

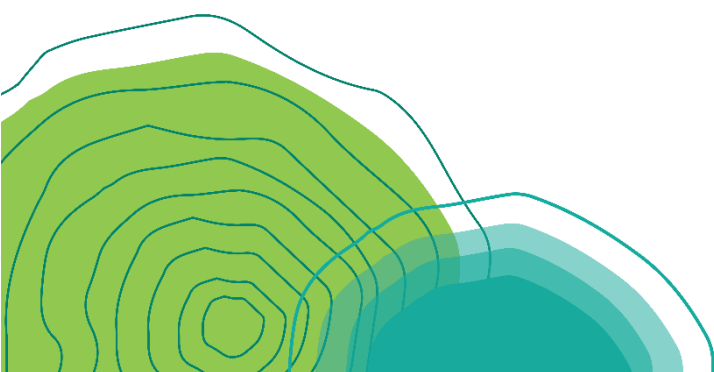


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REPORT ON

Mentoring support for the development of Gender Action Plan (GAP) for Quy Nhon and Song Kon Forest Companies, Binh Dinh



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- 28 August 2023: GAP for Quy Nhon
- 29 August 2023: GAP for Song Kon
- 30 August 2023: Training on Gender equality for the communities in Vinh Son commune contracted by Song Kon for forest protection.

GENDER ACTION PLANS

Objectives:

- Strengthen the commitment of the two companies to ensure gender equality in the process of developing and implementing the plan for sustainable forest management;
- Develop gender action plans mainstreaming in the sustainable forest management, protection and development;

Expected results:

- Agree on the gender objectives and actions the Company needs to take to transform into a gender responsible company.
- Propose a detail plan and time frame for the implementation of the gender action plan.

Methodology: The Gender Action Plan is developed and owned by the company and its staff. The trainer acted as a facilitator and mentor only. The one-day planning was processed as follow:

- Review existing relevant policies of the companies
- Agree on the framework and gender objectives of GAP
- Agree on each Gender target for the GAP
- Agree on actions to be taken by the companies
- Determine priorities and implementation plans.

Rational for the development of GAP:

- **World Bank report:** productivity per worker could increase by up to 40% if businesses eliminate all forms of discrimination against female workers and managers.
- **General trends:** Consumers and markets are demanding businesses to make more realistic commitments to environmental and social responsibilities – including Gender. Enterprises participating in the supply chain cannot stand aside.
- **Certification standards:** as common certification schemes such as PEFC, VFCS, FSC, etc., all have 1 principle related to workers' rights and working conditions, including criteria of Gender equality related to the recruitment, employment, training, wages, working conditions, etc.
- **A concern of all development projects:** pioneering international donors require the projects and interventions having impacts on gender equality.

Gender issues in forest management identified by using the Gender Analysis tools in the last gender training in July 2023:

- (1) Less participation of women in leadership position;
- (2) Gender stereotypes against women's roles in domestic work and taking care of children;
- (3) Gender stereotypes against men roles in breadwinners in the family;
- (4) Men are majority groups of leadership and technical positions;
- (5) Majority of decisions in forest management are made by men;
- (6) Both men and women have needed to improve knowledge and skills to actively participate in the forest management works.

Observations from the mentoring support:

- Both companies show their strong commitment to the development of the GAP. Managing directors and leads of all the different companies' bureaux participated actively in the discussion and development process
- The results, 2 concrete action plans are seen as of good quality and have high ownership by the companies
- Quy Nhon company seems having more experiences in the gender related issues thanks to the engagement in the compliance with the FSC certification since 2019. Quy Nhon has in place already several policies and rules enabling gender equality. Staff of Quy Nhon seems not open to suggestions that the company need to take still action to make their gender efforts of higher quality.
- Song Kon is in the process to be certified by VFCS, hence is in need to develop many policies and regulations including gender. Staff of Song Kon are more open to suggestions and have themselves actively proposed many respective activities.
- Both companies see still high challenges to involve women in the forest technical work, particularly the jobs related to forest protections.
- In addition to the administration work such as human resource development, finance, women can play more technical roles on the forest plantation such as nursery, planting, caring and harvesting. However, both companies do not work directly with the farmers and women for the forest plantation but through the sub-contractors. To have impacts on gender issues at the plantation, the companies need to involve the sub-contractors.

Recommendations:

- Both companies should be able to share the experience in the development of gender action plan. Active people during the process are Ms. Hoang Lac Tu Minh- Chief Accountant of Quy Nhon and Mr. Ho Van He - Managing Director of Song Kon
- Both companies have identified actions to be done in September (pls refer to the GAPs enclosed) and they have shown strong commitment to have those activities done, such as :
 - o Add provisions on prevention actions of sexual harassments to the contracts with sub-contractors: to be done by both companies
 - o Add gender equality to the recruitment regulations – by Song Kon
 - o Add gender equality elements to the appointment policy – by Song Kon
 - o Add a policy of periodic health check-ups specifically for women - – by Song Kon
 - o Rearrange and complete separate restroom areas for men and women – by Song Kon
- There are common needs among the two companies which require additional supports from SFM project:
 - o Develop a set of simple, visualised, and easy-to-understand documents on sexual harassment which can be disseminated widely to the staff and communities.
 - o Training on gender equality and prevention of sexual harassment in the workplace for company staff and the staff of sub-contractors.

Once, these actions are done, they can be used as cases of companies's efforts to gender equality to share at the gender networking event.



***GAP planning in Quy Nhon company
No. of participants: 15 (8 women)***



***GAP planning in Song Kon company
No. of participants: 10 (5 women)***

TRAINING ON GENDER EQUALITY FOR COMMUNITY

As part of the Gender Action Plan of Song Kon, SFM has supported the staff of Song Kon to organise a training for the communities in Vinh Son commune on the topic: Gender equality in sustainable forest management. This is also part of the process that Song Kon company needs to do to get ready for the VFCS certification.

The preparation of the training had been organised in the form that SFM gender expert coached one technical staff of Song Kon and a woman of the commune women union to prepare and conduct the training including:

1. Ms. Lai Thi Nhung, Official of planning and technical department of Song Kon company
2. Ms. Nguyen Nu My Ngan, Head of Women Union - Vinh Hao commune

These two persons had participated in both earlier Gender mainstreaming trainings organised by SFM.

The objectives of this coaching are also 1) to replicate the gender equality and gender mainstreaming to sustainable forest management plan; 2) enable to company to organise more gender training to wider communities.

The training of 3,5 hours focused on key aspects as follow:

- understand key concepts: sex, gender, gender equity; gender equality
- aware of the linkage between gender equality and sustainable forest management
- barriers and benefits of women in the sustainable forest management
- commitments and practical initiatives to promote gender equality in sustainable forest management

The training got 51 participants from the communities. Both the staff of Song Kon and the staff of commune women union performed very well their training roles to the communities. The choice of game plays, combined with some theory inputs did help as communities, who are mainly from Bana ethnic group would find it easier to learn through exercises.

At the closing speech, Mr. Ho Van He, managing director of Song Kon company thanked the trainers for the interacting training method that encouraged the active participation of both men and women. He recommended that next gender trainings will be organised to all other communities and can be combined with the technical trainings.



***Training on gender and gender equality at a station of Song Kon company in Vinh Son commune
No. participants: 51 (21 women)***