

Annex B, Terms of Reference 1000445

Gender Analysis

Protection and management of protected areas
with diverse ecosystems in Viet Nam



Executive summary

In recent decades, Viet Nam has made significant achievements in promoting gender equality, especially in the improvement of the legal framework. Nevertheless, women are still facing different challenges caused by lack of political, social and economic opportunities, inequality and discrimination. This is well reflected in the forestry sector, particularly in the protection and management of forests, forest ecosystems and biodiversity. Women, especially ethnic minority women, have limited access to and control over resources as well as are underrepresented in the labour force of the forestry sector, including protected area management boards. Both women and men have experienced sexual harassment in the workplace in the conservation sector, but women are more likely to be harassed. Furthermore, biodiversity and ecosystem are not addressed in the legal framework on gender equality. Vice versa, gender equality is not consistently mainstreamed in the legal framework related to biodiversity and ecosystem. At meta level, the gender labor division in the management and protection of protected areas is influenced by traditional gender norms. And women's roles and contributions have not been properly recognized and valued in the decision-making process but encouragingly, have been gradually being recognized in the media. Institutionally, there are different organizations working in the conservation and management of protected areas but very few of them have been promoting gender equality and women's rights. The gender mainstreaming interventions of these organizations focus on: (i) promoting women's participation in ecotourism activities; (ii) developing a sustainable forest-based livelihood models; (iii) raising awareness of preventing sexual harassment in the workplace as well as promoting gender equality and women's rights in the conservation sector.

The project aims the improvement of the technical and institutional capacities among the responsible authorities and the local population of three protected areas for the implementation of an integrated management of protected areas. This project is marked as GG1 encompassing two gender responsive outputs, gender indicators at both outcome and output levels. It will apply a gender responsive approach in the project cycle by ensuring equal rights and access to resources, equal voice in decision making related to protected areas and forest ecosystems, equal benefit sharing of natural resources as well as taking into account intersectional dimensions, especially based on ethnicity and human right. Key interventions include:

- Advise partner to analyze the gender gaps in the implementation, monitoring and evaluation of existing legal framework related to management and protection of ecosystem and biodiversity to develop feasible and practical recommendations for promoting gender equality in policy development.
- Provide technical support for conducting gender impact assessment for the development of policies, guidelines related to protection and management of protected areas with diverse ecosystems with participation of different stakeholders including representatives of women right organizations, and disadvantaged women.
- Advise partner to develop technical guidelines for implementing forest ecosystem services in protected areas with a gender perspective (e.g. equal access to job opportunities, equal benefit sharing, ESG of tourist company, social and gender safeguarding etc.)
- Advise partner to promote women's participation, especially the ethnic minority women, in the participatory monitoring and evaluation of biodiversity in the protected areas.
- Conduct feasibility studies on development of gender responsive ecotourism in protected areas.
- Support selected protected areas to pilot the development of the gender responsive community-based ecotourism models (e.g. women's leadership in ecotourism cooperative, women led/run ecotourism activities, women led complimentary ecotourism livelihood model etc.
- Support partner to establish the network of women in conservation sector with participation of different stakeholders (including policy makers, managers, NGO representatives, and local

people) as well as to strengthen the experience exchange & learning activities among its members.

- Carry out communication activities to raise awareness on the roles and contributions of women in forestry sector in general and in the conservation and management of ecosystem and biodiversity in particular.
- Support women to participate in capacity building activities (e.g. ecotourism development skills, technical training for protected area staff etc.)
- Support partner to enhance gender awareness and capacity of protected area staff specially the ones being in charge of working with community, and support selected protected area management board to develop and implement their gender action plan.

Chapter 1: Introduction

Gender equality is gradually being recognised as an important cross-cutting issue in international environmental agreements. For example, the Convention on Biological Diversity (CBD) recognises “the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation”. Furthermore, the Kunming-Montreal Global Biodiversity Frameworkⁱ sets two gender related targets (21 & 22) which emphasise gender responsive representation and participation in decision making, equal rights and access to land and nature resources. Meanwhile, since the COP25, the parties have been recognising the importance of developing and implementing gender responsive climate policies through the adoption of the 5-year enhanced Lima Work Program on Gender and its Gender Action Plan (GAP), review of GAP implementation and amendments etc.

Vietnam is ranked 16th out of the 25 countries with the richest biodiversity in the world, as more than 11,000 species have been discovered in the countryⁱⁱ. Currently, Viet Nam has established a special-use forest system with 167 areas (including national park, nature reserve, species and habitat reserves, landscape protection areas, cultural and historical relics, and scientific experimental research forests), with a total natural land area of 2.394 million hectares. These protected areas are not only the cornerstones of biodiversity conservation but also provide food, security and health care, especially for local people living around these areas. Besides, different studies show that women and men have different roles and needs in protection and management of protected areas, but these differences are not considered in policy development. Even playing an important role in protection and management of protected areas, women’s participation in decision making processes is still limited. These findings need to be further examined for having more empirical evidence to design gender responsive measures of the new project “*Protection and management of protected areas with diverse ecosystems in Viet Nam*”.

This analysis aims to identify gender issues in labor division, access to and control over resources, benefit sharing, and decision-making process related to the protection and management of protected areas as well as the root causes of these issues. The study method is based on a review of secondary literature of gender equality in Viet Nam in general as well as in conservation and management of biodiversity and ecosystem. Stakeholder interviews were also conducted in four protected areas (including the Xuan Thuy National Park of Nam Dinh province; Van Long Nature Reserve of Ninh Binh province, Hoang Lien Son National Park, Bat Xat Nature Reserve of Lao Cai Province) and in a protection forest (Vinh Son commune of Binh Dinh province) before and during the appraisal mission. The information from the stakeholder interviews is mainly used for the development of Chapter 3 and Chapter 6 of this report.

Chapter 2: Gender equality in Viet Nam.

Viet Nam tends to be in the middle of international ranking on gender equality and women’s empowerment. For instance, Viet Nam ranked 71st out of 191 countries in the 2021 Gender Inequality Indexⁱⁱⁱ, dropping by 6 places compared to its 2019 standing. Recently, Vietnam moved up to 11 places on World Economic Forum (WEF)’s Global Gender Gap Index 2023^{iv}, marking a rise from 83rd in 2022 to 72nd place out of 146 countries, with a score of 0.711.

2.1 Meta level (norms)

Vietnamese culture is rooted in interpretations of Confucianism which upholds gender inequality by supporting male privilege and hierarchical relationships. This is seen as the most pervasive barriers for women to participate equally in the social, economic and political life. Particularly, it is commonly believed that masculinity fits the characteristics of a good leader. Women are often believed to make decisions based on their feelings (48.4%), being incapable of working under pressure (64.49%) and not suitable for leadership positions (48.23%)^v. For women who hold leadership positions, there are disproportionately high expectations and a double standard in how their leadership is evaluated. Together with the criteria of good technical capacity, morality, political loyalty, and management skills, women leaders are also expected to have feminine characteristics: to be beautiful, well-dressed, articulate, modest, a good wife and a good mother. In term of economic participation, men are perceived to be better than women at jobs requiring technical skills while women are believed to do better with manual work that requires patience and skilful competence^{vi}. Furthermore, the women's movement "to excel at work and be perfect at home" (fulfilling both public task and housework), kicked off by Vietnam General Confederation of Labour in 1989, has created a double burden for women for decades. Actively engaging in the labour market while being the main caretakers at the same time may hinder many women from opportunities for a desired job, or from attending professional training opportunities for their career development or taking leadership positions. Regarding gender-based violence, the patriarchal system in Viet Nam requires men to embody patrilineal honour across generations. Therefore, it is commonly believed that men should "teach" their wives in order to protect the honour of the family^{vii}. In addition, masculinity is associated with sexual virility and femininity is associated with virginity or sexual passivity. Thus, men are considered as active agents in sexual relationships and women are expected to please their husbands/partners by meeting their sexual demands. Besides, virginity is considered as the most important concept for girls before marriage. If girls are sexually abused, parents and girls themselves often keep it confidential. That's one of reasons why sexual harassment are rarely reported.

2.2 Macro level (policies and laws)

Vietnam has made a good process in developing its legal and policy framework for promoting gender equality and women's rights. Particularly, Viet Nam's first Constitution 1946 stipulated women and men have equal rights in all areas while the amended Constitution 2013 placed an obligation on the state to guarantee the right to and opportunities for gender equality. The Gender Equality Law was passed in 2006, followed by the Prevention and Control of Domestic Violence in 2006 which was then revised in 2022. The Land Law 2013 makes it compulsory to have both husband's and wife's names on land use certificates and house ownership documents while the State Budget Law 2015 indicates one of state budget management principles is to ensure budget allocation for gender equality objectives. The Law on Promulgation of Normative Document stipulates that a gender impact assessment, if any, must be conducted in preparing a proposed legal normative document. However, in practice, only 40 of 111 documents passed since 2015 having satisfied gender mainstreaming requirements^{viii}. Furthermore, the recent Labor Code 2019 has a significantly favourable revision, including the removal of the list of prohibited occupations for women, increasing paternity leave entitlements, a clarification of the definition of sexual harassment, and reducing the gender gap between men and women's retirement age from 5 to 2 years by 2035. In the meantime, the National Strategy on Gender Equality (2021-2030) sets some new targets, including lowering the adolescent birth rate, increasing women's enrolment in vocational education & training, introducing education targets for ethnic minority boys and girls, and having a target for health services for LGBTIQ+ people. Nevertheless, it still misses some critical issues such as digital gender inclusion and parity in Science, Technology, Engineering, and Mathematics (STEM) education, gender & climate change or LGBTIQ+ equality. In general, the current legal framework does not provide a good foundation to address intersectional discrimination and still defines gender equality in binary terms.

Regarding LGBTIQ+ rights, there are some progressive changes in the legal framework. Particularly, the Law on Family and Marriage 2014 removed the ban on same sex marriage but still had no legal recognition of same sex union. For example, adoption is limited to ‘a single parent or a couple of husband and wife’. In 2015, the definition of “rape” was changed to “non-consensual intercourse between two people” in the Penal Code while the Civil Code 2015 regulated that “individuals who have undergone gender transition have the right and obligation to change their civil status and have the civil rights in accordance with this Code and other related regulations”. However, this Civil Code still allowed for a young intersex person to undergo non-consensual gender assignment surgery, creating the risk that the gender reassignment might not match with their gender identity^{ix}. Encouragingly, in August 2022, the Ministry of Health issued an official dispatch stressing that same-sex attraction and being transgender are not mental health conditions. According to Human Rights Watch, this decision brings Viet Nam’s health policy in line with global health and human rights standards^x. Furthermore, in the Gender Affirmation Law is expected to be included in the 2024 legislation program of the National Assembly.

2.3 Meso level (institutions)

Viet Nam has a complex institutional framework where multiple agencies and structures are responsible for ensuring gender equality. Since 2008, MoLISA has been operating as the state management unit on gender equality as well as the standing agency of the National Committee for the Advancement of Women in Viet Nam (NCFAW). Line-ministries are responsible for coordinating with MoLISA to carry out state functions on gender equality in their designated areas as well as delegate gender focal points. Meanwhile, the People’s Committees at all levels are in charge of carrying out state management functions on gender equality in their designated localities and assign this task to the provincial Department of Labour, Invalids and Social Affairs (DoLISA) or corresponding units at lower levels, all the way down to the district and commune level^{xi}. The Committee for Social Affairs of National Assembly performs its functions of state management on social affairs nationwide such as issues related to labour, health, religion, gender equality and other social issues. Furthermore, the Viet Nam Women’s Union (VWU), with a nationwide network to every village, has the mandate of protecting and promoting women’s rights. They have played a significant role in strengthening women’s economic empowerment and public awareness raising on gender equality and women’s rights. However, it must be noted that some of their programmes contribute to reinforce gender stereotypes, for instance, reflected in their motto “Vietnamese women - Excellent at work, Good at home” or the campaign “Building the family of 5 Without-s and 3 Clean-s” (No poverty and hunger, no criminals and or persons engaging in ‘social evils’, no gender inequality, no violation of population policy, no malnourished children; clean house, clean alley, clean kitchen). Those have created the “dual role” of women in fulfilling both public tasks and domestic work. In addition, there are a number of Vietnamese Non-Governmental Organisations (NGOs) working on gender equality and women’s rights who interventions mainly focus on capacity building for local communities in specific areas such as reproductive health, gender-based violence, credit & savings, labour rights etc. In the meantime, some International NGOs (such as Oxfam, Care International, Asia Foundation, SNV etc.) have implementing different programs on women’s economic empowerment in value chains as well as doing policy advocacy.

There are some key challenges for cooperation among stakeholders, including:

- The multiplicity of institutions with unclear mandate leads to negative impacts on policy and program coherence and efficiency. Besides, gender equality has been institutionally associated with women’s advancement, so the VWU and MoLISA are seen to be responsible for promoting gender equality and women’s rights. This is reflected in low quality of gender mainstreaming in sectoral policies and programs.
- CSOs have limited space in policy influencing and networking as well as faced some challenges in funding and fundraising. Due to their main location in big cities, Vietnamese NGO’s representation for disadvantaged groups including women is also limited.

- VWU has high membership and nationwide coverage, but little independent voice to represent women's concerns, or transformational positions because they are seen as "long hands" of the Vietnam Communist Party.

2.4 Micro level (target groups)

Despite some improvements in the legal framework, Vietnamese women are still disadvantaged in the country development progress, including:

- **Unequal voice and decision-making power:** Female representation in politics and leadership is still lower than targets set by the government, and women's leadership remains rather symbolic. In the term 2021-2026, only one woman remains in the Politburo in the term XIII^{xii}, and women are no longer present in the top four highest leadership positions of the country. Women make up 30.26% in the 15th National Assembly, below the target of 35% set in 2018 by Party Resolution 26-NQ/TW. Moreover, women are concentrated in certain National Assembly committees, for example, Ethnic Affairs, Culture, Education & Youth, Social Affairs, while being underrepresented in the committees for Finance and Budget, Security and Defence. In the meantime, out of 28 ministers, only 03 are women (Minister of Home Affairs, and Governor of State Bank, Ministry of Health)^{xiii}. In the business sector, only 17% of large enterprises are run by women while women accounted for 26.54% of Small and Medium Enterprises (SMEs) ownership, consisting of 31.6% in urban areas and 18.7% in rural areas^{xiv}. Encouragingly, women-owned SMEs employ a higher percentage of women workers in Viet Nam than those owned by men (43.4% versus 36%, respectively), and they contribute more to the economy via taxes per worker (24.9 million Viet Nam Dong compared to 24.5 million Viet Nam Dong)^{xv}.
- **Concentrated in more vulnerable employment:** In Viet Nam, the proportion of women participating in the labour force is relatively high, with 62.9%, compared to 75.43 % of men in the 1st quarter of 2023^{xvi}. Almost two-thirds of labour in the 20-24 age group, are informally employed in simple jobs and 84.2% of those are low skilled and unskilled. Of those, women account for 60%^{xvii}. Women concentrate in labour intensive sectors such as textile, garment and footwear¹ and electronic companies² where workers experience a high level of stress and encounter structural vulnerabilities at the prospect of not being able to survive if they lose their jobs^{xviii}. Besides, victims of sexual harassment in the workplace are mainly female employees aged between 18 and 30, but as few as 3% of cases are ever reported due to cultural barriers and the fear of losing the job^{xix}.
- **Limited access to and control over resources:** According to ILO's report^{xx}, women (85.9% in 2019) are more likely to be employed in subsistence agriculture than men (59.2%). However, women, especially the ethnic minority ones, have less access to information, resources, credits, markets, vocational training, and extension services. For example, 60% of women are unaware of climate change, compared to 36 % of men^{xxi}. Furthermore, only 23% of agricultural cooperatives are led by women so they have limited voice in decision making process related to agricultural production.
- **Gender earning gap:** There is a significant and persistent gender earning gap, especially in informal sector. According to GSO's recent report^{xxii}, men, whether in formal or informal employment, earn about 2 million Vietnam dongs more than women in the same group. More than 61% of female workers in the informal economy receive incomes below the regional minimum wage, which is almost double that of men. Another study also highlights that women earn 12% less than men despite the same education, ethnicity, and age profile^{xxiii}. This significant portion of the gap remains unexplained, suggesting structural discrimination.
- **Unpaid care work:** The World Bank's recent time use survey^{xxiv} with interview of 6,000 people nationwide revealed a stark disparity in the distribution of time between paid and unpaid work between the women and men. The preliminary results show that most women spend time on housework every day, while this proportion is only 55% for men. It is noteworthy that

¹ In Viet Nam, there are about 5 million workers in the textile, garment and footwear (TGF) industry, of whom above 70% are women (ref: [Lao động nữ dệt may chịu tác động nặng trong đại dịch - Cổng Thông Tin Hội Liên hiệp Phụ nữ Việt Nam \(vwu.vn\)](#))

² In 2021, there was 1.3 million workers in electronics industry, of whom there are more than 60% female employees (Ref: [Hướng phát triển ngành công nghiệp điện tử Việt Nam - VnExpress Số hóa](#))

women have to spend more time (3 hours) each day on housework than men (1 hour 42 minutes). Moreover, 45% of women are involved in housework, but only 24% of men. At the same time, on average, almost one-third of women in Vietnam have no leisure time during the day. The unpaid care work burden limits women's opportunity to access trainings, develop their career and to participate in public life.

- **Gender-based violence:** Gender based violence has become a serious problem in Viet Nam. According to the recent National Study on Violence Against Women in Viet Nam 2019^{xxv}, one in four women (26.1%) in Viet Nam who has ever been married or married/partnered mentioned experience with physical violence from a husband/partner during her lifetime (lifetime violence). The effects of GBV are not only limited to individuals, families and communities but also have negative impact on the country's development. This study showed that Viet Nam experiences a productivity loss equivalent to 100,507 billion Viet Nam Dong, which is about 1.81% of 2018 GDP, due to lifetime experience of physical and/or sexual violence among partnered working women aged 15 to 64. In recent years, there has been an increasing attention on sexual harassment and violence in the workplace, especially in the context of increasing rate of women's participation in the labour force. However, most cases are unreported as women are embarrassed or afraid of losing their jobs.
- **Discrimination against LGBTIQ+ people:** Over the past decade, apart from remarkable changes in the legal framework, Vietnamese society has becoming more open to LGBTIQ+. Despite that, LGBTIQ+ people still face different forms of discrimination in the society and pressure from family members to conform to a heteronormative life. According to a study in 2017, 62.9% experienced pressure to change their appearance or gestures, and 60.2% experienced scolding at home. Homosexual individuals often get married with people of different gender due to pressure from society or family^{xxvi}. A study finds that up to 80% of LGBTIQ+ students experience violence at the school while 50% think the learning environment is not safe for LGBTIQ+ people, 54% suffer from psychological stress and learning disabilities, and 34.9% have suicidal thoughts^{xxvii}. Furthermore, 50% of the LGBTIQ+ people reported experiencing discrimination or harassment at work^{xxviii}. Additionally, there are currently no known openly LGBTIQ+ decision makers holding official position in the government system. As the visibility of LGBTIQ+ people is limited in the government system, their issues may not be well addressed in the decision-making process.

Conclusions for the project

- Gender stereotype is seen as the most significant barrier for women to equally participate in the political, socio-economic activities. It is embedded in formal and informal institutions by shaping the access to resources and their voice in decision making process in which, women, especially of vulnerable groups, are often in more disadvantaged positions.
- The rather sound legal framework on gender equality and women's rights can be the backbone to promote gender equality and social inclusion in the forestry sector. The project interventions should focus on strengthening the capacity of government partners in the implementation and monitoring of gender related policies and programs.
- It is important to strengthen the roles of MOLISA, Viet Nam Women's Union and Committee for Advancement of Women (CFAW) of government agencies in providing gender inputs for policy development, implementation, M&E.
- The government plans to revise the Law on Gender Equality. Currently, development partners (e.g., WB, AUSAID, UN Women) have been supporting MOLISA to conduct studies to identify gender gaps and areas for reform. As biodiversity and forestry were not mentioned in the current Law on Gender Equality so this is an opportunity to advocate for integrating these topics in this important gender legal framework.

Chapter 3: Gender dimensions in forestry sector

3.1 Meta level

Traditional gender norms affect the division of gender roles in protection and management of protected areas: In Viet Nam, the protected areas and buffer zones are home to poor people,

mainly ethnic minorities, whose livelihoods depend heavily on natural resources. The labour division between women and men is strongly affected by traditional gender norms. Besides, there are traditional patterns of labour division in the conservation and management of natural resources. For example, a gender assessment^{xxix} in 03 protected areas³ in 2019 and recent stakeholder interviews in 04 protected areas⁴ shows that local people are actively involved in forest protection and management such as in land and wetland forest patrolling, forest fire prevention, environment cleanup, and reforestation. Local people's participation in these activities are coordinated by community forest protection groups which members are mainly men. For example, all group members are men in Xuan Thuy National Park, Van Long Nature Reserve, Bat Xat Nature Reserve. Local women are often mobilised to provide logistic support for cleanup of the environment and forest firefighting. They also join men to clear the grass for wildfire protection. This labour division is explained with a perception that forest protection and management is seen as hard, strenuous, and physically demanding work that is only suitable for men. In term of sustainable use of natural resources, different studies shows that the economic role of women is often linked to fulfilling household consumption needs (e.g. for fuel and wild foods) and selling non-timber forest products in local markets, while the role of men is linked more to the exploitation of timber and more valuable non-timber forest products (NTFPs) for commercial purposes^{xxx}. In Xuan Thuy National Park and Van Long Nature Reserve, women often collect aquatic products (crabs, snails) of the wetland forests by hands while men use boats and nets to catch fish. It is believed that men have the physical strength and skills to operate boats and cast the nets, especially when fishing in the sea, while women are more suitable for skillful tasks as catching aquatic products by hands. While men's income is much higher than that of women, soaking in water to catch crabs and snails has a negative impact on women's hygiene and health. In both protected areas, there are community-based tourism activities. Task allocation is also influenced by traditional norms. In Xuan Thuy, for example, tourists can use the boat to observe wildlife and birds in the wetland forest. Out of the six excursion boat providers only one is registered in the name of a woman. Men are also responsible for driving the boat, while women take care of the tourists and serve food. In Van Long, a tourist cooperative was established with 15 members of the management board (including 7 men and 8 women), who offer bird and wildlife watching boat trips. In this cooperative, the men hold the positions of director, deputy director, controller and boat operators, while the women are accountant, cashier and boat operators. There are 536 boats operated by almost 150 local rowers, 80% of whom are women. In this area, young people often work in the nearby industrial zones, and men take seasonal work as bricklayers so only women and old people stay at home to row the boat. As boats made of bamboo in small size, so women are considered to be capable for taking this task.

Women and men have different needs and perspectives on the protection and management of protected areas. As taking different roles and responsibilities in the protection and management of protected areas, women and men have different needs and perspectives on this area. For instance, the gender assessment^{xxxi} in 2019 finds that the local women in the core area of Lung Ngoc Hoang Nature Reserve prefer having livelihood solutions related to agricultural production and clean water to stabilise their lives during the planning of this protected area while men want to clarify the boundaries of protected areas (special use forest areas) and production forest areas so that they can feel safe to invest and avoid encroachment. The case in the Van Long Nature Reserve also reflects the different needs of women and men in the development of ecotourism based on existing traditional gender roles. Particularly, women, the main boat rowers, prefer to improve their foreign language and tour guide skills. The men, on the other hand, who hold leadership positions in the cooperative, want to find additional income opportunities from the wetland forest, such as making straws from reed grass. In Xuan Thuy National Park, the women prefer waterproof clothing for catching snails and crabs, while the men need flashlights and raincoats

³ Con Dao National Park includes inland and wetland forests while Lung Ngoc Hoang Nature Reserve is the wetland. Hoang Lien National Park has the inland forest.

⁴ The interview was conducted in Xuan Thuy National Park (Nam Dinh province) and Van Long Nature Reserve (Ninh Binh province) in December 2023, and Hoang Lien National Park, and Bat Xat Nature Reserve. Van Long is the largest wetland nature reserve in the Red River Delta region while Xuan Thuy National Park is the first wetland in Southeast Asia to participate in the 1989 Convention on Wetlands of International Importance, known as a Ramsar site.

to catch fish at night. In an interview with the female owner of excursion boat, she expressed her desire to improve the tour operation and management skills.

Women are underrepresented in government system of forestry sector, including the project management boards of protected areas: RECOFTC's study^{xxxii} finding shows that women are underrepresented in the decision making in the forestry sector at both both national and local levels. For example, only 5.7% of leadership position in forestry departments, research institutions, enterprises and training agencies at the national level, and less than 5% at local level were occupied by women. A recent gender analysis for the sustainable forest management (SFM) project^{xxxiii} also shows that in Viet Nam Administration of Forestry (VNFOREST) (before restructuring in April 2023, a quarter (6 out of 25) of the senior management positions are held by women. And the percentage of VNFOREST nationwide staff base (local forest protection department staff, forest rangers and forest guards) is strongly dominated by men with 93%. Of a total nationwide staff base for forest protection, including local forest protection department staff, forest rangers and forest guards, women account for only 7% (840 out of ~12,000). In Van Long Nature Reserve Management Board, all leaders and staff are men while all members of director board in Xuan Thuy National Park, Hoang Lien National Park and Bat Xat Nature Reserve are also men. Gender stereotypes are explained as the root cause of this problem. Forestry is believed as a hard, challenging and dangerous profession so women are perceived not being suitable for this because of their physical strength and household responsibilities. More importantly, the leaders' limited awareness of gender equality is also the barrier for women to advance their career in this sector. For example, the vice director of Xuan Thuy National Park admitted that he only heard about the concept of gender equality but did not know exactly its meaning. Meanwhile, the director of Van Long Nature Reserve held a belief that women do not have appropriate capacity and time to take forest protection tasks, if not say the leadership positions. Furthermore, these managers have no authority to directly recruit their staff, except for signing temporary contracts (e.g. with cleaner, guard, intern). The staff is recruited via higher level authorities.

3.2 Macro level

Gender equality in the protection of forests and forest ecosystems, restoration interventions and the conservation of biodiversity is not addressed in Vietnam's legal framework: As mentioned in Chapter 2, Vietnam has a solid legal framework to promote gender equality and women's rights in general. Nevertheless, there is a gap in integrating specific sectors into the legal framework for gender equality, except for education, health, and agriculture. In particular, the National Strategy for Gender Equality 2021-2030^{xxxiv} is considered as one of the guiding documents for line ministries and agencies in developing their gender action plans. Yet this strategy neglected the emerging issues of climate change and green growth in setting its objectives and measures, making it easy to overlook the specific issue of forest ecosystems and biodiversity. This is one of the reasons why gender equality is not adequately integrated into the routine work of sectoral ministries.

Gender equality is not mainstreamed consistently in the legal framework related to protected area management, forest ecosystems and biodiversity: the Forestry Law 2017^{xxxv} states that ensuring gender equality is one of the principles for forestry planning (Article 3), while its accompanying Decree 156/2018/NĐ-CP^{xxxvi}, does not mention any gender-related issues. Moreover, Vietnam's Forestry Development Strategy 2021-2030, with a vision to 2050^{xxxvii}, envisages ensuring broad and equal participation of all economic sectors in forestry activities. This strategy has a specific goal of increasing the proportion of vocationally trained workers in forestry to 45% by 2025 and 50% by 2030 and ensuring gender equality. This strategy establishes the strategic direction that natural forests must be included in the planning of special use forests, protection forests and production forests, with the participation of authorities, organizations, households, individuals and communities, with openness, transparency and gender equality. In contrast, gender equality is not mentioned in both Biodiversity Law 2008^{xxxviii} and Fishery Law 2017^{xxxix}. Meanwhile, the National Biodiversity Strategy 2030, with Vision for 2050^{xl}, identifies a solution on raising awareness of nature conservation and biodiversity by ensuring equal participation and rights

of local inhabitants and communities, women and girls, and young people in decision-making processes related to the conservation and sustainable use of biodiversity. With regards to the specific topic of protected areas, in 2007, the Ministry of Agriculture and Rural Development (MARD) issued Decision 104/2007/QĐ-BNN^{xli} regulating the management of ecotourism activities in national parks and protected areas. Ecotourism is also mentioned in the Decree 117/2010/NĐ-CP^{xlii} on the Operation and Management of the Special Use Forest System, and the Decree 66/2019/NĐ-CP^{xliii} on the conservation and sustainable use of wetland or Decision 993/QĐ-TTg^{xliv} on the National Plan on implementation of Glasgow declaration on forest and land use, issued on 24/8/2023. However, gender equality is not mentioned in these documents. Meanwhile, the project on strengthening the management capacity of the protected area system until 2025, vision to 2030^{xlv} sets a specific objective on improving the management capacity and professional expertise for staff working in protected areas. It plans that by 2025, 50% (vision to 2030, 70%) of all staff (preferably women) in protected areas will be trained and certified according to the topics described in the competency framework for job placement.

The different needs and roles of women and men are not well considered in the planning process of protected areas. According to the Biodiversity Law 2008, it is necessary to “ensure the participation of local people in the process of formulation and implementation of biodiversity conservation planning” (Article 5). The Forestry Law 2017 stipulates that forest planning must ensure the participation of organizations, households, individuals and communities, as well as the transparency and gender equality. However, translating these regulations in practice is still a problem. A gender study in three protected areas in 2019^{xlvi} found that citizen participation in the development and implementation of biodiversity planning is accomplished through two mechanisms: (1) community representatives (e.g., village leaders, members of people’s council, or representatives of local socio-political organizations), and (2) direct opinions expressed by citizens at community meetings. In the first mechanism, community representatives only raise issues that are considered as the urgent topic or the concern of the majority and do not take into account the different needs of women and men. The different gender needs can only be considered if they are also the concern of the majority. Furthermore, the Department of Labor Invalids and Social Affairs are also consulted on the planning or adjustment of protected areas, but they usually only provide their professional inputs on vocational training or poverty alleviation for people living in protected areas in general, but do not consider gender issues. Meanwhile, Women Unions often care about activities under their responsibilities and pay little attention to different needs and roles of women in the protection of forest ecosystems and biodiversity conservation. The interview findings show that there are differences in the participation of men and women in community meetings in general and in biodiversity conservation meetings in particular. In Con Dao and Hau Giang, more women than men participate in community meetings (about 70% women ~ 30% men), while the participation rate in Lao Cai is the opposite (30% women ~ 70% men). This is due to the fact that local authorities often invite the household heads to the meeting who are mainly men. In Con Dao and Hau Giang, men often work far from home, so women attend only as “stunt people”. In Lao Cai, most people belong to an ethnic minority and women often have greater language barriers and are less confident than men to participate in community meetings, which are mainly held in the Kinh language. In addition, interviews with local people and authorities in the 03 protected areas show that there are differences in the quality of participation of men and women in community meetings for biodiversity conservation. Women, especially ethnic minority women, are less confident to raise their voices in public. Even when they do voice their opinions, they are not properly respected and recognized because they are assumed to have less experience with forest ecosystem protection and biodiversity conservation than men. Thus, women’s needs are not appropriately considered.

More importantly, as required by the Biodiversity Law 2008, people’s lives must be safeguarded if they need to be relocated from the core zone of the projected areas. Thus, it is necessary to analyse and identify the specific solutions to secure the life of local people, especially solutions for resettlement and for alternative and sustainable livelihoods during the planning development process.

3.3 Meso level

In Viet Nam, non-governmental organisations and development partners have been playing an important role in forest ecosystem protection as well as wildlife and biodiversity conservation. However, few of them are committed to promote gender equality and women's rights in these areas. Meanwhile, Women Unions mainly organise communication activities to raise awareness for their members about environmental protection. Gender mainstreaming activities of NGOs and development partners focus on three areas:

- *Promoting women's participation in community-based ecotourism activities:* Intervention measures focus on capacity building for local people, including women, on how to run community based ecotourism model. For example, in early 2000, the Centre for Marinelife Conservation and Community Development (MCD)^{xlvii} provided the technical support for establishment of an ecotourism cooperative in Xuan Giao commune, the buffer zone of Xuan Thuy National Park. Majority of the members of this cooperative are women. MCD organized various training workshops for cooperative members to conduct ecotourism activities (e.g. english lessons, cooking, tour guiding, homestay service, etc.) and mobilized the local community to protect the landscape and the environment (e.g. waste separation). Recently, GRET Viet Nam has been implementing a project in Pu Luong Nature Reserve^{xlviii} that aims to promote the role of ethnic minority women in the sustainable management of natural resources and the creation of ecotourism activities from 2021 to 2024. The key interventions of projects are to build capacity for community groups including ethnic minority women in developing sustainable tourism services in the Nature Reserve, such as accommodation, catering, transportation in the reserve by motorcycle cabs, and handicraft and agricultural activities (duck farming and vegetable cultivation). Within the framework of the project "*Viet Nam's Forest Management and Biodiversity Conservation*"^{cxlix} Helvitas organised a series of trainings for about 1200 ethnic minority people including women living in buffer zones of national parks and nature reserves in the central provinces of Quang Binh, Quang Tri, Quang Nam and Thua Thien Hue on how to do eco-tourism. The local people were equipped with essential knowledge and skills to provide tourism service with unique experiences of the natural landscape and culture with higher quality, safer, and eco-friendly services.
- *Supporting sustainable forest-based livelihood:* the UN-REDD Programme^l promotes public-private partnership (provincial government – ethnic minority community – company) for natural forest-based economic models with active participation of women^{li}. Particularly, UNDP supported the establishment of community-based cooperatives and trained ethnic minority women on sustainable harvesting techniques of traditional medicines based on indigenous knowledge and practices. The traditional medicines are then sold to partner companies. The cooperatives are responsible for overseeing the collection of medicinal plants, ensuring product quality control and equal benefit sharing among households.
- *Raising awareness on anti-sexual harassment in conservation & promoting women's roles in forestry sector:* Vietnam Wildlife Action Center (WildAct)^{lii} is a young local NGO established in 2015⁵. With the support from Alongside Wildlife Foundation and the J. van Walraven Fund, WildAct cooperated with Care International in Viet Nam to conduct survey on sexual harassment in workplace in conservation field. They also organised training workshop for both women and men working in conservation sector on how to prevent and address sexual harassment in the workplace as well as produced a guideline on preventing and addressing this issue. Noticeably, in the seminar on promoting gender equality on enhancing the nature and biodiversity conservation in Vietnam^{liii} organised in October 2023 by MONRE, Vietnam Association for the Protection of Nature and Environment, and WWF, there was a section on sharing international and national practical models on gender-based violence in the conservation sector. In October 2023, GIZ Viet Nam cooperated with government partners to organise a national forum on "Promoting Gender Equality for Sustainable Forestry Development" with participants of 140 people from various sector including government agencies, NGOs,

⁵ This is founded by Trang Nguyen, a Vietnamese wildlife conservation scientist and practitioner. Trang received a prestigious international award Future for Nature for her work in combating illegal wildlife trade in 2018. She was also named among global most influential women by the BBC in 2019 and received Princess of Girona Foundation Award in 2022.

academia, and the private sector. This was a platform for stakeholders to discuss gender issues and solutions to address those. Inspiring stories of 10 women in forestry sector were also exhibited in this event.

3.4 Micro level

Women, especially the ethnic minority women, have limited access to and control over resources:

The revised 2013 Land Law stipulates both a husband's and wife's names to be included on a Land Use Rights Certificate (LUC). However, a study conducted in 2018 by SRD and VNGO – FLEGT Network in four provinces shows^{liv} that in 25% of the surveyed households, the forest land use certificates are issued in the names of the husband and wife, while in 64% of the surveyed households only the husband's name appears. The absence of the wife's name on the land use certificate is explained by the fact that in the past, only the husband's name appeared on the forest land use certificate and women had to pay a fee if they wanted the wife's name to appear on the previous land use certificate. Therefore, women do not want to pay this fee and are not aware that they have to sign the land use certificates. These can be explained by gender norms and the unequal land administration services provided by the state. The lack of land title is a challenge for women to access to favorable financial services because of no collateral. Furthermore, payment for forest ecosystem service (PFES) is an income source for local households from participating in forest protection. However, some studies found that as being the head of households, so men are preferred to sign the contract and receive the money. In some cases, they use this money for personal use while others give it to their wife for family's spending. Even though Vietnam's Women Unions and the Vietnam Bank for Social Policies have been implementing different programs to support poor women, especially ethnic minority women, to access loans and credits, these programmes tend to be fragmented and poorly coordinated with training and extension programmes^{lv}. Furthermore, access to agricultural extension will help farmers to improve their production practices and skills. However, some studies shows that male farmers, especially the most successful large-scale farmers, are the primary recipients of agricultural extension services, and only a small proportion of extension officers are women and that the understanding of gender-related issues among them is limited^{lvi}. Language barrier is also a challenge for ethnic minority women to actively participate in agricultural extension trainings.

Sexual harassment in the workplace related to conservation: In 2020, WildAct conducted an online survey with 114 respondents who are staff from NGOs, national parks, protected areas and research institutes. The survey findings show that 82.5% of survey participants (n=94) of both men and women indicated experiencing sexual harassment in some form in the previous two years. This means, 6 in every 7 respondents experienced sexual harassment in workplace. Of which, 4 in every 7 men and 6 in every 7 women respondents experienced harassment. The most common form of reported sexual harassment was verbal, with “being told sexual stories or jokes” ranked as the most frequent (38.1%). Alarming, 4.8% of respondents reported experiencing attempted rape or rape in their workplace. Other misconduct, such as discussion of sexual matters (9.5%), sexual remarks (9.5%), gestures, sounds or body language of a sexual nature (9.5%) and touching (9.5%) were also reported as occurring frequently.

The role of women in the conservation and management of ecosystem and biodiversity is gradually being recognized in the media: In recent years, the inspiring stories of ethnic women participating in forest patrolling to challenge the traditional gender roles have been highlighted in media. For example, there is a spotlight story of Dao ethnic minority woman in Lao Cai^{lvii} or Ca Dong ethnic minority woman^{lviii} in Quang Nam, who are leaders of community forest patrolling groups or female ethnic minority forest rangers^{lix} in Tuyen Quang. There is also a spotlight story on inspiring women in the conservation sector^{lx} in the environment newspaper. Articles on models of women's participation in forest protection and biodiversity conservation become more visible during the International Women's Day or Vietnamese Women's Day or Viet Nam Forestry Day.

Conclusions for the project

- Advise partner to analyze the gender gaps in the implementation, monitoring and evaluation of existing legal framework related to management and protection of ecosystem and biodiversity to develop feasible and practical recommendations for promoting gender equality in policy development.
- Provide technical support for conducting gender impact assessment for the development of policies, guidelines related to protection and management of protected areas with diverse ecosystems with participation of different stakeholders including representatives of women right organizations, and disadvantaged women.
- Advise partner to develop technical guidelines for implementing forest ecosystem services in protected areas with a gender perspective (e.g. equal access to job opportunities, equal benefit sharing, ESG of tourist company, social and gender safeguarding etc.)
- Advise partners to promote women's participation, especially the ethnic minority women, in the participatory monitoring and evaluation of biodiversity in the protected areas.
- Conduct feasibility studies on development of gender responsive ecotourism in protected areas.
- Support selected protected areas to pilot the development of the gender responsive community-based ecotourism models (e.g. women's leadership in ecotourism cooperative, women led/run ecotourism activities, women led complimentary ecotourism livelihood model etc.
- Support partner to establish the network of women in conservation sector with participation of different stakeholders (including policy makers, managers, NGO representatives, and local people) as well as to strengthen the experience exchange & learning activities among its members.
- Carry out communication activities to raise awareness on the roles and contributions of women in forestry sector in general and in the conservation and management of ecosystem and biodiversity in particular.
- Support women to participate in capacity building activities (e.g. ecotourism development skills, technical training for protected area staff etc.)
- Support partner to enhance gender awareness and capacity of protected area staff specially the ones being in charge of working with community, and support selected protected area management board to develop and implement their gender action plan.

Chapter 4: Gender responsiveness and expertise, as well as gender equality in the partner organisation(s)

Department of Forestry (DoF)/Ministry of Agriculture and Rural Development (MARD)

DoF is a subordinate to MARD which performs state administration of forest management & development, nature conservation and biodiversity in forest ecosystems, forest utilization and forest environmental services, and forest production etc. Regarding to gender equality, women are underrepresented in leadership and management positions of MARD in general and DoF in particular. For example, DoF's director and deputy director are all men while as of 2022 there was only 43 women (including 9 directors), out of 314 leadership positions appointed by the ministry^{lxii}. Besides, in 2016-2020, women accounted for 29.3% of civil servants and public employees, and 31.1% of labor force having master or doctorate degrees. DoF's internal gender mainstreaming activities is line with MARD's gender action plan (GAP) coordinated by the Committee for the Advancement of Women (CAW). However, budget for GAP's implementation was very limited, with an annual amount of fifty million Viet Nam dong (~2.000 EUR). In 2019, MARD directed training centres under its management to mainstream gender equality in their training programs and MARD's subordinate units need to ensure gender equality in their recruitment and promotion processes. For instance, they were recommended to nominate female staff having similar capacity and quality to participate in professional trainings and promotion examinations. The time of maternity leave is still counted for the awarding period^{lxiii}. MARD's GAP 2021-2025^{lxiii} sets 6 objectives with different indicators to narrow the gender gaps and strengthen women's empowerment in agriculture and rural development sector as well as identifies 5 key tasks related to political commitment of leaders, gender mainstreaming in policy & program development process, gender awareness raising, experience learning and sharing, and M&E.

Conclusions for the project

- MARD's gender action plan can be used as a foundation for further technical support of translating it into practice. Project can cooperate with CFAW to organize some gender activities that promote the active roles and contributions of women in forestry sector such as annual gender forum in forestry sector, women network in forestry sector etc.
- Engage CFAW in some studies related to gender in protected areas and facilitate them to use the study findings as recommendation for policy development.
- Encourage DoF, protected area management boards and other relevant agencies to nominate women for participation in capacity building related to integrated management of protected areas.

Chapter 5: Gender responsiveness and expertise in the project.

5.1 Equal opportunities in project team

This new project will be under the umbrella of the Forest and Biodiversity (FOBI) unit under the Environment, Climate Change and Agriculture Cluster of GIZ Vietnam. The unit, consisting of several projects, is currently dominated by women. As of January 2024, there are 27 staff, including 3 interns. The positions of AV, AMAs, senior POs, and administrative team leader are all held by women. There were only 05 male team members who include 02 project officer, 01 junior project officer, 01 intern, and a driver. Apart from implementing the policy on anti-harassment in the workplace, different measures have been taken to promote gender equality within GIZ Viet Nam, including the FOBI unit. They include: (i) application of flexible working hours; (ii) compliance with the existing Labor Code and bylaws (for example, nursing mothers can have a 60-minute break during working time to breastfeed their baby, express milk and take a rest with full salary); (iii) setting up milk pumping room for nursing mothers at the workplace (currently, one in country office, one in the building where the FOBI unit is situated); (iv) encouraging eligible female colleagues to apply for the APLAC Mentoring Program for Future Female Leaders; (v) including sanitary pads and tampons into the first aid kit.

5.2 Gender expertise in the project team.

Currently, there is one Gender Focal Points who is a member of the GIZ Vietnam Gender Circle. Together, they conduct gender events to raise awareness of gender equality and women's rights among GIZ staff at the country level. At FOBI unit level, the Gender Focal Point together with members of the respective Cluster organized an online lunch against sexual harassment in the workplace in 2021. In addition, a brownbag lunch on gender-sensitive communication was organized for Cluster members in 2022. More importantly, the two bilateral projects under the FOBI unit have conducted gender mainstreaming activities, such as organizing gender training for forest owners, assisting forest enterprises to develop a gender action plan, etc. There was also a national forum on "Promoting Gender Equality for Sustainable Forestry Development"^{ixiv} co-organised by GIZ's FOBI unit and DoF in October 2023 with 160 participants. Through close engagement of organising these activities, some project staff were expected to get more knowledge, experience and get inspired with gender topic.

Conclusions for the project

- Encourage team members to set their personal goal on promoting gender equality and social inclusion within the team and in programming during the staff talk. They do not necessarily have gender expertise at the beginning. With commitment, they can enhance their gender knowledge and experience through learning by doing and coaching by country GFP.
- Nominate project members, especially the project gender focal points, to participate in gender training course for national staff which is organized annually from 2023. It is important to equip them with the knowledge and skills to incorporate gender equality into the project cycle in a cross-cutting and transformative approach.
- Integrate gender topics in the regular team meetings. This section can be facilitated by project GFP.

Chapter 6: Measures for a gender responsive/transformational project design

1. Summary of the results of the analysis and conclusions for the project	2. Measures to promote gender equality	3. Measures to prevent or reduce possible unintended negative impacts
<p>In recent decades, Viet Nam has made significant achievements in promoting gender equality, especially in the improvement of legal framework. Nevertheless, women are still facing different challenges caused by lack of political, social and economic opportunities, inequality and discrimination. This is well reflected in forestry sector, particularly in the protection and management of biodiversity and ecosystem. Women, especially the ethnic minority, have limited access to and control over resources as well as are underrepresented in the labour force of forestry sector, including the protected area management board. Both women and men have experienced sexual harassment in the workplace in the conservation sector, but women are more likely to be harassed. Furthermore, biodiversity and ecosystem are not addressed in the legal framework on gender equality. Vice versa, gender equality is not consistently mainstreamed in the legal framework related to biodiversity and ecosystem. At meta level, the gender labor division in the management and protection of protected areas is influenced by traditional gender norms. And women's roles and contributions have not been properly recognized and valued in the decision-making process but encouragingly, has been gradually being recognized in the media. Institutionally, there are different organizations working in the conservation and management of protected areas but very few of them have been promoting gender equality and women's rights. The gender mainstreaming interventions of these organizations focus on: (i) promoting women's participation in ecotourism activities; (ii) developing a sustainable forest-based livelihood models; (iii) raising awareness of preventing sexual harassment in the workplace as well as promoting gender equality and women's rights in the conservation sector.</p>	<ul style="list-style-type: none"> • Advise partner to analyze the gender gaps in the implementation, monitoring and evaluation of existing legal framework related to management and protection of ecosystem and biodiversity to develop feasible and practical recommendations for promoting gender equality in policy development. • Provide technical support for conducting gender impact assessment for the development of policies, guidelines related to protection and management of protected areas with diverse ecosystems with participation of different stakeholders including representatives of women right organizations, and disadvantaged women. • Advise partner to develop technical guidelines for implementing forest ecosystem services in protected areas with a gender perspective (e.g. equal access to job opportunities, equal benefit sharing, ESG of tourist company, social and gender safeguarding etc.) • Advise partner to promote women's participation, especially the ethnic minority women, in the participatory monitoring and evaluation of biodiversity in the protected areas. • Conduct feasibility studies on development of gender responsive ecotourism in protected areas. • Support selected protected areas to pilot the development of the gender responsive community-based ecotourism models (e.g. women's leadership in ecotourism cooperative, women led/run ecotourism activities, women led complimentary ecotourism livelihood model etc. • Support partner to establish the network of women in conservation sector with participation of different stakeholders (including policy makers, managers, NGO representatives, and local people) as well as to strengthen the experience exchange & learning activities among its members. • Carry out communication activities to raise awareness on the roles and contributions of women in forestry sector in general and in the conservation and management of ecosystem and biodiversity in particular. • Support women to participate in capacity building activities (e.g. ecotourism development skills, technical training for protected area staff etc.) • Support partner to enhance gender awareness and capacity of protected area staff specially the ones being in charge of working with community, and support selected protected area management board to develop and implement their gender action plan. 	<ul style="list-style-type: none"> • The message that "women not only benefits from natural resources but also play an important role in protection and management of protected areas" should be consistently conveyed with facts and figures in all communication activities and products. • It is important to prove that using gender-responsive and socially inclusive approaches can improve the effectiveness and efficiency of the conservation and management of protected areas. This will help change the mindset of policy makers who view gender mainstreaming as an "extra" and costly activity.
I. Methodology		
Overarching project measures		

Gender aspects which are particularly relevant for the implementation of the project and must be taken into account (external gender mainstreaming)

- Limited gender-specific knowledge and skills of decision makers are seen as the main obstacle to improving gender-responsive policies and practices related to forestry and biodiversity.
- The lack of statistics/data and proven evidence of the active role and contribution of women in sustainable forest management and conservation of protected areas is also a barrier to changing society's perception and attitude towards women in this area.
- Ensure equal representation and participation of women and men in training workshops, policy dialogues, and policy research/studies.
- Ensure gender responsiveness in project/programme communications. In particular, it is important to ensure fair and equitable representation of women and men, e.g., by interviewing them in equal numbers, positions, and authority, by quoting both equally, or by selecting images of both genders in non-traditional and non-stereotyped roles, responsibilities, occupations, and in equal numbers in appearance.
- Develop/reinforce a gender-responsive M&E system for the project. It should not only collect gender-disaggregated data, but also monitor gender differences and any changes, and develop appropriate and time-bound interventions.
- The promotion of women's participation should be clearly expressed in communications with partners and other stakeholders. For example, the invitation letter for participation in a policy dialogue should mention that "women participants are encouraged".
- It should be ensured that women and men have an equal say in trainings/workshops, etc. For example, both women and men will be included on the policy dialogue panel. Facilitators of trainings and workshops are also encouraged to pay more attention to how they can mobilize and acknowledge the different ideas, opinions, and active participation of women and men. This should be clearly reflected in their TORs.
- When conducting field studies/research, consider appropriate times and locations that are convenient for local women.

Output I: The technical requirements of the responsible authorities for a gender-responsive, integrated management of protected areas have improved.

- Processing of learning experiences from the models piloted in outputs 2, 3 and 4 for gender-responsive, integrated protected area management.
- Providing technical advice to MARD and MONRE on the adaptation or development of policy instruments for gender-responsive, integrated protected area management.
- Providing technical advice to MARD and MONRE in the development of training modules on prioritized topics for gender-responsive, integrated protected area management.
- Integrating gender aspects in the studies related to integrated management of protected areas in preparation for multi-stakeholder processes and ensuring the consultation with women during the studies.
- Ensuring participation of women's representative in multi-stakeholder consultation for the analysis of adaptation needs to legal requirements in protected area management.

Output II: Options for sustainable financing instruments have been identified for selected protected areas.

- Advising the protected area authorities to include gender aspects in the negotiation of conditions with potential contractual partners (e.g. recruitment of female labours, social & gender safeguarding etc)
- Ensuring women's participation in trainings on efficient budget use, fund mobilisation etc.

Output III: Ecosystem restoration plans have been developed in a participatory manner for selected protected areas, using methods to assess expected impacts.

- Organisational support of protected area administrations for consultations of the local population for the development of future scenarios and socially acceptable, gender-responsive agreements to phase out the unsustainable use of ecosystems.
- Ensuring women's participation (especially the local women) in mapping of the current use of ecosystems and their degree of degradation.
- Ensuring women's participation in trainings related to integrated protected area management, in particular for improved monitoring of ecosystems

Output IV: The technical and conceptual capacities of the administration and local population of selected protected areas for the planning and implementation of gender-responsive, community-based, sustainable tourism have improved.

- Studies on quality aspects for the added value of tourism products, potential markets and options for marketing strategies, taking into account traditional and gender-specific knowledge
- Promoting women's participation in networking for the implementation of tourism models.
- Ensuring local women's participation in training courses on community-based sustainable tourism.

	<ul style="list-style-type: none"> • Advising the three protected area administrations on the identification of promising options for community-based, sustainable tourism models with a focus on women's empowerment • Advising and providing financial support to protected area administrations and community-based initiatives in the implementation of pilot models of sustainable tourism, with special support for women-led initiatives 	
<p><i>Key findings on gender expertise, gender responsiveness, and equal opportunities in the partner organizations (chapter 4) (external gender mainstreaming)</i></p> <ul style="list-style-type: none"> • There is a gender imbalance in partner organisation, especially in leadership positions. • MARD's gender action plan can be used as a foundation for further technical support in translating this action into practice. 	<ul style="list-style-type: none"> • Cooperate with CFAW to organize some gender activities that promote the active roles and contributions of women in forestry sector such as annual gender forum in forestry sector, women network in forestry sector etc. • Engage CFAW in some studies related to gender in protected areas and facilitate them to use the study findings as recommendation for policy development. • Encourage DoF and other relevant agencies to nominate women for participation in capacity building related to integrated management of protected areas. 	<ul style="list-style-type: none"> • Raise awareness of GIZ's workplace harassment policy among partners.
<p><i>Key findings on gender expertise and responsiveness, in the project team (chapter 5) (internal gender mainstreaming)</i></p> <ul style="list-style-type: none"> • Women are overrepresented in project team. • Some staff are expected to gain more gender knowledge and experience through implementation of gender mainstreaming activities in the existing projects. 	<ul style="list-style-type: none"> • Encourage team members to set their personal goal on promoting gender equality and social inclusion within the team and in programming during the staff talk. They do not necessarily have gender expertise at the beginning. With commitment, they can enhance their gender knowledge and experience through learning by doing and coaching by country GFP. • Nominate project members, especially the project gender focal points, to participate in gender training course for national staff which is organized annually from 2023. It is important to equip them with the knowledge and skills to incorporate gender equality into the project cycle in a cross-cutting and transformative approach. • Integrate gender topics in the regular team meetings. This section can be facilitated by project GFP. 	<ul style="list-style-type: none"> • Continue sensitizing project team members about GIZ Viet Nam's policy on anti-harassment at the workplace and HR policy related to gender equality and diversity.

II. Results framework

Level of results framework (outcome objective/ output level)	Formulation of concrete gender indicators or criteria for embedding gender dimensions in the results framework
<p>Module Objective: The technical and institutional capacities for the implementation of an integrated management of protected areas have improved among the responsible authorities and the riparian population of three protected areas.</p> <ul style="list-style-type: none"> • Output 1: The technical requirements of the responsible authorities for a gender-responsive, integrated management of protected areas have improved. • Output 2: Options for sustainable financing instruments have been identified for selected protected areas. • Output 3: Ecosystem restoration plans have been developed in a participatory manner for selected protected areas, using methods to assess expected impacts. • Output 4: The technical and conceptual capacities of the administration and local population of selected protected areas 	<p>Module level:</p> <ul style="list-style-type: none"> • Indicator 2: The implementation of 2 participatory coordinated, gender-responsive plans for the restoration of ecosystems with special consideration of their function as carbon sinks is initiated by the protected area authorities in cooperation with the local population. • Indicator 3: The number of representatives of the local population involved in gender-responsive, community-based sustainable tourism opportunities in the selected protected areas has increased by 20%, half of whom are women. <p>Output level:</p> <ul style="list-style-type: none"> • Indicator 1.1: 14 needs assessments for the design of policy instruments for a gender-responsive, integrated management of protected areas were completed in multi-stakeholder processes. • Indicator 1.2: 4 institutionalised training modules on gender-responsive, integrated management of protected areas were used in training for staff involved in protected area management at different levels. • Indicator 4.1: 3 gender-responsive, community-based sustainable tourism models in the selected protected areas have been developed by the competent authorities in participatory processes.

for the planning and implementation of gender-responsive, community-based, sustainable tourism have improved.	<ul style="list-style-type: none"> • Indicator 4.2: 250 representatives of authorities involved in the management of protected areas and civil initiatives, 50% of whom are women, have been successfully trained in aspects of gender-responsive, community-based, sustainable tourism.
III. Gender marker	
Which gender marker is assigned? SCORE 1	Rationale for the gender marker <ul style="list-style-type: none"> • The findings of this analysis inform the programme design and intervention to adopt the gender responsive approach by ensuring equal rights and access to biodiversity resources, equal voice in decision making related to ecosystem and biodiversity, and equal benefit sharing of natural resources and taking into account intersection dimension, especially based on ethnicity and others as well as a Human Rights based approach. • There are 02 gender responsive outputs • Gender indicators are identified at both module objective and output level. • Management team is committed to monitor and report on gender equality results by: (i) developing a gender sensitive M&E system; (ii) strengthening the documentation of best practices of gender mainstreaming.
IV. Need for clarification	
Aspect(s) that still need to be clarified; missing Information and/or data: N/A	Formulation of the questions that need to be clarified N/A

II.8 End Notes

- ⁱ 15/4. Kunming-Montreal Global Biodiversity Framework (cbd.int)
- ⁱⁱ Vietnam in world's top 16 with richest biodiversity | Environment | Vietnam+ (VietnamPlus)
- ⁱⁱⁱ 2022 Human Development Report | United Nations Development Programme (undp.org)
- ^{iv} Global Gender Gap Report 2023 | World Economic Forum (weforum.org)
- ^v ISDS. (2015). Social determinants of Gender Inequality in Viet Nam
- ^{vi} ISDS. (2015). Social determinants of Gender Inequality in Viet Nam
- ^{vii} United Nation Viet Nam.(2010). Issue paper, Gender based violence
- ^{viii} UN Women. (2021). Country Gender Equality Profile. Viet Nam 2021
- ^{ix} UN Women. (2021). Country Gender Equality Profile Viet Nam.
- ^x Viet Nam Adopts Global LGBT Health Standard | Human Rights Watch (hrw.org)
- ^{xi} UN Women. (2016). Facts and figures on women and men in Viet Nam 2010 - 2015
- ^{xii} Danh sách 18 ủy viên Bộ Chính trị, Ban Bí thư khóa 13 mới nhất (vnexpress.net)
- ^{xiii} Chính phủ đương nhiệm (chinhphu.vn)
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