

QUANG NGAI RURAL DEVELOPMENT PROGRAM (RUDEP) - PHASE 2

Gender Strategy



VIETNAM-AUSTRALIA

Prepared for

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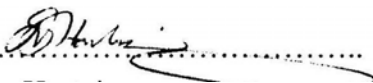
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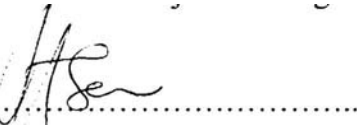
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Acronyms

CCG	Commune Contact Group
DCG	District Contact Group
DDO	District Development Officer
DPI	Department of Planning and Investment
HH	Household
MARD	Ministry of Agriculture and Rural Development
MTR	Mid Term Review
RUDEP	Quang Ngai Rural Development Program
TOT	Training of Trainers
VSCF	Village Savings and Credit Facility
WU	Women's Union

1 Foundations for the Strategy

- RUDEP design documents
- RUDEP MTR report
- RUDEP 2004 Gender Analysis report
- Information collected from 2 districts (Minh Long, Son Tinh), 2 communes (Long Son, Tinh Tho); DPI, Provincial WU, For the Progress of Women Committee, DDOs, VSCFs at two villages (Tho Tay 2 and Tho Trung 3) through interviews, information collection notes, attending group meetings and direct communication

2 Gender Strategy

2.1 Points of View

“Gender and development” and that gender is introduced into development projects are quite new to most of areas within the country, although they have been introduced into Viet Nam by a number of international organizations in recent years through humanitarian projects directly or indirectly related to hunger elimination and poverty reduction. However, as the proceeding is till new and in small scale, strides in terms of position and opportunities to participate in development and hunger elimination, poverty reduction projects of women over the country in general, and in Quang Ngai in particular have not reached the level expected. Women are still considered a disadvantageous position component that needs to be prioritized for development, not one on equal terms with men in development process.

The introduction of gender into development projects, particularly ones directly serving hunger elimination and poverty reduction tasks is extremely necessary as we already know that the poor who are women and girls in rural areas account for 70% the poor over the entire country. The introduction of gender into development projects means to bring equal interests to both poor women and men, this provides a basis to quickly reduce hungry/poor proportion of the localities and the whole country as well.

In January 2002, Viet Nam Prime Minister issued the Decision No. 19/2002/QN-TTg regarding approval on For the Progress of Women of Vietnam National Strategy to 2010 with the general goal: “To improve quality of life and spirit of women. Create all conditions to efficiently carry out basic rights and promote women’s roles in all fields of political, economic and social life”.

In October 2003, Viet Nam MARD ratified Gender Strategy in agricultural development towards implementing gender equity and improving rural position in order to lay foundations for attaining higher achievements in agriculture and rural development in the country’s industrialization and modernization stage.

RUDEP’s target is to create conditions for poor HHs to increase income, contributing to implementation of national strategy on growth and hunger eradication – poverty alleviation in Quang Ngai province is that all activities of the project influence all people,

both men and women. Thus, building Gender Strategy to be integrated into the program is necessary and considered the subject throughout project implementation process.

2.2 The Strategy's Targets

1. To be a contribution of the program through its activities, aiming at progressively abolishing current disadvantages in respect to gender in the project areas.
2. To encourage, create conditions and opportunities to build competence for women so they are involved in getting information, discussions and making decisions on the project's activities related to their family and their own life.
3. To build core gender officers to ensure the program's sustainability.

2.3 Logical Basis

Women play an important role in HH production activities. They are involved in the labour force in meeting basic demand of families and human beings, e.g. processing foods, planting vegetables, taking water, collecting firewood and looking after children. However, they have to suffer most of the poverty and hunger of community. The ways they suffer are different from ones of men with the same situation. Women get injustice in food, nutrition, health and community education services (less education, childbearing, more diseases as they rarely have time and knowledge to take care of themselves). Consequently women encounter more difficulties in escaping from poverty due to risks in agricultural production.

Women have direct roles in human development. This relates to mother roles. Education level of women has impact in the reduction of childbirth rate and child-malnutrition. In addition, well educated-mothers influence increased quantity of the schooling years of children. Clearly this has particularly important meaning in upland areas where girls and women still face many difficulties in schooling. Besides, looking at this from care and family keeping angles, women with good knowledge and health will have more conditions to take care of family members better and more scientifically. That the society actively invests in capacity building for women means to invest in human development - the deciding factor to local sustainability. For upland areas where women's education level and percentage of girls attending schools are still low, this is the key to reducing poverty sustainably through reduced childbirth rate and all sided-health care for HH members.

There are differences in terms of position and balance of power between women and men. The Government's Comprehensive poverty Reduction and Growth Strategy points out that 99% poor people live in rural areas, of these the most vulnerable group contains women living in remote areas, single female householders, old women, and disabled women. Impacts of social factors to women and men within the same area are different. Risks of falling into hunger and poverty, and the possibility of escape from poverty of each sex also differ as they are governed by the specific work people of each sex are doing, by differences in respect to position and voice in family and community of each sex, and by different ability to access and manage material and spiritual sources. Hence, if gender balance changes in a positive direction, based on raising men's awareness on gender and creating conditions for men to change their behaviours, initiate discussions and make justice decisions in community in order to bring benefits in fields as labour division, allocation of sources and benefit, poverty reduction activities will be more and more effective and sustainable.

Non gender-discrimination poverty policies and programs commonly result in failure or reduced equity efficiency. In some cases, they have negative influences to the poorest people and groups of the most vulnerable people (e.g. children, poor women, mothers without husbands) and make people's poverty worse and worse, and lead to worse and worse discrimination between men and women (working time of poor women is longer, but their income is less, they have fewer rights to make decisions in families and community, thus their accessing of resources and benefits from the policies is not much).

Encouragement in poverty reduction policy and program is a RUDEP priority policy that needs to specially focus on women's roles in income generation and infrastructure activities to ensure their income matching with their working results. In addition, the Program also encourages women to be involved in capacity building activities equally to percentage of participation of men. It's policy is consistent with Vietnamese Government ones, particularly For the Progress of Women of Vietnam national strategy (2001 – 2010), and For the Progress of Women of Vietnam action plan (2001 – 2005) and gender factors in The Government's Comprehensive poverty Reduction and Growth Strategy.

2.4 The Strategy's Principles

Raising awareness on gender, and gender defining, analysis and integration skills of leadership at different levels, the program staff, and For the Progress of Women of Vietnam Committee members in the project areas.

1. Encouraging and creating conditions for women to equally take part in policy making, management planning and project implementation decision processes.
2. Designing programs to ensure practical demands and women's strategic benefits are mentioned in poverty reduction program designs
3. That initial strategy is to use principles and practices, it's best to propose Harvard University's gender analysis scopes and "social analysis on gender" in order to be aware of other social relationships.

2.5 Main Challenges

1. Strong prejudice on gender makes gender inequality still exist in many thematic areas and at different levels in the province.
2. House-work is still the burden of women that is not shared by men yet
3. That education and competence of women are still low has not met requirements of works yet.

2.6 Outputs Expected

The program's staff, CCGs, DCGs and gender advisors in the project areas have basic awareness on gender, knowledge and ability to define and accept the importance of gender in poverty reduction policy making, and gender propaganda and mobilization skills.

1. Women are more active in policy structure, and involved in poverty program planning and management.
2. Women who are involved in the Program and Commune People's Council members no longer feel complex and nurse an inferiority complex; but reveal their management

- competence, and do presentation, propaganda and mobilization in respect to gender confidently and convincingly.
3. Proportion of women involved in planning, implementing and supervising project programs will increase considerably.
 4. Gender issues will be integrated in poverty reduction policies and activities of the counter-part.
 5. Investment sources will solve demands and interests of poor women and men more justly.
 6. The program's general efficiency and success will be remarkably assisted with women's participation.

2.7 Activities

1. Aimed at gender training and awareness raising targets, gender-responsibility based analysis courses are for officers and staff of counter-part agencies, and men in community.
2. Conducting courses to equip skills on leadership, building trust, speaking in front of the public, propaganda and eloquence for women.
3. Building staff of core gender-officers in the projects communes and districts.
4. Enhancing great majority of people's knowledge on gender issues through VSCFs' activities conducted in localities by the program.

2.8 Responsibilities and Sources

RUDEP/ DPI/ For Progress of Women Committee/ Provincial WU will be responsible for co-ordination and implementation of this strategy.

RUDEP will allocate an amount of resources to assist and solve gender equity issues during the project implementation process.

2.9 Result Supervision

Results on gender equity are specifically described in the project plan frame and systematic project management frame in the project's entire cycle.

One workshop per year co-ordinated by counter-parts involved in the project will be organized to do evaluation.

Relating to gender equity and its contribution to improvement of the project's efficiency, and program to implement For the Progress of Women action plans of localities.

2.10 Gender Indicators in the Program's Activities

1. Ensure that 40 – 50% women receive technical assistance
2. Ensure that 40 – 50% single poor women are assisted with loans
3. Ensure that 30 – 40% women's demands are prioritized in small-scale infrastructure activity
4. Ensure that 40 – 50% women are assisted to improve life
5. Ensure that 40 – 50% women have capacity built
6. Ensure that 30 – 40% women participate in VSCF management boards
7. Ensure that over 30% women participate in DCGs and CCGs

3 Guidance for Implementation

Activities	Purposes	Responsibility of	
		RUDEP	Province
<p>1. Raising awareness on gender</p> <ul style="list-style-type: none"> • Leaders • DDOs • DCGs, CCGs, VSCF management boards 	<ul style="list-style-type: none"> - Eradicate gender prejudice - Be fully aware of and perform gender equity points of view in working fully - Prepare and conduct For the Progress of Women action plan within scopes of their agencies efficiently - Have knowledge on gender -Approach methods that integrate gender into local activities - Have thorough knowledge on gender - Integrate gender into action plan implementation - Have ability to do gender propaganda and mobilization 	<p>Select consultants Assist funds</p> <p>Select consultants Assist funds</p>	<p>Conduct training; Workshop</p> <p>Conduct training</p>
<p>2. Capacity building for female People's Council members</p>	<ul style="list-style-type: none"> - Be more confident - Have competence to provide advice and integrate gender into local policy 	<p>Assist funds</p>	<p>Conduct training</p>
<p>3. Building staff of core gender officers in the projects' 12 districts and 19 communes (3 officers per site)</p>	<ul style="list-style-type: none"> - Equip knowledge, gender propaganda and mobilization skills in community - Have competence to provide advice to carry out the action plans at working places - Localise and ensure sustainability in giving information, propaganda and mobilization in respect to gender 	<p>Assist training fees</p>	<p>Select members; manage, check, supervise activities in the future</p>

Activities	Purposes	Responsibility of	
		RUDEP	Province
4. Integration of gender into VSCFs' activities, WU activities/models	- Raise community's awareness	DDO, CCGs, DCGs, core officers	For the Progress of Women Committees, WUs
5. Organization of competitions, entertainment ballot picking, typical reports	- Test awareness - Commend behaviours - Multiply good typical persons	Assist funds	Organize competitions, workshops

4 Strategy Implementation Plan

Output	Duties	Tasks in details	Time
1. Commune/district leaders' awareness on gender is improved	RUDEP For the Progress of Women Committees	Workshop on raising awareness on gender for leadership level and the program staff (1 full-day)	September, 2005
2. 36 district trainers are provided training (3 trainers per district)	RUDEP Consultants	ToT course on gender knowledge, and gender propaganda and mobilization skills (5 full-days)	October, 2005
3. Awareness on gender of DDOs, DCGs and CCGs is raised	RUDEP Consultant For the Progress of Women Committees	Training on gender knowledge, gender integration approaches (3 full-days)	October, 2005
4. Awareness on gender of VSCF management boards is enhanced	RUDEP District trainers	Training on knowledge on gender (2 full-days)	October, 2005
3. There's a staff of core gender officers (3 officers per district or commune)	RUDEP Consultants , For the Progress of Women Committees The project localities	Training on knowledge on gender, and propaganda and mobilization skills (5 full-days)	October, 2005
4. 80% female members of People's Councils are equipped with management and leadership skills		Training on management and leadership (3 full-days)	March, 2006

Output	Duties	Tasks in details	Time
5. Community's awareness on gender is enhanced	DDOs Core officers CCGs, DCGs VSCF management boards	<ul style="list-style-type: none"> - Integrated into topics propagandized in group working sessions (3 times per month) - Conduct entertainment ballot picking at VSCFs - Organize festivals of competition learning about knowledge on gender at commune and district levels - Commend district/provincial typical people - Organize Workshops to evaluate strides once per two years 	Starting from January, 2006 June, 2006 September, 2006 December, 2006 March, 2007

Annex 1

Range of Tasks of Trainers

Annex 1: Range of Tasks of Trainers

Criteria:

- Be enthusiastic and interested in gender propaganda work.
- Have acquisition ability and training skills.
- Have skills of propagandizing, mobilizing and convincing community to change behaviours in gender equity orientation.

Benefits:

- Be trained to be trainers by RUDEP.
- Be provided study tours for learning experience from relevant models.

Duties:

- Participate in training courses for CCGs, VSCF management boards organized by RUDEP or localities.
- In co-ordination with local core gender officers, organize seminars on gender in community.

Annex 2

Range of Specific Tasks of Core Gender Officers

Annex 2: Range of Specific Tasks of Core Gender Officers

Criteria:

- Be members of Commune/District For the Progress of Women Committees.
- Be enthusiastic and understand gender issues clearly.
- Have ability to implement these tasks for at least 3 years.

Benefits:

- Be trained to be local core-gender officers by RUDEP.
- Be provided study tours for learning experience from relevant models.

Duties:

- Provide advice on integration of gender criteria into socio-economic development plans to leaders; carry out gender targets under For the Progress of Women Action Plans in localities.
- Monitor introduction of gender issues into programs and projects relating to local poverty reduction task.
- Build officers who will take over works being done.
- In co-ordination with local gender trainers, organize forums on gender in community.

Limitations

URS Australia Pty Ltd (URS) has prepared this report in accordance with the usual care and thoroughness of the consulting profession for the use of the AusAID Quang Ngai Rural Development Program and only those third parties who have been authorised in writing by URS to rely on the report. It is based on generally accepted practices and standards at the time it was prepared. No other warranty, expressed or implied, is made as to the professional advice included in this report. It is prepared in accordance with the scope of work and for the purpose outlined in the Program Design Document.

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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