**GENDER ANALYSIS AND PROPOSED GENDER ACTION PLAN**

Prepared by National Expert: Pham Quynh Huong (Ms.)

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| **Project title:** Reduce the impact and release of mercury and POPs in Viet Nam through lifecycle approach and Ecolabel | | | | |
| Country: Viet Nam | **Implementing Partner (GEF Executing Entity):** Ministry of Natural Resources and Environment | | | **Execution Modality**: NIM |
| **Contributing Outcome (UNDAF/CPD, RPD, GPD)**:  **UNDAF Outcome***:* OUTPUT 2.2 Accelerated implementation of policies and measures and enhanced awareness and engagement of stakeholders for low-carbon development, circular economy, environmental protection, and reduced environmental pollution.  **UNDP Country Program Outcome:** OUTPUT 2.2: Policies and solutions designed and implemented for transformation to low-carbon development, circular economy, and environmental protection | | | | |
| **UNDP Social and Environmental Screening Category**: Substantial | | **UNDP Gender Marker: (2)** | | |
| **Atlas Award ID:** 00128574 | | **Atlas Project/Output ID:**00122537 | | |
| **UNDP-GEF PIMS ID number:** 6491 | | **GEF Project ID number:** 10519 | | |
| **LPAC meeting date:** TBD | | | | |
| Last possible date to submit to GEF: 3 Dec 2021 | | | | |
| Latest possible CEO endorsement date: 3 Jun 2022 | | | | |
| Project duration in months: 48 | | | | |
| Planned start date: July 2022 | | Planned end date: July 2026 | | |
| Expected date of Mid-Term Review: July 2024 | | Expected date of Terminal Evaluation: May 2026 | | |
| **Brief project description:**  The objective of the project is to protect human health and environment and promote sustainable production and consumption through the reduction of the use of POPs, new POPs and mercury and the release of POPs, U-POPs and mercury throughout the lifecycle in key industrial sectors supported by Ecolabel system, Green Financing, and Procurement mechanisms.  The project intends to speed up the elimination of industrial POPs (SCCP, PFOS, PFOAs, HBCDD, PBDEs) from import and use; it will reduce the release of mercury and U-POPs from industrial sources and eliminate the manufacturing and use of mercury containing devices.  The project will: (a) establish a Green Financing Mechanism (Grant and Loans) and a Green Procurement Scheme, Ecolabels and Environmentally friendly production; (b) demonstrate the application of POPs-free manufacturing and design; (c) demonstrate air pollution treatment devices for the abatement of U-POPs and mercury from the stack of industrial processes; (d) remove/replace at least 35 tons of POPs, 20,000 fluorescent lamps, and 10,000 medical devices, promoting their environmentally sound disposal; and (e) improve the regulatory framework concerning POPs and mercury control.  The project builds on the experience gathered by the previous projects: GEF ID9379 “Application of Green Chemistry in Viet Nam to Support Green Growth and Reduction in the Use and Release of POPs/Harmful Chemicals “; and the GEF ID5067 “Viet Nam POPs and Sound Harmful Chemicals Management Project”. | | | | |
| **Financing Plan**  (only cash transferred to UNDPs bank account and included in the TBWP for this specific GEF project should be included under this section (1), all others should be included under section (2)). | | | | |
| GEF Trust Fund grant *(only the portion approved by GEF CEO under UNDP)* | | | USD 4,600,050 | |
| 1. Total Budget administered by UNDP | | | **USD 4,600,050** | |
| 1. Co-financiers that will deliver project results included in the project results framework   (Funds not administered through UNDP accounts) | | | | |
| VIETNAM PLASTICS ASSOCIATION (VPA) | | | USD 3,500,000 | |
| VIETNAM CORROSION ASSOCIATION (VICORRA) | | | USD 3,000,000 | |
| VINAFOAM VIETNAM CO. LTD | | | USD 2,000,000 | |
| Vietnam Environment Protection fund | | | USD 5,000,000 | |
| Vietnam Environment Administration | | | USD 11,750,000 | |
| Vietnam Environment Administration | | | USD 200,000 | |
| Ministry of Industry and Trade | | | USD 2,000,000 | |
| Ministry of Health | | | USD 500,000 | |
| Germany -EU/UNDP | | | USD 600,000 | |
| 1. Total confirmed co-financing | | | **USD 28,550,000** | |
| 1. Grand-Total Project Financing (1)+(2) | | | **USD 33,150,050** | |
| Signatures: | | | | |

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## Introduction

### 1.1. Gender inequality in relation with POP, mercury:

There has been much progress on gender equality during the 10 years of implementation of the Law on Gender Equality. However, there are still many gender gaps for women, especially in terms of job opportunities and wages[[1]](#footnote-1). According to the MOLISA report in 2020, female workers account for nearly half of the national labor force, but employment is not stable and unsustainable. The average monthly income of female workers is only about 80% of that of men[[2]](#footnote-2). A wage gap (13%) still exists between men and women, and female workers are mainly engaged in low-paid jobs in the informal sector that are outside the scope of the Labor Code and are not access to social protection services[[3]](#footnote-3)

Vietnamese women are mainly employed in low-income or vulnerable occupations, are more likely to be victims of underemployment or unemployment, and have more precarious employment conditions. Vietnamese women have less access to productive resources, education, skills development and employment opportunities than men[[4]](#footnote-4).

According to the General Statistics Office, women account for 49.65% of the labor force, of which three occupations have a high concentration of female workers, and are closely related to POP and Mercury such as Textile 75%; Leather and footwear 85%; Seafood processing 85%;)[[5]](#footnote-5).

Women are often not consulted, do not have the right to decide in matters in the family, the workplace as well as participate in politics. Statistics show that one-third of women in Vietnam believe that men should be the decision makers, and the head of the household. Notably, the percentage of women who agree with this view has not changed since 2010[[6]](#footnote-6).

Policy documents on reducing the impact of pollution in general, of POPs and mercury in particular, have many shortcomings. In policy documents related to the impact aspects of pollution in general, POP, mercury in particular, gender has not been mainstreamed, and gender specificity has not been paid attention to. The awareness of the people, including women, and the awareness of the management agencies is still incomplete about the effects of pollution on women in general, and from POPs and mercury.

The reports of the UNDP Green Chemistry project show a fairly extensive use of chemicals in industries such as chrome, upholstery. The use of POPs is also still widespread in large quantities in production and consumption, for example in the areas of paint, plastic components, polymers (like extruded and expanded polystyrene), foam and special purpose textiles and upholstery. This affects the environment and the health of producers and people in general. In addition, POPs and mercury have the ability to evaporate, especially in tropical conditions like Vietnam, making pollution easily dispersed, affecting the environment and health. POPs cause health impacts, especially cancer, and affect the reproductive health of girls and women[[7]](#footnote-7).

The United Nations Development Programme (UNDP) uses Gender Inequality Index (GII).[[8]](#footnote-8) GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while GDI measures achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Việt Nam’s GII of 2018 has a GII of 0.314 and ranks 68 out of 189 countries[[9]](#footnote-9) It suggests that about 31.4% was the combined loss due to gender inequalities on achievement to reproductive health, empowerment and labour market participation. (in comparation with Malaysia has 0.274 and ranks 58, Thailand has 0.377 and ranks 84, Indonesia has 0.451 and ranks 103).

### 1.2. Legal and Administrative Framework Protecting Women and Promoting Gender Equality

Vietnam has Gender Equality Law, National strategy on gender equality to achieve gender equality. However, policy documents, especially in the field of environment, still do not have gender mainstreaming. For example, For example, there is still a lack of gender mainstreaming in documents such as the National Program on occupational safety and health for the period 2016-2020 (Prime Minister's Decision 05/QD-TTg, January 5, 2016), Circular 41/2013/TT-BTNMT stipulating procedures for certifying environmentally friendly products and related MONRE Decision to implement Circular 41/2013/TT-BTNMT. Especially, Decision 154/QD-BTNMT dated 25 January 2014 introduces list of criteria for 14 types of industry, which need to be updated and upgraded to include POP and mercury into account[[10]](#footnote-10).

## Gender Issues in POP, mercury production

According to a number of statistical documents of the Ministry of Labor, War Invalids and Social Affairs of Vietnam every year, the number of fatal occupational accidents, the number of deaths from occupational accidents and the number of people who have been seriously injured have all increasing direction. Besides the problem of occupational accidents, the problem of occupational diseases in Vietnam is also very difficult and it tends to increase in both the number of sick people and the type of disease. According to the latest statistics, more than 30,000 workers are suffering from new occupational diseases. However, the actual number may be more than 10 times higher. There are also many businesses that are making more efforts in implementing occupational safety and health activities and communicating to employees about measures to prevent toxic hazards at work. However, the current conditions of technical equipment and labor protection and hygiene at work are still very limited because of insufficient funding [[11]](#footnote-11).

Women are entering the workforce increasingly and largely in non-standard work sectors, including those related to POPs and mercury. For example, areas related to the production and use of plastics, polymers, metal plating, paint/solvents, leather, shoe, textile and garment. the fact that women work in these industries make up a high percentage. However, the current regulations on pollution prevention and reduction are not strict. Policies on hazardous waste management in Vietnam are still incomplete. Therefore, people with direct or related contacts are still affected by health effects, especially for women[[12]](#footnote-12).

It is important to recognize the value of establishing the baseline data. Collection of sex-disaggregated data can show if there is gender equality on access to credit, training, and labor safety. It will be an opportunity for this project to collect baseline sex-disaggregated data from past and ongoing POP, mercury projects in Việt Nam not only on benefits but also on access to social and financial capital to initiate small-scale changes in Reduce the Impact and Release of Mercury and POPs in Vietnam.

## Recommendation

Prior to implementation project activities, it need to be collected available secondary data from past and ongoing POP and mercury projects in Việt Nam that can be used to establish baseline and in setting targets to address gender equality particularly on access to finance, training, and other benefits.

## Proposed gender action plan

### 4.1. Gender equality and Women’s Empowerment

It is fully acknowledged that particular attention ought to be given to the connections between gender concerns and chemicals. Namely, women, men and children differ in their physiological susceptibility to the effects of exposure to toxic chemicals. Furthermore, women are particularly influenced by the adverse impact of the hazardous chemicals due to the structure of their reproductive systems. POPs, including PBDEs and U-POPs (dioxins) are particularly harmful due to their capacity to accumulate in body fats and in breast milk, therefore representing a significant risk for women and infants.

Usually, risk-based environmental standards and risk-based corrective actions, following a precautionary approach, are designed taking into account the highest risk for the most sensitive and exposed population categories, therefore environmental and toxicological limits already take into account the specific issue of women and infants. Nevertheless, specific awareness raising initiatives will be adopted to further reduce the risk of exposure of women and infants given their specific sensitivity.

In the course of the project design, a specific gender mainstreaming work plan, with gender-sensitive targets and indicators, will be developed and integrated in the project results framework. This will include as a minimum the following:

1) Availability of gender specific training and awareness raising initiatives;

2) Initiatives and rules to ensure equal access to the job opportunities generated by the project;

3) Equal access to the information generated by the project;

4) Assessment of gender-specific chemical risk associated with POPs and PTS used and/or released by industrial activities and in consumer products.

5) Specific health and safety rules for female employees in the waste collection and recycling industries.

6) Gender mainstreaming in policy documents during Review, amendment of existing, or creation of new legislation related to POPs and new POPs in key sectors

In addition to that, in the course of project design and implementation, UN policies on equal opportunities will be considered with the purpose to ensure that the project supports women's capabilities and their enjoyment of rights, and women's equal and meaningful participation as actors, leaders and decision makers.

The budget for the GM action plan represents around 4.7% of the overall GEF grant budget.

### 4.2. Mainstreaming gender into project activities and project results framework

|  | **Objective and Outcome Indicators** | **Activity related to Gender Mainstreaming** | **Indicators and targets** |
| --- | --- | --- | --- |
| **Project Objective:**  The objective of the project is to protect humn health, environment and promote sustainable production and consumption through the reduction of the use of POPs, new POPs and mercury and the release of POPs, U-POPs and mercury throughout the entire lifecycle in key industrial sectors supported by Ecolabel system, Green Financing and Procurement mechanisms | **Mandatory** Indicator 1: # direct project beneficiaries disaggregated by gender (individual people) | *Number of people (F/M) participating in training and awareness raising activities, benefitting from green financial incentives, or from project-related job* | 50% trainers are women.  *Target: 100/100 women workers are trained.*  Should coordinate with women's unions in selected areas in awareness raising activities for women.  50% of the audience of awareness raising activities are women. |
| **Mandatory** Indicator 2: # indirect project beneficiaries disaggregated by gender (individual people) | *Number of people (F/M) benefitting from reduced exposure to mercury, POPs or U-POPs .* | 50% beneficiaries are women.  *Target: 100/100 women workers get benefit from the project.* |
| **Project component 1** | Promote sustainable production - consumption in key sectors through Eco-labeling, Green Financing and Procurement, and other elements to support a long-term Innovation Ecosystem for greening the value and supply chain across sectors. | | |
| 1.1. Environmental regulation upgraded to include new POPs; Green label and related policies for selected sectors (e.g. plastic, polymers, others) developed and implemented to reduce POP direct and secondary use, to reduce U-POP releases and to enhance circular economy. | 1.1.1 Review, amendment of existing, or creation of new legislation related to POPs and new POPs in key sectors | Gender specific risks for associated to POPs and mercury should be addressed in the relevant legal documents.  Gender experts and women’s union should be involved in the consultation process of legal document development. | #1 gender experts and women’s union should be involved in the consultation process of legal document development. |
| 1.2 Environmental policy on mercury developed and implemented to replace mercury products and to enhance the management of products containing mercury at their End of Life with segregation of mercury and recycling of non-mercury components | 1.2.1 Roadmap and sectorial plans developed for replacement of mercury thermometers and mercury containing lamps established | Female workers and gender experts should be consulted in the process of developing industry roadmaps and plans to replace mercury thermometers and mercury-containing lamps | #1 gender experts should be involved in the consultation process. |
| 1.2.2. Review of the existing legislation related to mercury in products and mercury emission carried out, to help develop and/or strengthen, and ultimately enforce regulations concerning technical standards for mercury waste management. | specific personal protective measures against POPs identified for women at workplace in the relevant legal documents | #5 women workers/staffs, and  #1 gender experts should be involved in the consultation process. |
| 1.3. Development of a Green Finance Framework, to sustain the shifting of enterprises toward a non-POPs and a non-Mercury manufacturing | 1.3.1 Green Finance framework designed, funded and implemented to support private sector on getting incentives policy | Female workers, and gender experts are consulted during the design, financing and implementation of the Green Financial Framework.  Female workers/ staffs should be take part in training course on Green Financial Framework  Raise awareness among workers/ staffs/ community residents about Eco-labeling, Green Financing and Procurement | #5 women workers/staffs, and #1 gender experts should be involved in the consultation process of the design, financing of the Green Financial Framework.  30% trainer are women in Green Financial training. 50% training course participants are women.  50% of the audience of awareness raising activities are women. |
| 1.3.2 Green Procurement scheme designed and implemented for MONRE, some DONREs and healthcare facilities (MOH) | Gender experts consulted during the design of the Green Procurement Plan  Female workers/ staffs should be take part in training course on Green Procurement Plan | #1 gender experts should be involved in the consultation process of design of the Green Procurement Plan.  50% training course participants are women |
| **Project component 2** | **Lifecycle management of POP s and PTS containing products** |  |  |
| 2.1. Sustainable manufacture and design of plastic, polymers, paint, metal finishing and other products improved to prevent the use of POP and the release of POP in the environment. | 2.1.1. Analysis of the manufacturing sectors for which the use of new POPs has been recently confirmed but not yet included in the NIP carried out, in order to strengthen baseline and select optimum sectors and enterprises for pilot activity to improve POPs management in the value chain. | baseline sex-disaggregated data from past and ongoing POP, mercury projects in Việt Nam along the full value chain manufacturing sectors. | #1 gender experts should be involved in the baseline survey design. |
| 2.1.2 Alternative product design to prevent the use of hazardous chemicals additives in general and consequently the use of POPs (e.g. BFR, HBCD, PFOS/PFOAs, SCCP) in key sectors demonstrated. | Consult female workers and gender experts in the design of substitute products.  Raise awareness among workers/ staffs/ community residents about the harmful impacts of POPs and new POPs on the environment and health, especially reproductive health for girls and women. Consumer guide, how to choose products that do not contain harmful POPs. | #5 women workers/staffs, and  #1 gender experts should be involved in the design of substitute products.  50% of the audience of awareness raising activities are women |
| 2.1.3 Design and implementation of modern Air Pollution Control Systems to prevent the release of mercury and U-POPs suitable also for small enterprises carried out. | Consult female workers and gender experts during the design and implementation of modern Air Pollution Control Systems.  Awareness raising activities for workers/ staffs/ community residents about air pollution control system as stay away from polluted places, be aware of the air quality index measurements, know about measures to prevent air pollution, how to choose and use a mask | #5 women workers, and  #1 gender experts should be involved in the consultation process of the design, financing of modern Air Pollution Control Systems.  30% trainer are women in modern Air Pollution Control training.  50% of beneficiaries of awareness raising activities are women. |
| 2.2. Closure of the gap between recyclers and industry to sustain circular economy and to prevent the contamination of recyclable materials. | 2.2.1 Interaction, technical exchange and commercial agreement between recyclers and industry promoted to identify and implement solutions for the horizontal and safe recycling and of materials and the segregation and safe disposal of POPs contaminated materials. | Consult female workers and gender experts in the development process Interactions, technical exchanges and commercial agreements between recyclers and industry.  Awareness raising activities for workers/staffs/ community residents about prevent the contamination of recyclable materials. | #5 women workers, and #1 gender experts should be involved in the process of consultation.  50% of the audience of awareness raising activities are women |
| **Project Component 3** |
| 3.1 Replacement of mercury products with non-mercury products promoted and sustained by EPR schemes and EOL management. | Output 3.1.1. Risk management, technical guidance and training materials developed for the sound management of mercury stockpiles and obsolete mercury-containing equipment, with specific reference to mercury lamps and medical devices | Female workers and gender expert should be consulted in the developing materials of the risk management, technical guidance and training | #5 women workers, and  #1 gender experts should be consulted in process of developing materials of the risk management, technical guidance and training. |
|  | 3.1.2. . Capacity and institutions are strengthened to eliminate use of mercury containing products (eg. Mercury lamps, thermometers and cosmetics); road map and plan for using of mercury-free devices developed and implemented. | Female workers should be participate in the training of strengthened Capacity and institutions to eliminate use of mercury containing product.  Raise awareness for workers/staffs/ community residents about the use of mercury-free products. Instructions on how to choose to buy an electric thermometer instead of a mercury thermometer; choose to buy energy-saving and mercury-free lamps, replace fluorescent lamps with led lights, compact lamps. What to do when mercury-containing devices are broken | 50% female workers working in the sector be trained.  50% of beneficiaries of awareness raising activities are women. |
| **Project component 4** |
| **Outcome 4.1**  Project management team established, lesson learnt and knowledge generated by the project properly shared and communicated.  ***2 indicators maximum*** | Improving women’s participation and decision making; | Indicator 18: Number of project staff appointed (F/M)  Target: Project management institutions established with an equal F/M ratio. | 30% staffs of Project management institutions are women |
| Include any gender-responsive measures to address gender gaps or promote gender equality and women’s empowerment | Indicator 19: number of lessons and best practices learn and shared by the project management team. | Target: Both the Project Steering Committee and the Project Management Unit to report on the experience gathered for each of the 3 project technical components in international workshop including gender mainstreaming aspects. |

### 4.3. Mainstreaming gender into project monitoring and evaluation

Update, review responsibilities, and gender mainstreaming for monitoring project strategies, including the risk log; SESP report, Social and Environmental Management Framework and other safeguard requirements; project grievance mechanisms; gender strategy; knowledge management strategy, and other relevant management strategies.

1. <https://vietnam.unfpa.org/sites/default/files/pub-pdf/ge_viett.pdf> [↑](#footnote-ref-1)
2. <https://dangcongsan.vn/xa-hoi/thu-nhap-cua-lao-dong-nu-chi%CC%89-bang-khoang-80-so-voi-nam-564233.html> [↑](#footnote-ref-2)
3. <https://vietnam.un.org/vi/37263-binh-dang-gioi-yeu-tao-ra-su-thay-doi-cho-xa-hoi-o-moi-he> [↑](#footnote-ref-3)
4. <https://www.ilo.org/hanoi/Areasofwork/equality-and-discrimination/lang--vi/index.htm> [↑](#footnote-ref-4)
5. <https://moh.gov.vn/web/phong-chong-benh-nghe-nghiep/thong-tin-hoat-dong/-/asset_publisher/xjpQsFUZRw4q/content/cham-soc-suc-khoe-nu-cong-nhan-tai-cac-khu-cong-nghiep?inheritRedirect=false> [↑](#footnote-ref-5)
6. <http://hoilhpn.org.vn/web/guest/tin-chi-tiet/-/chi-tiet/%C4%91inh-kien-gioi-bat-binh-%C4%91ang-gioi-rao-can-can-xoa-bo-35394-4506.html> [↑](#footnote-ref-6)
7. UNDP, GEF, VEA, 2019. Current status of POP pollution in Vietnam. Project “safety management of pops and hazardous chemicals in vietnam” (ID:91381). [↑](#footnote-ref-7)
8. United Nations Development Programme. Human Development Reports. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>. [↑](#footnote-ref-8)
9. United Nations Development Programme. Human Development Indices. <http://data.un.org/DocumentData.aspx?id=415> [↑](#footnote-ref-9)
10. UNDP, GEF, VEA, 2018. Plan to strengthen the legal framework, complete legal documents on environmental safety management for POPs and PTS substances. Project “safety management of pops and hazardous chemicals in vietnam” (ID:91381) [↑](#footnote-ref-10)
11. <https://hrspring.vn/index.php?threads/m%E1%BB%A5c-ti%C3%AAu-an-to%C3%A0n-s%E1%BB%A9c-kh%E1%BB%8Fe-ngh%E1%BB%81-nghi%E1%BB%87p-v%C3%A0-th%E1%BB%B1c-tr%E1%BA%A1ng-t%E1%BA%A1i-vi%E1%BB%87t-nam.1826/> [↑](#footnote-ref-11)
12. UNDP, GEF, VEA, 2019. Current status of POP pollution in Vietnam. Project “safety management of pops and hazardous chemicals in vietnam” (ID:91381). [↑](#footnote-ref-12)