b>A</b>	<b>B</b>	<b>C</b>
<b>Project design</b> <sup>28</sup>	Both key documents (PAD and PIM/PIP or OM) mention women/gender issues and outline concrete action plans or activities to address the identified gender issues. Link between the PADs and PIM is seen in terms of gender concern.	Only one key documents (PAD or PIM) takes gender/women issues consideration and develops specific activities for gender integration in the project components  Women/ Gender aspect may be presented in both key documents but in the general manner and usually without specific actions/measures to address it	1. None of the key documents refer to gender/women issues  2. Gender is mentioned in only one of the key documents but in the general way without having evident efforts to develop activities
<b>Implementation &amp; Supervision</b> <sup>29</sup>	Women/Gender issues are addressed in all reviewed documents for the period of FY 04, 05 and 06, i.e. <b>consistence of gender concerns is reflected.</b> A plan for gender activities is developed and implemented. (e.g. Sex-disaggregated data collection, gender training, mechanism development to mobilize women's participation, etc.).  The positive change is recognized in terms of gender relations and women's roles/empowerment.	Gender is integrated in some project activities and several specific gender /women related activities are implemented. But gender/women issues are addressed only in one or few among the reviewed documents. The project missed good opportunities for gender integration in certain components i.e. <b>inconsistence of gender attention.</b>  Gender aspect is realized by only one side (Bank or Borrower)	1. Gender is not concerned in all the reviewed documents  2. Gender is mentioned in only one among the reviewed documents but without evident efforts to develop activities

<sup>28</sup> Key documents reviewed are all PADs and selected PIM/PIP/OM. Not all PIM were reviewed due to time and document availability constraints

<sup>29</sup> Key documents reviewed are supervisor mission, (pre-) appraisal and midterm review aide memoires produced in the FY 04, 05 and 06. It means mostly Bank's documents. Additional the Borrower's documents of the projects the team have field work with were also reviewed.

**ANNEX IV**  
**Summary on Gender Portfolio Analysis of the Bank’s Selected Projects**

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Community Based Rural Infrastructure Project (CBRIP PO 62748)	PAD, OM volume 1 & 4  AMs of May 03 May 04, Interim report May 04, Nov 04, Apr 05, Oct 05	Gender is mentioned in all project documentation.  <b>PAD and Operational Manual :</b>  Specific actions to involve women in CPCC (e.g. one man and one woman in CPCC, sub-project selection meeting hold separately for men and women, key PI include % of W and EM in CPCC, WU representation in meetings for preparation of representatives in CPCC and sub-projects, village meeting should have at least 30% women participants. EM Action Plan refers to Social structure and relationship in matriarchal system of some ethnic minorities).  AMs are also attentive to gender issues as analyzing information of women’s participation in selection of sub-projects and emphasizes that women’s priorities often more weight than men’s.  <ul style="list-style-type: none"> <li>Ratio of women participate in village meetings are reported at 50-60%</li> </ul>	<ul style="list-style-type: none"> <li>In PAD, a number of performance indicators do not include gender disaggregated data and gender sensitive indicators</li> <li>Number of women community facilitators, monitoring and maintenance group for construction is limited</li> <li>The reviewed AMs do not provide information on women of ethnic minority (as in some project sites 100% of population are ethnic minority or characterized by extremely high ethnic diversity). Therefore, gender issues may also be differing among ethnic minorities</li> </ul>	A	A

		<ul style="list-style-type: none"><li>• Specific activities to enhance gender awareness (e.g. gender training, development of modules on gender integration into CBRIP)</li><li>• Sex- disaggregated data collected regularly in all project activities</li></ul>			
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Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
<p><a href="#">Agriculture Diversification Project 1</a></p> <p><a href="#">ADP Cr.3099-VN</a></p>	<p>PAD, PIP AMs of Oct.02, Mar.03, May.04, Oct 04, Mar 05, Nov 05, Report on inspecting, monitoring of land allocation</p>	<p><b>PAD:</b> emphasizes on a number of gender issues (e.g., role of W in agric activities, employment opportunities for W created by the introduction of cultivation of rubber and strengthening extension service for livestock).</p> <p><b>PIP:</b> gender is not mentioned in the PIP</p> <p>AMs reveal a great attention to gender into project activities:</p> <p>- Project developed specific actions for gender mainstreaming (e.g. development of gender action plan, appointment of gender focal points, gender assessment of smallholder rubber component); formal arrangement with WU as implementing partner of the livestock component, usage of indicative “participation targets” for women in livestock component</p> <p>- Gender disaggregated data are presented in AMs (36% of participants in crop extension training are women, 28 % of borrowers (for crop credit) and 49% of borrowers (for livestock credit) are women; 30% of the participants in demonstration are women.</p>	<ul style="list-style-type: none"> <li>• No gender included into the project performance indicators in PAD</li> <li>• Slow progress in preparation of gender action plan 2005/2006. Gender activities often carried out with delay or pending</li> <li>• No information on participation of ethnic minority women</li> <li>• No information on women’s participation as key farmers and in small rubber teams</li> <li>• No information on how Women’s Union works as implementing partner of the livestock component.</li> </ul>	B	A

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
VN Forest Protection and Rural Development Project FPRDP PO04839	PAD  AMs of Dec 02, Oct 03, Apr. 03, June 04, Nov. 04, Sept 05, Mar 06	<p><b>PAD:</b> Gender is not reflected</p> <p>AMs provided information on gender/women related issues and activities:</p> <ul style="list-style-type: none"> <li>• LTCs have been issued in both names of husband and wife</li> <li>• Women’s active participation in developing Commune Action Plan (CAP) and priority setting consultation and annual planning workshop</li> <li>• A gender action plan has been developed</li> <li>• Gender training organized and some gender –disaggregated data was provided (e.g Women accounted for 14% of participants of training for leading farmers) and there is an increase of women’s participation in training courses on agricultural extension and forest management)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender is not included into the project performance indicators in PAD (except for one sex - disaggregated data on farm forestry groups)</li> <li>• No information on how women participating in demonstration as host farmers and visitors and in monitoring and supervision of the construction work</li> <li>• Sex-disaggregated data (e.g, in access to credit, training course and training workshop on an agriculture extension and forest management) are not always provided.</li> <li>• ICR should include an analysis of women’s contribution to realization of the project objectives.</li> </ul>	C*	A

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\* Based on PAD only

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
<a href="#">Primary Education for Disadvantaged Children PEDC PO 44830</a>	PAD, Operational Manual AMs of Dec 03, June 04, Nov 04, May 05, Nov 05,	<p><b>In PAD:</b> Gender quality is addressed in the Project development objectives. Technical Notes on girl Education (annex 13) was prepared analyzing analysis gender issues and provided measures to address . The log frame provided for sex-disaggregated data collection</p> <p><b>Operational Manual:</b> Manual has incorporated gender in (e.g in the objective to improve access to primary school and the quality of education for disadvantaged girls and boys, extra curricular activities to encourage the attendance of girls and ethnic minority) AMs: A number of gender issues raised by the mission: Gender need to receive attention in the PIP, explicit attention to gender in decision making about appointment and assignment, training sessions should be designed to take gender issues; a note that district audit are broken down by gender and EM and to merge with EMIS; the design of sanitary units has separate sections for girls and boys</p>	<ul style="list-style-type: none"> <li>No sex-disaggregated data in EMIS, AMs (e.g. data on women and men teacher and head teacher take part in training activities)</li> <li>Information on women and men in communes participating in project activities (e.g. in RNA and CPHVC) and in Parent Association; and as enable community workers to identify the educational needs of children was not provided.</li> <li>Though both men and women are beneficiaries, since teachers of the primary education level are about 90% of women<sup>30</sup>, issues to be addressed , e.g. quality of women’s participation at higher level of management or leadership and in policy development; lacking of gender knowledge of teachers,</li> </ul>	A	B

<sup>30</sup> This percentage is given by the CPMU of the PEDC



Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
<p>Vietnam Urban Upgrading Project</p> <p>VUUP PO 70197</p>	<p>PAD, Ho Chi Minh City project Implementation Plan edition 4, AMs of Dec 05 Nam dinh City</p> <p>Dec 05 Haiphong City</p> <p>Dec 05 Cantho</p> <p>Dec 05 HCM City</p>	<p><b>PAD is attentive to gender:</b></p> <p>Gender issues are raised in PAD (e.g. involving women equally in Planning process, specific focus on women's participation in community meetings and information dissemination, Women Union is a partner in Housing Improvement Loan Program, To ensure that women's name included into LUC)</p> <p><b>PIP (HUUP):</b> Gender issues are almost not raised in the PIP, except for one sentence mentioning WU as Implementing Partner for Housing Improvement Loan Program Component,</p> <p><b>AMs/Project implementation</b></p> <ul style="list-style-type: none"> <li>• Gender mainstreaming into the project was developed</li> <li>• AMs mentioned that women and men actively take part in project activities but no concrete data. WU has launched housing improvement loan The mission reminds the PMU on the agreement to include gender issues and sex-disaggregated data into every progress report</li> </ul>	<p>Gender is not included into the project performance indicators.</p> <p>Sex- disaggregated data are not available (e.g number of women in training and access to credit)</p> <p>No information on women's and men's participation in monitoring the collecting and accounting their contribution under component 1;</p> <p>Tertiary Infrastructure Upgrading as well as in supervision of construction and the Capacity Building component including training activities) .</p> <p>Gender should be seen as integrated/crosscutting issues in all project activities</p>	B	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Natural Disaster Risk Management Project NDRMP	PAD, PIM Pre-Appraisal Mission AM of Mar 05, Proposed NDRMP May 05, 1 <sup>st</sup> supervision AM Nov 05, A practical Guide for CBDRM	<p><b>PAD</b> takes gender considerations:</p> <ul style="list-style-type: none"> <li>- Gender consideration have been included in component 2 on CBDRM and in other components and projects, especially in component 4, to ensure that women and men have equal opportunities as participants and beneficiaries of the project.</li> <li>- Implementations Arrangement (component 2, annex 6) identified each commune will nominate one man and one woman as CFs</li> </ul> <p><b>- PIM and CBDRM Operations Manual of is a good example of gender integration</b>, which indicated a very specific guidelines for promoting gender equality in CBDRM activities as: Participatory Risk, Capacity and Vulnerability assessment will include gender analysis and highlight any differences between men's and women's priorities in sub-project selection; WU will be consulted about proposed sub-projects; in all activities related to community consultation, information sharing , training, a target will equally be set for 50% women's participation, baseline data will ensure sex-disaggregated data, set</p>	<ul style="list-style-type: none"> <li>• Sex-disaggregated data not included in MIS/Performance Indicators</li> <li>• Not clear how gender is integrated in Capacity building and Institutional Strengthening Activities</li> <li>• Gender training is not an integral part of the training program and institutional strengthening activities.</li> <li>• Few women in CCCC if it is only based on the formal structure</li> <li>• Gender responsibility is not included in TOR of the project Consultants, CBDRM Advisers, Specialist</li> </ul>	A	B

		<p>measurable targets, and identify expected results and indicators.</p> <p>AMs  Gender is planned to be integrated into different components, especially component 2 “Community based Disaster Risk Management” and Component 4 “Project Management and Institutional Strengthening”; selecting one man and one woman as community facilitators.</p>			
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Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
<p>Vietnam Water Resource Assistance Project</p> <p>VWRAP Cr.3880-VN</p>	<p>PAD, PIP, Gender mainstreaming report, AMs of Oct 04, Mar 05, Oct 05, Project monitoring report of Sept05</p>	<p><b>PAD:</b></p> <ul style="list-style-type: none"> <li>PAD is shown to be attentive to gender issues (e.g. emphasize on women’s participation in construction , water use groups; gender training for project management staff)</li> </ul> <p><b>PIP:</b> Gender is not an area of concern</p> <ul style="list-style-type: none"> <li>During project planning, a study on gender issues was carried out and report on Gender mainstreaming into WRAP was prepared</li> <li>The mission emphasized the need to ensure and document, and active participation of women in all training and PIM-related activities and consultation with local authorities and water users, including women in determining appropriate WUA models.</li> <li>In one AM, it is mentioned that Indicative TOR for Japan Social Development Fund Grant Management for VN Participatory Irrigation Management Project have included a post for gender specialist</li> </ul> <p>The last AMs of 05 did not mention gender</p>	<p>Sex disaggregated data are not included in the project performance indicators</p> <p>Project monitoring report has not mentioned how gender issues have been integrated in the project</p> <p>Not clear of how gender would be integrated in training and capacity building activities as a draft TOR for training, participation irrigation management and monitoring and evaluation have not mentioned gender issues.</p>	B	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Vietnam Forest Sector Development Project (VFSDP)	PAD, PIP AMs of Oct 2005, Dec 2005, Field reports of Quang Nam Feb 2006, Thua Thien Hue Dec 2005 & Quang Ngai Jan 2006	<p><b>PAD</b> raised a number of gender issues</p> <p>LUC will be issued in the names of both husband and wife;</p> <p>Gender disparities will be reduced through access to secure land tenure and extension services;</p> <p>Women Union will be involved in consultation process with land allocation and Planning of small holder production forestry arrangements.</p> <p><b>PIP:</b> Mentioning women's participation in community meeting and training courses; WU representative in CWG,</p> <p>Gender is mentioned in the functions of CPCU, PPMU, DIU in terms of guidance for safeguard policies implementation</p> <p>M &amp; E chapter identified a number of cross cutting issues including gender. One indicator (Farm Forestry Group) required to be gender break down.</p> <p><b>AMs:</b> The supervision mission aide</p>	<ul style="list-style-type: none"> <li>There is no centralized sex-disaggregated data (e.g, on training for provincial and district VBSP staff, training for farmers, number of women registered for participation in the plantation program, information on women member in CWG).</li> </ul>	A	B

		memoires mentioned gender issues and recommended that especially on credit management, separate training courses are organized for women, with female trainers, wherever possible.			
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Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Vietnam Coastal Wetland Protection and Development (Credit 3292 VN)	PAD, Interim Review AM of Apr 04, Midterm Review Jun 03, Review mission Dec02, Jul 04, AMs of Feb 05, Jul 05, Jan 06	<p><b>PAD:</b> A number of Social assessments were carried out as part of project preparation but no women/gender issue is mentioned Annex 2: project description and project implementation (component 2): WU as loan guarantor for farmer to get credit</p> <p><b>Project implementation:</b></p> <ul style="list-style-type: none"> <li>• Gender course conducted for PPMU and CPO staff, pilot gender awareness building program carried out, partnership with WU for Revolving Funds activities;</li> <li>• Some data are sex-disaggregated (1542 women out of 3078 people (50%) took part in illiteracy Eradication Program)</li> <li>• Contribution of land on the part of the beneficiaries for small construction should be well documented with signatures of both husband and wife)</li> </ul>	<ul style="list-style-type: none"> <li>• The AMs do not mention women's participation in the project activities (e.g. technical training, demonstration sites) and development of Action Plans (CAP, VAP, Commune Land Use Plan, Resettlement Agri Social Development Action Plan)</li> <li>• Ethnic Minority Development Plan do not mention issues of EM women</li> <li>• Gender indicators are not presented in M &amp; E system ( e.g no gender aspect mentioned in the Outline Contents of the ICR, unclear on how the socio-economic analysis study has focused on gender issues)</li> </ul>	B*	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
<p>Vietnam Northern Mountainous Poverty Reduction Project</p> <p>NMPR (PO 59936)</p>	<p>PAD, PIM AMs of Apr 04, Dec 03, Oct 03, Nov 04, May 05, Nov 05</p>	<p><b>PAD</b> has not mentioned gender/women issues</p> <p><b>PIM</b> refer to assistance to enroll minority girls in school <b>and women's</b> for community assessment)</p> <p><b>Operational Manual of the Component 3 Community Development Budget (CDB)</b> has addressed a number of gender issues as well as some specific activities:</p> <ul style="list-style-type: none"> <li>Specific actions are developed to involve women in CDB (invite both husband and wife to the meeting, separate discussion for men and women for sub-project selection. One of the principle for the CDB planning is that men and women, EM and disadvantage groups are involved equally in the decision making process)</li> </ul> <p><b>There is an increase in attention to gender in AMs</b> (between FY 04-05-06) as:</p> <ul style="list-style-type: none"> <li>In the most recent AM of 2005 there is a part of gender reporting that women's participation in</li> </ul>	<ul style="list-style-type: none"> <li>The Project design principle and important components do not consider gender aspect and women participation (e.g HRD, Institutional capacity building, irrigation, Drinking water and agriculture, community development budget, )</li> </ul> <p>AMs mentions that</p> <ul style="list-style-type: none"> <li>Selection of sub-projects did not appear to reflect very well the choices of women and poorer groups which, on balance, tend to prefer production/livelihood – related sub-project or support for children education</li> <li>Few women participating in training activities and few are member of CDB</li> <li>Information on women's involvement in community supervision boards, maintenance group, water use group, community development budget are not provided.</li> </ul> <p><b>Database</b></p> <ul style="list-style-type: none"> <li>No sex- disaggregated data, gender(e.g data on CF and women in training)</li> </ul>	B	B



		<p>village meeting for CDBC implementation is always reported high (but ratio was not given); women’s reportedly participate most actively in Applied Agri. Demonstration</p> <ul style="list-style-type: none"> <li>• Recommendation was given to engage women representative from each village in training activities for the CDBC) and as CF.</li> </ul> <p>The AM has realized a number of gender issues relating training (e.g men attend training, women do job) and to selection of sub-project that did not appear to reflect very well the choices of women and poorer groups which, on balance, tend to prefer production/livelihood –related sub-project or support for children education.</p> <p>A study on gender impacts of the project, including attempting to describe women’s and girls’ access to benefits and participation in project activities is being conducted.</p>	<ul style="list-style-type: none"> <li>• Data on “participating households “ do not reflect (or measure) difference in men’s and women’s participation in the project activities)</li> </ul>		
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Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Vietnam HIV/AIDS Prevention Project	PAD, Operational Manual, AMs of Jul 05, Nov 05, Action Plan of Nghe An	<p><b>PAD:</b></p> <p>Refers to equal rights for ethnic minority women and men in participating and achieving benefits from project, increasing participation of young ethnic girls in sex trade and EM women suffer from high rate of reproductive tract infections</p> <p>Though the PAD does not develop specific actions to address the gender issues, it finds that women somehow benefit from the project since there are activities/components designed specifically for women (relating to female sex workers, mother to child transmission prevention program)</p> <p><b>Operational Manual:</b> No gender is mentioned</p> <p><b>AM:</b> Population Survey on HIV/AIDS was conducted and provided data on women and men HIV infected and Audience Segmentation Study has highlighted BCC issues including gender sensitive concerns but not clear of how the project would take into account these gender issues. The survey provided some sex-disaggregated data on HIV infection rate.</p>	<p>PAD and OM does not mention the specific gender issues in project components and activities. Gender is also not included into the performance indicators (except indicators related to female sex workers or mother to child transmission prevention program)</p> <p>Project implementation and action plans development may face challenges as:</p> <ul style="list-style-type: none"> <li>• Project staff, especially provincial, may lack of gender analytical skill in HIV/AIDS prevention</li> <li>• The provincial Action Plans may not address gender issues in HIV/AIDS prevention activities</li> <li>• Unclear of gender issue integration in training and capacity building activities at the central and provincial levels and in Campaign on Stigma and Discrimination</li> <li>• Gender is not mentioned in the principle for making provincial action plans</li> </ul> <p>All report forms do not include sex-disaggregated data. No gender indicators for M &amp; E (except for the part on prevention of mother to child HIV transmission program)</p>	B	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Mekong Health Delta Support Project	PAD, OM (draft) Apr 05 and June 05 AMs	<p>Gender is raised in PAD: The mechanism for ensuring that men and women participate in and benefit from the projects equally, especially in participatory, training and monitoring processes, will be addressed in the operational manual and in the EMDP.</p> <p><b>Operational Manual:</b> gender is not a concern</p>	<ul style="list-style-type: none"> <li>• Gender is not included in the project indicators (in PAD)</li> <li>• Gender is not mentioned in the reviewed AMs. No specific gender issues related to the health sector are presented in the project documents (e.g economic, social and cultural factors may affect women and men differently in accessing to health care,)</li> <li>• Reporting data not always include sex-disaggregated data</li> <li>• No information on how the project develops specific activities to integrate gender as cross cutting theme in all project components and activities (Health Care Funds for the poor including IEC campaigns, HR development, training for local health workers, piloting of non-training HR initiatives, etc)</li> </ul>	B	NA <sup>31</sup>

<sup>31</sup> NA to the projects that have just started

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Vietnam ICT Development Project	PAD, AMs of Appraisal Mission May 05, Pre-Appraisal Mar 05, AM of Jun 05, Nov 05, Feb 06	PAD has a social analysis  None of the reviewed documents (PAD, AMs) mentioned gender	<ul style="list-style-type: none"> <li>No information on addressing gender issues provided in <i>Gender notes</i> on VN ICT Development</li> <li>Special attention to be paid to ensure equal participation in and benefit from training and awareness raising training activities in ICT skills/Human Resource, ICT usage in government and ICT industry and ICT-enable private sector development</li> <li>The project needs to develop measure to ensure that the project would contribute to reduce gender gaps in ICT development including gender indicators formulation.</li> </ul>	C*	C

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Road Safety Cr.2073- VN	PAD, PIP, AM of Dec 05	<p><b>PAD:</b> Women are one of the vulnerable road user groups with children and elderly, but no gender integration into project components and activities</p> <p><b>PIP</b> does not mention gender</p>	<p>Project planning of specific activities:</p> <ul style="list-style-type: none"> <li>• No information on taking into account <i>Gender notes</i> on the project (that was prepared in June 2004) in project documents including PIP</li> <li>• A number of gender issues provided in Gender notes may be passed</li> <li>• There is a risk of by passing all important gender issues in capacity building, safety education and road safety monitoring as women are seen just as a vulnerable group</li> <li>• As road safety is seen as cross-cutting issues and based on multidisciplinary approach , gender issues should not be neglected especially at community based activities of the project (Components: Capacity building and implementation support, road safety user education and awareness, Blackspot treatment program)</li> </ul>	C	NA

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
VN Primary Teacher Development (Credit 3594 VN, PO 51838)	PAD, AMs of Dec 03, May 03, Mar 04, Jun 04, Midterm Review Dec04, Jun 05, Dec 05	<p>PAD mentioned that:</p> <p>Investing in the education of girls has especially powerful benefits in terms of improving family health and nutrition, civic participation and family welfare.</p> <p>- Though PAD and reviewed supervisor mission aide memoires do not show the mention of gender issues in the project activities, about 90% of the teachers at the primary education level are female. It means that women are main beneficiaries of the project.</p>	<ul style="list-style-type: none"> <li>• There are no specific and relevant to the project gender issues mentioned in PAD (e.g how the Profiles could help to address gender stereotype in teacher's behaviors and attitudes that affect their students access to and performance at the schools; how Modules Development takes into account gender issues in teacher training, etc)</li> <li>• AMs did not mention women's and men's participation in the project activities</li> <li>• No sex-disaggregated data on teachers attending training including upgrading training an MA degree training, domestic and oversea training for key teacher, principals, education managers</li> </ul>	B*	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Second Rural Finance Project (Cr. 3648-VN)	PADs, Work Plan AMs of Sept 02, Jul 03, Jan 04, Nov 04, Feb 06	<p>Gender issues presented <b>in PAD</b></p> <ul style="list-style-type: none"> <li>• PFIs and MFIs to keep the record of women borrowers, to obtain gender disaggregated data for project monitoring and evaluation</li> <li>• Encourage coordination between Women Union and VBARD to strengthen the outreach to women and increase their access to credit</li> </ul> <p><b>Comprehensive Work Plan:</b> gender is not presented in the document</p>	<ul style="list-style-type: none"> <li>• AMs do not mention gender issues as well as gender data including training for VBARD, BIDV or PFI staff</li> <li>• The accreditation process has not taken into consideration the performance of PFIs in terms of outreach to and access of women to their loan.</li> <li>• The gap is found between Bank's (AMs) and Borrower's documents, for example, AMs do not provide data on men and women borrowers but BIDV keep record on these data</li> </ul>	B	B

Project Names ID	Reviewed Documents	Gender/Women addressing in the Documents	Missed Opportunities/ Challenges	Gender Ranking	
				Design	Implementation & Supervision
Second Rural Transport Project Cr. 3306	PAD Supervision Mission Aug-Sep 2005 AM, AMs of Jan 2005, June 2004,	<p><b>PAD :</b></p> <ul style="list-style-type: none"> <li>• Women Union and Center for Gender, Environment and Sustainable Development were represented at the workshop on the road selection methodology.</li> <li>• WU representatives in commune meeting in consultation process</li> </ul> <p>The AM mentioned that local authorities of district and commune carried out consultation with and encourage participation of the PAHs, ethnic minority people and women union</p>	<ul style="list-style-type: none"> <li>• The AMs do not provide sex-disaggregated data on training at all levels</li> <li>• Women's involvement in project activities are not shown in the reviewed documents</li> <li>• Women may not be involved in consultation because meeting is organized at commune level</li> <li>• Key performance and impact indicators (e.g increase of number of people who have off farm jobs and increase in high school attendance, etc are not sex-disaggregated break down</li> </ul>	B*	C



**Annex V**  
**TTL Survey – Questionnaires**

**As a very important step towards contributing to understanding the gender dimensions of the Bank’s work in Vietnam, we request your support in filling this 6 question survey.**

**Please tick the options which best reflect your opinion**

1. To what extent does gender factor into your work in Vietnam (0 = none, 5= very high):
  
2. What factors influence you most to include gender in your work. Rank from 1-6. 1= "influences me the most"
  - ..... The Corporate interest gender
  - ..... Your sector’s interest in gender
  - ..... External pressures or influences (NGOs, media, other donors)
  - ..... Your viewpoints on this topic
  - ..... Your client’s agenda
  - ..... Others? Please specify.....
  
3. What would make you address gender issues in your work. Rank from 1-5. 1= most important
  - ..... If easy, practical, relevant guidance were given to me
  - ..... If I had more resources
  - ..... If I had more time
  - ..... All of the above
  - ..... None of the above. I don’t see its relevance to my work
  
4. You work on
  - ..... Operations
  - ..... AAA
  - ..... BothFor which Sector? .....
  
5. In your view, the Vietnam country team:
  - ..... Could and should pay more attention to gender
  - ..... Is doing a good enough job at mainstreaming gender
  - ..... As is, places to much emphasis on gender
  
6. Anything to add?

## Annex VI

### PMU Survey – Questionnaires

World Bank's Country Gender Portfolio Review				
Questionnaires				
<p><b>Please help to fill in the following questionnaires and return it to the World Bank by April 12, 2006</b>  <b>Attention: Ms. Kieu Phuong Hoa, email: <a href="mailto:hkieu@worldbank.org">hkieu@worldbank.org</a> or by fax (No. 04 9346597).</b>  <b>Thank you very much for your cooperation.</b></p>				
1 Project Name:				
2 Central/Provincial Project Management Unit (Name of the province PPMU/Regional Project Management Unit):				
<b>A. Staff</b>				
		Project staff		
	Manager	Operational officers	Support staff	Consultant
Total				
Female staff				
% of female staff/total				
<b>B. Training and Capacity Building</b>				
9 Gender equality training: (please list all the <b>trainings on gender equality</b> organized under the project)				
<i>Name of the Training courses</i>	<i>No. of days</i>	<i>No. of participant</i>	<i>No. of female participants</i>	<i>%</i>
10 General technical capacity building for staff (please list all the trainings of this type organized under the project)				
<i>Name of the Training courses</i>	<i>No. of days</i>	<i>No. of participant</i>	<i>No. of female participants</i>	<i>%</i>
11 Training for project's beneficiaries				
<i>Name of the Training courses</i>	<i>No. of days</i>	<i>No. of participant</i>	<i>No. of female participants</i>	<i>%</i>
<b>C. Project Activities</b>				
12 Women at local community involvement in overall project's activities (%):				
13 Percentage of women beneficiaries of the entire project (%)				
14 Is there any project component which significantly involves the participation of women or was especially designed for women's participants?				
<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	
If yes, what are they?				
Activities and major results from this component?				
<b>D. Monitoring and Evaluation:</b>				
15 Is there any study and report produced under the project that have gender dimension?				
<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	
If yes, please list them:				
16 Do you maintain a project's monitoring database with gender disaggregated data?				
<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	
17 Do you undertake supervision of gender aspects and impacts to gender equality under the project?				
<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	

**Annex VII**  
**Meetings Held (April-May 2006)**

<b>Name or Title</b>	<b>Organization</b>	<b>Location</b>
Project Coordinator, Finance Officer, M&E Specialist, Project Officers	Project Management Unit (PMU) of HIV/AIDS Project, Ministry of Health	Hanoi
Project Director, Manager of Appraisal Division, Project Officers	PMU of Rural Finance Project, Bank for Investment and Development of Vietnam	Hanoi
Mr. Pham Hai, Project Director	PMU of Community Based Rural Infrastructure Project, Ministry of Planning and Investment	Hanoi
Project Director, Finance and Project Officers	PPMU of CBRIP project, Department of Planning and Investment	Nghe An province
Project Deputy Director and Appraisal Officer	PPMU of Rural Transport project, Department of Transport	Nghe An province
Beneficiaries	Rural Transport project	Nghi Thach commune, Nghi Xuan district, Nghe An province
Pham Van Thanh, Deputy Director of DOH and Tran Tu Suu, Project Coordinator	PPMU of HIV/AIDS project, Ministry of Health	Nghe An province
Beneficiaries	CBRIP project	Chau Binh commune, Quy Chau district, Nghe An province
Deputy Director and Head of transaction department	Vietnam Bank for Agricultural and Rural Development, a financial institution working for Rural Finance project	Nam Dinh city
Representatives	Nam Dinh women's unions, Hai Hau district VBARD branch	Nam Dinh city
Beneficiaries	Rural Finance Project	Hai Quang commune, Hai Hau district, Nam Dinh city
Project Director	PPMU of Priority Infrastructure Investment Project, Department of Planning and Investment	Danang city
Vice Chairwoman, experts	Women's Union	Danang city
Deputy Director, Project Officers	PPMU of Primary Education for Disadvantage Children, Department of Education and Training	Dak Nong province
Director, Project Officers	PMU of PEDC project	Dak Mil district, Dak Nong province
Headmaster	Dak N K Jot primary school and some other pilot schools in the area	Dak Mil district, Dak Nong province
Project Director, Deputy Director, Project Officers	PPMU of Forest Protection and Rural Development Project	Dak Nong province
Chairman	Commune People's Committee, FPRD project	Dao Nghia commune, Dak Rot district, Dak Nong province
Chairwoman, officer	Commune Women's Union	Dao Nghia commune, Dak Rot district, Dak Nong province
Beneficiaries	FPRD project	Dao Nghia commune, Dak Rot district, Dak Nong province

**ANNEX VIII**  
**Reviewed ESW list**

<b>Project ID</b>	<b>Full ESW Name</b>	<b>Closing date</b>	<b>Keyword 'Gender' frequency</b>	<b>Keyword 'women' frequency</b>	<b>Total number of times both keywords appear in the document</b>	
P079765	Community Driven Development project	06/02/2003	3	58	61	3/17 = 18%
P082294	Vietnam Poverty Assessment (VDR04)	11/17/2003	3	70	73	
P084898	VN – Update 1998 Rural Strategy	06/22/2005	9	44	53	
P079855	Vietnam Development Report 2003	11/15/2002	14	10	24	5/17 = 29%
P079857	CPRGS Monitoring and Progress Report	10/30/2003	12	20	32	
P075180	VN-Primary education quality sector report	06/30/2004	16	1	17	
P098303	Vietnam Development Report 2006	11/30/2005	14	2	16	
P091765	Vietnam Development Report 2005	12/01/2004	12	3	15	
P079917	Public Administration Reform	06/15/2004	0	0	0	9/17 = 53%
P080193	VN – Cost of social services for the poor	June 2006	1	1	2	
P083460	VN – Private Higher Education	06/27/2003	0	0	0	
P084899	VN – Agricultural Diversification project	06/22/2005	2	6	8	
P085056	VN – Poverty and Social Impact Assessment	12/06/2005	0	0	0	
P085086	Capacity Building	06/16/2004	3	2	5	
P090464	VN Forest Sector Support	11/28/2005	1	0	1	
P060199	VN-Participatory Provincial Partnership project	09/30/2002		3	3	
P069310	Poverty Analysis and Policy Advice project	06/01/2005	2		2	

**Annex IX**  
**Workshop participant list**

No	Name	Title	Organisation	Contact (phone/email)
1	Bui Thi Thu Thuy	Officer	CPMU, CBRIP project	<a href="tel:0913593558">0913593558</a>
2	Nguyen Tien Dung	Project Officer	CBRIP Nghe An	<a href="tel:0983847920">0983847920</a>
3	Le Ba Cuong	Project Officer	PEDC Dak Nong	<a href="tel:0905011718">0905011718</a>
4	Tran Hoang Hiep	Project Officer	Coastal Wetland project	<a href="tel:0912305020">0912305020</a>
5	Bui Hoang Duc	Project Officer	HIV/AIDS project	<a href="tel:0913041116">0913041116</a>
6	Dang Thu Suong	Deputy Director	VUUP Can Tho	<a href="tel:0903611823">0903611823</a>
7	Nguyen Thi Anh Nguyet	Deputy Director	VUUP HCMC	<a href="tel:0908449178">0908449178</a>
8	Nguyen Mai Khanh	Officer	BIDV – SRFP	<a href="tel:0913091389">0913091389</a>
9	Nguyen Minh Quy	Permanent Secretary	NCFAW	-
10	Nguyen Ngoc Hanh	Vice Chairwoman	Women Union HCMC	<a href="tel:0903004164">0903004164</a>
11	Do Thi Kim Linh	Vice Chairwoman	Women Union Danang	<a href="tel:0905123688">0905123688</a>
12	Phan Thi Tuyet Nhung	Expert	Three cities sanitation, Danang	<a href="tel:0914031601">0914031601</a>
13	Hoang Tuyet Mai	Officer	Agricultural Diversification project	<a href="tel:0989122790">0989122790</a>
14	Le Thi Thu Dinh	Consultant	PEDC	<a href="tel:0913381562">0913381562</a>
15	Nghiem Thi Luong	Project Officer	Road Safety	<a href="tel:0912049854">0912049854</a>
16	Le Minh Chau	Director	Road Safety	<a href="tel:0989555979">0989555979</a>
17	Vu Manh Loi	Principal Researcher	Institute of Sociology	-
18	Le Thu Cuc	Vice Chairwoman	Women's Union of Haiphong city	-
19	Nguyen Kim Anh	Accountant	Women's Union of Haiphong city	-
20	Gillian Brown	Regional Gender Coordinator	WB, Bangkok	-
21	Lan Thi Thu Nguyen	Social Analyst, Social Development	WB, Hanoi	-
22	Binh Thanh Vu	Sr. Operations Officer, Education	WB, Hanoi	-
23	Hoa Phuong Kieu	Task Assistant, Social Development	WB, Hanoi	-
24	Pham Thu Hien	WB Consultant	Gender and Development Faculty, Ho Chi Minh National Political Academy	-

25	Nguyen Duy Son	Operations Officer, Portfolio	WB, Hanoi	
26	Nguyen The Dung	Operations Officer, Rural Development	WB, Hanoi	
27	Nina Bhatt	Social Specialist	WB, Washington DC	
28	Hoa Thi Mong Pham	Operations Officer, Social Development	WB, Hanoi	
29	Phan Thi Xuan Quynh	Finance Analyst	WB, Hanoi	

## **Annex X**

### **The gender checklist of the project cycle<sup>32</sup>**

#### **Gender analysis in project preparation**

- Are data collected sex-disaggregated?
- Is a specialist with gender expertise involved in Project Preparation stage?
- Have both men's and women's needs in the project sector been defined?
- How might the project affect women? Is the project likely to have same positive and negative effects on women and men? (e.g. patterns of gender division of labor or access to and control over the project resources, etc.)
- Have cultural, social, religious, and other constraints on women's potential participation been identified?
- Have strategies been formulated to address the constraints?
- Does the executing/implementing agency have the capacity to deliver benefits to or involve women?
- Have local women's organizations been consulted?
- Will women directly benefit from all project components?

#### **Gender consideration in Project design**

- Does the project apply the information and analysis from the social and gender analysis to all phases of the project cycle?
- What sector gender issues would be relevant to the project and how they could be addressed in the project?
- What POA' issues would be relevant and how they could be addressed in the project
- Do the project objectives refer to both men and women? What are proportion of men and women as the target groups/beneficiaries?
- Does the project design include components, strategies, design features, or targets to promote and facilitate women's active involvement in the project?
- Is there a budgetary allocation for these design features, strategies, and mechanisms?
- Consider setting aside a separate budget for facilitating the participation of women.
- Are the strategies and targets for women's participation included in the logical framework of the project?
- Does the project identify which institutions/ government and non- government agencies and organizations with a focus on women or an interest in gender and development might contribute to the project?

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<sup>32</sup> The checklist includes very basic questions which all sectors' staff can use. However, it is recommended to compile a more comprehensive program manuals as practical guide on gender mainstreaming in project cycle including specific questions and sector and sub-sectors gender analysis skills, which is beyond this assignment due to time constraint.

### **Gender concern in Project implementation**

- Does the project consider using gender expertise during project implementation? Is someone of the team responsible for gender?
- Is gender considered in the development of annual plans?
- Are women well presented within the project team (including both the Bank's and Borrower's)
- How is the implementing agency's capacity and commitment to gender equality?
- Is there accurate data on the number of men and women who participate in the project or particular project activities, i.e. sex-disaggregated data available?
- Is gender included into the research/reviews conducted by the project?
- Have incentives been identified to increase women's active participation in certain areas and activities?
- Do women have opportunities to make decisions within the activities?

### **Gender Responsive Monitoring and Evaluation**

- Are there indicators to measure progress in achieving benefits for men and women?
- Are gender- specific indicators developed that define the benefits to women and men?
- Are sex-disaggregated data collected to monitor gender impact?
- Is gender expertise on the evaluators or on the evaluation team required? (as the choice of an evaluator/evaluation team is essential for the quality of the evaluation)
- Are both men and women involved in monitoring and evaluation?
- Are both qualitative and quantitative data collected during monitoring and evaluation?
- Have data been analyzed to uncover the different impacts on men and women?
- Do women and men benefit from the project in the same way?
- Have gender relations of women and men in the target groups changed as results of the project? Have gender gaps been reduced?
- Are new gender issues emerging within the project?
- Are there new external factors/actors affecting gender besides the project?



## Annex XI

### Key Gender Strategies for Vietnam<sup>33</sup>

#### Government of Vietnam

- ⌚ The Situation Analysis and Policy Recommendations to promote the Advancement of Women and Gender Equality in Vietnam (National Committee for the Advancement of Women) - 2000
  
- ⌚ The National Strategy for the Advancement of Women to 2010 follows on from the first National Strategy to 2000. It contains five objectives:
  - Objective 1: Achieve women's equal rights in labor and employment.
  - Objective 2: Achieve women's equal rights in education
  - Objective 3: Achieve women's equal rights in health care.
  - Objective 4: Enhance quality and efficiency of women's performance in the political, economic, cultural and social fields resulting in more women being recommended for and elected to leadership positions at all levels and in all sectors.
  - Objective 5: Strengthen efforts to build the capacity of the machinery for the advancement of women.
  
- ⌚ The current National Strategy is supported by the second Plan of Action for the Advancement of Women by 2005 (POA2) which sets out responsibilities of different ministries and government agencies. This is produced by the NCFAW.
  
- ⌚ POA3 2006-2010 will be issued in the third quarter of 2006. To assist this process, the evaluation of the POA2 reported on progress made for *each and every one* of the action items set out under the POA2.
  
- ⌚ Comprehensive Poverty Reduction and Growth Strategy (CPRGS) approved by the Prime Minister of Viet Nam in 2002. The CPRGS sets out three broad objectives:
  1. Completing the transition to a market economy;
  2. Enhancing equitable, socially inclusive, and sustainable development; and
  3. Adopting a modern public administration, legal and governance system.

The CPRGS also incorporates the Viet Nam Development Goals (VDGs) which targets:

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<sup>33</sup> Based on data from the ADB Situational Analysis Study (2005 draft).

- Increasing the number of women in elective bodies and in government bodies at all levels (national, provincial, district and commune);
- Increasing the participation of women in agencies and sectors at all levels by an additional 3-5 percent in the next 10 years;
- Ensuring that the names of both husband and wife appear on land-use right certificates by 2005; and
- Reducing the vulnerability of women to family violence.

Along with implementing the National Strategy for the Advancement of Women, the CPRGS specifies close to 30 measures to achieve gender equality.

- ⌚ The Government of Viet Nam has prepared a draft Socio-Economic Development Plan for 2006-2010. In contrast to the Socio-economic Development Strategy to 2010, which does not give prominence to gender issues (ADB, 2002), the draft Socio-Economic Development Plan (SEDP) 2006-2010<sup>34</sup> contains explicit mention of gender equality and covers most of the objectives of the National Strategy for the Advancement of Women in Vietnam.

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<sup>34</sup> Analysis of the draft SEDP 2006-2010 is based on the MPI report of 20 June 2006

**VIET NAM'S INTERNATIONAL COMMITMENTS TO GENDER EQUALITY**

<b>International Human Rights instruments</b>	<b>Ratified, acceded, succeeded</b>
International Convention on the Elimination of All Forms of Racial Discrimination 1965	Yes
International Covenant on Civil and Political Rights 1966	Yes
International Covenant on Economic, Social and Cultural Rights 1966	Yes
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979	Yes
Optional Protocol to CEDAW	No
Convention on the Rights of the Child (CRC) 1989	Yes
Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography 1990	Yes
Convention against Torture and Other Cruel, Inhuman or Degrading Punishment or Treatment 1984	No
Protocol to Prevent, Suppress and Punish Trafficking in Persons 2000	No
<b>Declarations on Women</b>	
Declaration on Elimination of Violence Against Women 1993	Yes
Beijing Declaration and Platform for Action 1995	Yes
23 <sup>rd</sup> Special Session of the UN General Assembly 2000 (Beijing +5)	Yes
48 <sup>th</sup> Session of the UN Commission for the Status of Women 2005 (Beijing +10)	Yes

*Source: Human Development Report 2004; NCFAW<sup>35</sup>*

<sup>35</sup> From the ADB Gender Situational Analysis Report (2005).