

QUANG NGAI RURAL DEVELOPMENT PROGRAM (RUDEP) - PHASE 2

Gender and Development - First Input



VIETNAM-AUSTRALIA

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Acronyms

ATL	Australian Team Leader
CPO	Communications and Promotions Officer
DARD	Department of Agriculture and Rural Development
DDO	District Development Officer
FCO	Finance and Credit Officer
GAD	Gender and Development
IEO	Infrastructure and Environment Officer
LGE	Local Gender Experts
MARD	Ministry of Agriculture and Rural Development
MEGO	Monitoring and Evaluation/GIS Officer
PMU	Program Management Unit
QN	Quang Ngai
QWU	Quang Ngai Women's Union
RUDEP	Quang Ngai Rural Development Program
TOT	Training of Trainers
VSCF	Village Savings and Credit Facilities
VTL	Vietnamese Team Leader
WU	Women's Union

1 Introduction

1.1 Gender and Gender Issues

Gender is a concept that refers to social relations between women and men, and the social differences between women and men in cultural context, (IDRC-CRDI; CIID, 1998).

Gender issues refer to three aspects:

- Gender gaps refer to the unequal opportunities and unequal distribution of resources and benefits between women and men.
- Gender discrimination refers to the system of discriminatory customs and rules which are the underlying cause of gender gaps; the whole system of discriminatory rules and practices which infest a society are sometimes generally referred to as structural gender inequality.
- Women's oppression is the male domination of decision-making positions, as a system to retain structural gender inequality (Sara Hlupekile Longwe and Roy Clark, 1992).

1.2 The Necessity of Strengthening Gender Equality in Rural Development

Gender is related directly and closely with activities in rural development. The equality between women and men will ensure the success and sustainability of rural development projects. Recently, Ministry of Agriculture and Rural Development (MARD) have developed a gender strategy in agriculture and rural development to the year 2010, the strategy indicates that: "Human development in rural areas is the ultimate and overall goal of agricultural development and rural industrialisation. Achievement of gendered equality, building capacity and improvement of status of rural women are not only human resource development measures but shall be seen as one of the ultimate development objective of the sector", (MARD 2003).

In order to lead to the gender equality objective, gender experts have advice to rural development projects interested in gender aspects as following:

- Increased power/capacity for women and men to make decisions for development.
- Increased access to opportunities to resources.

women and men

- Create opportunities for women and men to make decisions for development.
- Alternate gender relations.
- Leading to equality, beneficiary of development (CCTC, 1991).

Resource: CCIC; two halves make a whole: balancing gender relations in development; 1991.

1.3 Gender-Related Impacts of Program Activities

Quang Ngai Rural Development Program has four components:

- Increased householder income
- Improved infrastructures on commune level
- Capacity building
- Evaluation and monitoring

When interviewing women in Nghia Hanh, Duc Pho district and Women's Union (WU), the People's Committee, women and men in Pho Chau, Son Hai, Hanh Phuoc, Duc Phong commune on property of the Program, the most of opinions concluded that:

- The Program objectives are property with women and men in Program areas.
- The Program gives criteria that are suitable for development plans to economic and society of the rural areas leading to poverty alleviation.
- The Program objectives suitable with national program for women advance 2000-2010 that issued by National Women Committee of Vietnam.
- Increasing of indigenous knowledge of women and men in crop and animal production that's improved by production models.

The Program has conducted scoping studies in a number of disciplines including rural development, social development/gender, infrastructure, finance, environmental impacts and capacity building. In conjunction with these studies, the team undertook participatory planning exercises, a minor activities program and institutional strengthening. The outcome of this approach is the identification of real community needs, community ownership of the design process, capability through action and the development of a supportive bureaucracy. The overall Program goal is to produce a sustainable rural development design aimed at poverty reduction through income generation, with the intention of implementing this design.

2 The Study Objectives

- 1) To assist the Program staff in the development of a RUDEP gender policy and identify gender goals of the program.
- 2) To develop the means and promote the need for all Program staff to demonstrate gender sensitivity and gender-responsiveness in their work.
- 3) Review Program objectives and outputs to ensure that they are explicit on gender where appropriate. Prepare a simple checklist for Program staff to consider in all aspects of their work.
- 4) To develop appropriate systems that allows the Program to monitor and report on progress toward gender equity goals (*This objective will be completed in the next input of GAD Specialist based on ToR of RUDEP - Appendix 7.6*).

3 Methodology

- 1) Analyse secondary information of RUDEP and districts, commune level.
- 2) Meetings with district Women's Unions (Nghia Hanh, Duc Pho), commune Women's Unions and the People's Committee (Pho Chau, Son Hai, Hanh Phuoc, Duc Phong).
- 3) Interview households of four villages in Pho Chau, Son Hai, Hanh Phuoc and Duc Phong communes.
- 4) Interview Program officers and use a simple gender checklist to collect information and data.

Some of objectives will be finished soon in the phase II.

4 Gender Issues in Different Communities

4.1 Gender Role in Production, Reproduction and Community Works

a) In lowland community

Women and men access livelihood activities as rice, cassava, sugar cane, and production animal husbandry (pigs, cattle and buffalo, poultry). Women play an important role for agricultural and horticultural production. Men are only responsible in main activities as drought, pest control, and cattle husbandry. The women are traders and vendors, they often sell products to other areas and townships. They are not only responsible for selling but also other services as cafe', public and snack bars. Women and men also migrate to big cities for livelihood activities and earn more income therefore, they have a lot of problems such as infections or divorces.

In Duc Phong, there are 1340 of 3200 women have migrated to Ho Chi Minh City to find jobs and earn money. The most of them are 18-55 years old, main group is 30-45. Some of them are girls and boys; they are below 16 years old. The number of men is lower than women in migration. They migrate by season from January to March and from August to November. Since 1990, they have migrated and the ratio is increasing gradually every year.

In Hanh Phuoc, the number of men migrates more than women. They are between 18 and 35 years old, they are drivers, stone exploiters, bricklayers. There are 360 women approximately, women follow men by seasons; around 200 women migrate but they didn't come back homeland, they are between 18 and 30 years old. Some of families, parents moved to new regions but their children are still living in the villages. The main reason is unemployment and no opportunities to get income.

Reproduction activities

- The most of women are responsible for major reproduction activities as follows; take care of children, markets, washing and cleaning, water and fuel collection, men share with women in the activities that are very low.
- In the households, which have women migration, the men have to responsible for major activities in reproduction; they also had many obstacles from society and community. They don't have time for adaptation and practice and sometimes they have confusion in homework.

Community activities

- Women and men all have access to activities as; irrigation, road reconstruction, school rebuild, cultural festivals, worships, disease prevention and control but men play a more important role than women in village meetings, access to political organizations of locations from district level to village level.

b) In coastal areas

Production activities

- Women play a main role in crop production and animal husbandry, services. Men play a main role in fishing activities. They have fishing under owners from Nha Trang, Vung Tau, Hai Phong and Vung Tau. They often have the activities from February to December (Lunar calendar). Their household income is primarily from men.

A fishing man said that: I have been fishing in Vung Tau. In Pho Chau I could not look for a job to earn money because I have not land and techniques. When I have good job in Vung Tau, I can earn around 4-5 mil. VND per year for my family and take care of my mother.

Reproduction activities

Women responsible most of activities related to markets and shopping, cooking, take care of children and old persons, sick and other homework.

Community works

Women must responsible as men for community activities when men are on fishing boats but in important and formal meetings, men are responsible than women, the men participated more than women in the community's organizations.

c) In upland area

Production activities

Women play an important role in the activities as rice, cassava, sweet potato, sugar cane production, animal husbandry and forest exploitation. Men have roles less than women in looking for income however men only share with women in activities on slash and burn, and wood cutting.

Reproduction activities

Women responsible for most of activities at home and reproduction as fuel and water collection, cooking, take care of children. The men often have less access and do housework.

Community activities

Men often responsible for village meetings, leading and prevention of typhoons and flooding, road reconstruction and school rebuild.

4.2 Gender Gaps in Different Communities

a) In lowland communities

- Women responsible for all of hard works, the time expending to 12 to 14 hours per day. They have less time for rest and relaxing, while men not focus for sharing the works with women.

- Men access to housework very low, in some of migrated households, husbands have to do everything in their housework.
- Women have less than opportunities men in access to and control over resources, techniques, credits, education, information and power organizations in society. The ratio of poverty women persons is 59/51.6% in Tinh Tho, 52.9/51.4% in Duc Phong (Gender-VL2). Women and men have lack of capital and fixed jobs, low income. The looking for jobs in cities that's easily to get problems for men and women as diseases (Duc Pho has 23 men was infected HIV and separated.
- There is a distinction between men and women.
- There are many women who have problems in reproductive health, and children with malnutrition.

b) In Coastal Communities

- Women and men lack jobs, particularly women. They lack facilities and capital to do fishing.
- Women and female children, men migrated so far and they easily get problems by infections and HIV.
- The distinction between women and men will be led to promote men position than women.
- Women have a low education, female children are in danger of lack of education and malnutrition, they had many problems by distance from cities and centres and no investment.

c) Upland Areas

- Women and men lack opportunities to access to resources, especially capital, techniques, education and information. The poverty rate is very high (Son Hai, 64%; 2001).
- Women don not have equal access to and control over resources compared with men.
- H' Re women work very hard but they have less benefits, the share of female in total poor people is higher than in total population (Son Hai, 49.4/47), Gender, Vol.2.
- H' re women are most illiterates, many of them cannot speak Viet language and they have difficulties in communication.
- The distinction between men and women in minority group is more than lowland and coastal areas.

4.3 Gender Issue in Participatory Plans

a) Lowland Areas

Women and men have access to determining the processes and analysis plans, working groups in evaluation and monitoring. General interview on number of men having access to Program activities are higher than women (*Appendix 7.2, Duc Phong and Hanh Phuoc colums*). On the other hand, women participated higher than men in activities such as credit, water harvesting and chicken raising (*Appendix 7.1*).

Mr Khang, a District Development Officer (DDO) in Mo Duc said that: Most of men often participate in meetings in Duc Phong commune, some of activities for women but men also access because they think that men have a better knowledge than women.

In Tinh Tho, the number of men is higher than women in the village meetings. The major reason comes from Women's Union, they have not been active to carry out the activities for members to participate, and WU have a low position and no recommendations to local governments. The other hand, men leaders usually decided all of activities (Miss Huyen, DDO of Son Tinh district).

b) Coastal Areas

Women have lower access than men in all of activities, particularly in meetings (around 33%) but women have access to activities of animal husbandry higher than men (Appendix 7.1).

Women must to do all housework and they had a lot of difficult to access Program activities, on the other hand they often follow men (Vu, DDO of Duc Pho)

c) Upland Areas

Here women's participation is very low compared with men and women in lowland and coastal areas, especially in Nghia Tho and Son Hai (Resource; Progress report of two years, p. 9 and appendix 7.1 and 7.2).

In the areas, women and men have a low awareness, the most of women cannot understand and write, they have a lot of problems to access, they often self-conscious and ashamed. They do not have ideas (Miss Thu, DDO of Tu Nghia).

Here women are illiterate; they cannot communicate with outside and getting from meetings, training and communications. (Mrs Dinh Thi Nhieu, Chair of WU of Son Hai commune).

4.4 Gender Sensitivity in Program Objectives and Outputs

a) Gender Sensitivity in Program Objectives

In the Program Design Document (2002), the Program objective is: "Improved sustainable livelihood from income for poor rural communities by their property right's the project will be done in poor communes of Quang Ngai province". Program goal is: *Contribute to rural development, governance and poverty reduction in selected communities in Quang Ngai province (QNRDP, 2002).*

Both of Program goal and objective did not reflect gender sensitivity. It should be determined whose livelihood activities and income will be improved, who had the rights and opportunities.

Determination of whom can have benefits also did not have gender sensitivity. The Program has not indicated who (men or women) can have opportunities and benefits from Program activities.

b) Gender Sensitive in Programme Outputs

Expected outputs for the Program have not contained gender sensitivity yet, however in the Program have done for so many things to focus by gender aspects so far. In the first phase 2 years, the gender sensitive was presented figure 2.; figure 4.; figure 7., (*The progress report, Year 2*). However, the most of outputs of four components have not contained gender needs yet. The components are not identified the equality between men

and women in all of activities, for example: Output 2.1 (*Figure 7, Progress Report year 2*) did not refer to access of men and women to determinate infrastructure requirements that only identified from households.

4.5 Gender Sensitivity in Monitoring and Evaluation Systems

In the Program's monitoring and evaluation indicator system has included some of gender monitoring and evaluation indicators as:

- + The access of men and women to contacts (including field day; meeting; study tour; training; workshop)
- + The access of men and women to activity groups
- + The access of women and men to communes
- + The access of women to monitoring and evaluation

But the system was not completed, there are still many indicators that not presented and used in the programme yet. The other hand, it was quantitative indicators only.

4.6 Gender Sensitivity of Program Staff

Using a simple gender checklist (Appendix 7.3) and a Program Management Unit (PMU) gender seminar; we have collected information and data which reflected gender awareness and problems of Program staff. The most of Program officers have lack of gender sensitivity in their awareness and incorporation their work.

In the total of 19 Program officers who were interviewed, the number of staff access to answer the question that only four staff, have gender course. four staff have understood gender. There were eight persons who have the opinion that gender is very important component in the Program. There were eight persons, they suggested in gender and incorporation with their works. Another eight staff suggested in gender but they did not incorporate with their daily works, there were two staffs that they did not suggested in gender. There were 15 staff that said they have poor gender awareness and four staff said that they have not any gender awareness. The problems can be limit the effectiveness of the Program.

In the PMU gender seminar (19-12-2003) with 11 participants, gender specialist introduced the PMU to major activities of GAD specialist for RUDEP. Participants discussed RUDEP's gender policy. Quang Ngai Women's Union staff agreed with goals, objectives, and principles of RUDEP's gender policy. They also mentioned that gender policy should not give many ideas but in the practice, it cannot apply to locations. The most of DDOs regarded it difficult to encourage the participation of women. Mrs Thu said that: "*In Tu Nghia, women have a low awareness, minority women are illiterates, it is very difficult to organize the activities*". In coastal areas, women do not want to participate in the village meetings because they are very busy and a lot of things to do at home, they were impacted by men in the meetings. What is good way to solve the problems? (Mr Vu). Ms Huyen indicated that: "*In Son Tinh, commune WU's capacity is very weak and men leaders often do not respect women's ideas. We should find means to change gender awareness for men leaders and strengthen commune WU's capacity as gender training*". Another staff give an example: "*Minority women often respond to all of activities in production, reproduction. They are busy whole day and easily infected by diseases, what will happen with them if RUDEP created more jobs for the women? Program and gender specialist should be concerned with the problem*".

For experiences in working section, a DDO of Nghia Hanh said that: “When I started my job in the RUDEP, I did not understand gender issues. That time, I encouraged local people to participate in program activities but I did not concerned about gender aspects and participatory ratios between women and men. After that, I have reported to foreign consultants, I was indicated by experts from RUDEP and explained to me gender issues, they told me the point was bad, I start observe and change in my guidelines and works.” (Mrs Hoa, DDO of Nghia Hanh)

While Program staff lack gender sensitive and have difficulties in solving gender issues, but RUDEP’s training planning in phase II (from 7/2003 to 6/2004) did not cover gender-training components for Program staff and stakeholders.

5 Recommendations

Recommendations	Solutions
<p>5.1. Apply RUDEP's gender policy in programme activities (Appendix 7.4)</p>	<ul style="list-style-type: none"> - RUDEP should add gender policy into Program documents. - The Program and stakeholders (Gender staff, CPO, DDO, WU, Gender specialist) disseminate gender policy to Program staff, commune leaders, Women Unions, local men and women by gender training, seminar, meeting; leaflets, communication. - ATL and VTL of RUDEP require all staff and stakeholders incorporate gender policy in their routine work, that is a criteria to evaluation staff's capacity and efficiency and Program's success. - ATL and VTL often check gender policy implementing of staff through results of their work and short interview.
<p>5.2. Recommendation to programme objective and outputs</p> <ul style="list-style-type: none"> - Gender sensitivity should be included into general Program's objective and determine who can get benefits from Program activities - To determine objective that gender equality in each output of the Program to ensure that the outputs include gender sensitivity 	<ul style="list-style-type: none"> - RUDEP should add gender overview and observations in Program objective and goal. For example: "Program objective is: improved sustainable livelihood from income for poor rural communities <i>including men and women</i> by their right's the Program will be done in poor communes of Quang Ngai province". - Program disseminate about adding for all of Program staff and stakeholders to apply for daily activities. - DDO and MEGO supplement some of gender indicators in monthly report, progress and final report from output 1 to 4, e.g. in 1.3, should be added: <ul style="list-style-type: none"> + Rate of men/women can apply techniques that were demonstrated. + Rate of Rate of men/women, who could not implement refund the debt to VSCF due true deadline.

Recommendations	Solutions
<p>5.3. Recommendation to increase staff gender sensitive</p>	<ul style="list-style-type: none"> - The Program coordinator must indicate a staff for gender session (gender staff). CBO or DDOs can be selected for the position, who has a gender knowledge or a sociological diploma. After the selection, the Program coordinator should discuss with him/her about tasks of gender staff in the Program and she/he will participate in gender training courses from the Program or outside. - Gender specialist support RUDEP to evaluate staff's gender awareness and gender needs by short questionnaires and private interview. - Will use means to increase gender sensitivity for Program staff following as: <ul style="list-style-type: none"> + Training: The first gender specialist will be done with ATL and CBO to conduct gender training for PMU staff in February 2004, and then gender staff of RUDEP must respond for the missions. Gender staff will develop a gender training course for PMU every year, (including time schedules, documents, lecturers, budget). RUDEP support budget, materials and others for gender training for PMU staff. Should provide gender knowledge for DDOs, MEGO, WU, CBO, IEO, FCO, DARD following: Gender concepts, Gender and development, Gender needs, Labour division by gender. Gender issues in rural development, gender analysis, How to incorporate gender in activities of the Program. CBO will add gender training plan into RUDEP training program. Should be trained more sections as Community Development and TOT for them. + Gender seminars for PMU: The program will have seminar each period of 6 months for PMU and stakeholders that will be coordinated by gender staff. + The gender workshop will be conducted by gender specialist in June 2004, and then Program gender staff and QN Women's Union will organize together a gender workshop in final phases. All of Program staff to participate in the events. + The Program will send some staff to do gender short training courses and workshops outside of Quang Ngai (Hanoi, Hue or HoChiMinh). + The Program will provide materials and documents for gender staff to create a gender bookcase and encourage staff to read and research.

Recommendations	Solutions
<p>5.4. To build capacity for Women’s Union to be responsible for dissemination of gender knowledge. Women’s unions of province, district and communes will be connecting bridges between RUDEP and local leaders, local women, particularly minority women</p> <ul style="list-style-type: none"> - Training local gender experts (LGE) - Offer training courses to women union in province, district and commune to responsible the gender missions in locations - RUDEP will be supported Women Unions in Quang Ngai about documents, facilities and budget for dissemination to local women 	<ul style="list-style-type: none"> - Province women union will introduce staff, who will be trained for local gender expert position. LGE will start with international and national gender experts to learn skills and experiences. They also are trained by gender training and others and often attend to gender workshop and seminar in the RUDEP and others where. Then they become major supporters for Program’s activities in gender section. - RUDEP will provide support for province Women’s Union about budget, documents and invite trainers for training courses as: Gender, Community Development, Health care, Laws, technical production. Gender specialist will conduct a gender training for WU staff. And then WU staff can train local men/women in communes and villages. Simultaneously, RUDEP also invite some of technical experts in livestock and horticultural production, health care for women and children and birth control, laws for province, district and commune women staffs. After than WU will organize themselves for the activities. - RUDEP will provide support for province WU a part of amount of budget per year for documents, equipment, workshop and others. The budget will be focused on gender training course and related others for women and stakeholders (For example: Trainer cost, materials and documents cost, lunch for participants). Quang Ngai WU is going to build the annual budget planning for gender training course, gender work shop, gender materials and study-tour cost and send it to RUDEP. RUDEP will decide basic on the discussion between province WU and RUDEP. RUDEP can have option for development production <i>models which including increase their income, gender equality and poverty alleviation</i> in three different ecosystems (upland, lowland and coastal areas) and then demonstrate and disseminate to widely. - RUDEP and WU prioritise to support capacity building, budget, equipments (bookcases, files) and documents for WU communes, especially for WU communes in upland area.

Recommendations	Solutions
<p>5.5. Recommend to lowland and coastal areas</p> <ul style="list-style-type: none"> - To provide information and documents on gender issues for men and women in communities - To improve women participation in Program activities - To change local leader's awareness and perception about gender role, women and men equality - To provide support for capacity activities, aim to increase job and income opportunities for women 	<ul style="list-style-type: none"> - Gender specialists, gender trainers, will provide information and documents on gender issues RUDEP (Gender staff, DDO, CBO, CPO), province WU. - Should provide gender issues information and documents following: <ul style="list-style-type: none"> + Inequality between men and women in labour division by gender, in access to and control over resources (land tenure, job, techniques, capital, information, education, health care). + Inequality between men and women in participatory and benefits in Program activities. + Effect of equality between men and women in poverty alleviation. + Migration, danger of HIV and how to lessen the danger of HIV for men and women. + Experiences in solving the equality between men and women in Vietnam and Quang Ngai. + Gender policy of RUDEP. - It should use information medias as gender training, women's club, village and commune radio, experience exchanges between women, leaflets, panels. - RUDEP supports budget, materials and equipment for gender information. - Program staff (DDOs) and WU staffs are encouragers, they can lead women to participate so they should meet directly with women and explain to them about benefits of participation. - RUDEP can apply a proper ratio at least 40 - 50 % of women in the meeting. - Time, location for village meeting as well as training course should be appropriate for women to participate. The meeting should not be too long time and too many ideas, which may take more of their time. - RUDEP and local government can support this activity by budget, gender materials and information. DDOS, CBO support for WU and local governments can conduct gender-training courses for local leaders every year. - RUDEP and WU invite local leaders participate in gender seminar and workshop, encourage them analyse gender issues of their locations, recommend interventions and solutions for themselves, test for gender sensitive in local policies and activities. - RUDEP support budget, materials, and equipments for WU implemented capacity activities, which are required by local women. It should be training, study-tour, farm-model. DDOs, CBO, DARD support for WU about organization, technique expert, and others.

Recommendations	Solutions
<p>5.7. Recommendation to gender monitoring and evaluation indicator system</p> <ul style="list-style-type: none"> - Evaluation indicators and gender observation of the Program 	<ul style="list-style-type: none"> - RUDEP should apply a gender monitoring and evaluation indicators system with structure including: Quantitative and qualitative indicators, because the quantitative indicators provides the ‘what’ of changes, while the qualitative provide ‘why’ and ‘how’. Together they can provide us indicators for future action as well as be sustainable. <i>Gender specialist will show the monitoring and evaluation indicator system in Phase II report.</i> - To assume that some of indicator of monitoring and evaluation will be developed: <ul style="list-style-type: none"> + The responsibilities of women and men in production + The responsibilities of women and men in reproduction + The responsibilities of women and men in community works + Time spending of men/women for production, reproduction and community work + Women/men access to and control over resources (Land and water area, information) + Why the ratio of poor women is higher than men? The reasons

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Annex 1

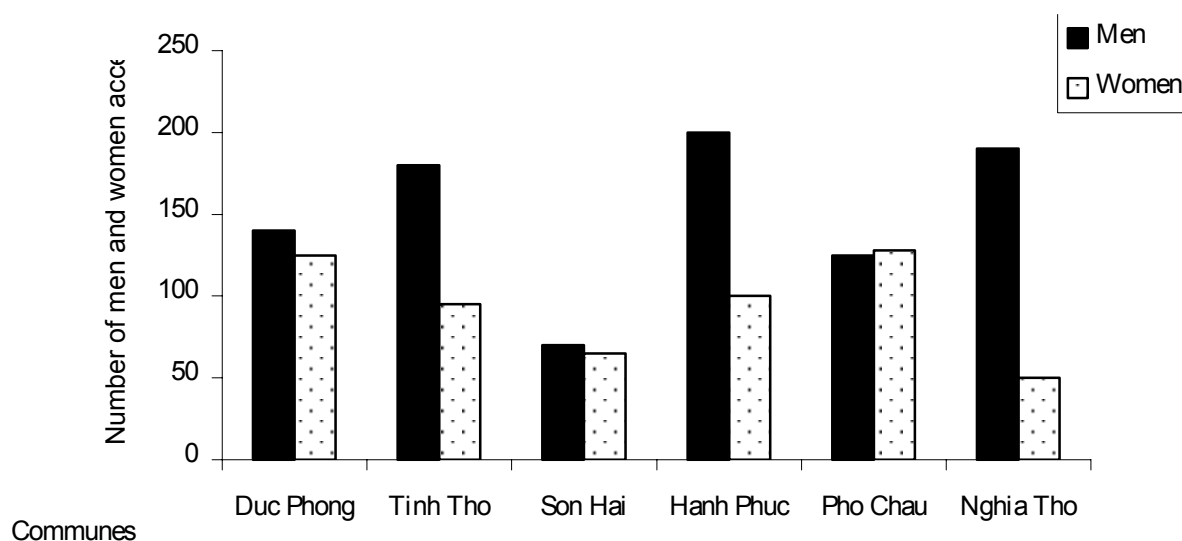
Gender Disaggregated Information

Annex 1: Gender Disaggregated Information

Type of Activity by Gender

Area Activity	Coastal (Duc Pho)		Lowland (Mo Duc)		Upland (Son Hai) No information	
	Men	Women	Men	Women	Men	Women
• Contacts						
- Field day	57%	43%	55.1%	44.9 %		
- Meeting	77	33	54.2	45.8		
- Studytour	52	48	54	46		
- Training	53	47	63	37		
- Workshop	53	34	54	46		
* Activity group						
- Road	72 %	28%	100 %	0 %		
- Water harvesting	67.6	32.4	31	69		
- Rice	47.2	52.8	69	31		
- Cattle	56.3	43.7	20	80		
- Chicken	22.7	77.3	30	70		
- Irrigation	74.2	25.8				
- School			60	40		
* Credit groups	35.2	64.8	49.5	50.5		

The Number of Groups and Participants



Annex 2

Program Staff Gender Awareness Questionnaire

9. *How do you increase gender sensitivity for programme staffs and help them to incorporate it in their work?*

- Gender literatures and documents supplement
- Experience exchanges
- Gender training
- Gender workshop
- Gender seminar
- Others

10. *If conduct gender training course, how many days/course?*

- One day
- Two days
- Three days
- Others.....

Thank you for your cooperation?

Annex 3

RUDEP Gender Policy

Annex 3: RUDEP Gender Policy

Gender Policy

1. RUDEP's Gender Vision

Equal opportunities for men and women as participants and beneficiaries of RUDEP.

2. RUDEP's Gender Objectives

- To improve women's access to support services and resources such as land, water, capital, technical information, education and health care.
- To improve women's participation and leadership in decision-making.

3. RUDEP's Gender Principles

- Sustainable development can only be achieved with the active participation of all members of the community.
- Equal rights and access to resources and opportunities to women are crucial to reducing poverty.
- Gender concerns men and women and boys and girls.
- The means to promote gender equity should be sensitive to the needs and priorities of the communities with whom we work.
- Specifically seek out activities appropriate to the identified needs of women and especially poor and ethnic women.
- Changes in attitude and behaviour reflecting gender sensitivity is required for all RUDEP staff and stakeholders.

Annex 4

Gender and Development Specialist Timetable

Annex 4: Gender and Development Specialist Timetable

Timetable (Phase I (2 weeks): From 11/12/03 to 24/12/03)

Time/day	Activity	Location
11/12/03	Reading materials of program	RUDEP's office
12/12/03	Planning making. Discuss with Mr. Trevor and Ms. Tuyen about the plan	RUDEP's office
13/12/03	Visit to Son Hai to meeting with W.U and visit Ta Mac village. Review programme objective	Son Hai
14/12/03	Review material to prepare for Gender policy and gender goals of the programme	RUDEP's office
15/12/03	Visit to Mo Duc district and Duc Phong commune to meeting with W.U and visit village in Duc Phong	Mo Duc and Duc Phong
16/12/03	Visit to Duc Pho district and Pho Chau commune to meeting with W.U and visit village in Hanh Phuoc	Duc Pho and Pho Chau
17/12/03	Visit to Nghia Hanh district and Hanh Phuoc commune to meeting with W.U and visit village in Hanh Phuoc	Nghia Hanh and Hanh phuoc
18/12/03	Set up a gender policy Discuss with Team Leader about Gender policy (PM)	RUDEP's office
19/12/03	PMU staff Seminar preparing (AM) PMU staff Seminar about gender development (PM)	RUDEP's office
20/12/02	Collect information about gender knowledge and need of staff in Programme and local office	RUDEP's office
21/12/03	Data and information analysis	RUDEP's office
22/12/03	Report writing	Hue
23/12/03		
24/12/03	Submit report to Australian team leader. Edit the report	Hue

Annex 5

Gender and Development Specialist ToR

Annex 5: Gender and Development Specialist ToR

Responsibilities of Gender and Development Specialist

- Assist the program staff in the development of a RUDEP gender policy, defining the gender goals of the program.
- Develop appropriate systems that allow the program to monitor and report on progress towards gender equity goals, including baseline indicators against which to measure progress. These indicators might be differentials between men and women in, for example:
 - Wages, income for the same work
 - Education and training participation and achievements
 - Number of income resources
 - Productive work hours (or number of leisure hours) per day
 - Women as % of men taking loans, size of loans
- Review the data collection formats within the program M &E system and suggest means to monitor gender e.g. by disaggregating by sex, all data on people.
- Review program objectives and outputs to ensure that they are explicit on gender where appropriate. Prepare a simple checklist for Program staff to consider in all aspects of their work.
- Develop the means and promote the need for all Program staff to demonstrate gender sensitivity and gender - responsiveness in their work.
- Conduct training for PMU staff and stakeholders on gender equity and the means to incorporate it into routine work.
- Review reporting processes and formats to ensure that gender issues are covered and how they were dealt with in work activities.
- Workshop findings with PMU and other interested parties.
- Prepare a written report before departing Quang Ngai after each mission.

Limitations

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The methodology adopted and sources of information used by URS are outlined in this report. URS has made no independent verification of this information beyond the agreed scope of works and URS assumes no responsibility for any inaccuracies or omissions. No indications were found during our investigations that information contained in this report as provided to URS was false.

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