

HOW TO ENSURE BETTER OUTCOMES FOR WOMEN IN RESETTLEMENT A TOOLKIT



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This toolkit establishes technical guidelines for gender mainstreaming at all stages of the resettlement process in development projects. While it is based on experience in Vietnam, some of its recommendations may suit other contexts.

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Glossary of Key Terms

Resettlement: The term “resettlement” used in this toolkit refers to involuntary resettlement an important concept outlined in the “Land Acquisition, Restrictions on Land Use and Involuntary Resettlement” of the new World Bank Environmental and Social Framework (World Bank 2017a: 53). It includes all direct physical and economic impacts of land acquisition or restrictions on land use. For example, it includes the loss of income sources or other means of livelihood due to limited access to assets and resources, such that the people or communities affected have no option but to leave their homes.

Gender and gender equality: “Gender” refers to the social, behavioral, and cultural attributes, expectations, and norms associated with being a woman or a man. *Gender equality* refers to how these aspects determine how women and men relate to each other and to the resulting differences in power between them (World Bank 2012, page 4).

Gender mainstreaming: “Gender mainstreaming” is “the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality” (United Nations 2002). For the Vietnam National Committee for the Advancement of Women, gender mainstreaming is a strategy to achieve the goal of gender equality. It requires the consideration of the preferences and interests of women and men during the design, implementation, review, and monitoring of each policy, program, project, and action, with the aim of removing gender inequality (NCFAW 2001).

HOW TO ENSURE BETTER OUTCOMES FOR WOMEN IN RESETTLEMENT

A TOOLKIT

1. Introduction

1.1. Why This Toolkit?

Development projects, especially large-scale infrastructure ones, often involve land acquisition and both physical displacement (relocation, loss of residential land or loss of shelter) and economic displacement (loss of land, assets, or access to assets, leading to loss of income sources or other means of livelihood).¹ The impacts of development-induced resettlement can disproportionately affect women, as they are faced with more difficulties than men while coping with disruption to their families. And this is particularly the case if there is no mechanism to enable women's meaningful participation and consultation throughout the project cycle in general, and the resettlement process in particular.

The World Bank funded an assessment of the social readiness² of resettlement programs in Vietnam. This revealed prejudice among community members regarding the capacity and quality of women's participation. In consultation meetings, women are often passive participants or not present at all. It seems that traditional assumptions about household divisions of labor prevent women from participating meaningfully. For example, men are considered better suited to attend resettlement-related meetings since it is assumed that men can better understand and access land market information. These biases have constrained women's participation in resettlement-related decisions, for example, in the design of compensation and restoration packages or new relocation sites, housing, and construction timelines, with potential negative implications for the overall success of resettlement programs. Furthermore, a resettlement process that ignores the specific needs and limitations that women face can increase gender inequalities, for example, by reducing women's access to property or assets, or limiting their capacity to restore their livelihoods.

1. In the World Bank's Environmental and Social Standard 5 (ESS5), "livelihood" refers to the full range of means that individuals, families, and communities utilize to make a living, such as wage-based income, agriculture, fishing, foraging, other natural-resource-based livelihoods, petty trade, and bartering.

2. "Social readiness of resettlement programs" refers to the preparedness (institutional, psychological, and social) of individuals, households, and communities in the locations from which people are moved and those in which they are resettled, to ensure that relocation and (re-)integration take place smoothly. The concept is not entirely new. Its starting point is based on the impoverishment risks and reconstruction model of Michael Cernea (1999).

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The good news is that gender-informed resettlement is possible. It can minimize the pain experienced by people moving from their homes and can help smooth the project resettlement process. This toolkit intends to help those responsible for managing and implementing the resettlement process to integrate gender dimensions throughout the project cycle by undertaking (i) initial gender impact screening and assessments; (ii) the development of corresponding mitigation plans (for example, through resettlement action plans); and, finally, (iii) implementation, monitoring, and evaluation.

1.2. For Whom Is This Toolkit Intended?

This toolkit aims to support the work of those involved in the design, preparation, and implementation of the resettlement process. This guide can be used by national and local counterparts, government agencies, international and private sector partners, and individual experts.

1.3. How to Use the Toolkit

The toolkit is organized into several sections. After a brief introduction, section 2 walks readers through each stage of resettlement, and outlines the gender gaps that might be expected at each. It also provides practical recommendations—based on experience—for addressing such gaps. Which of these recommendations are most appropriate depends on the project's design and impact. Section 3 offers implementing agencies and practitioners with ready-to-use questionnaires and rating tools they can use to assess the degree to which gender concerns are integrated into their resettlement operations. These questionnaires help teams take a good look at their current practice, and identify areas where improvements are possible and necessary. Once these are identified, the recommendations provided in chapter 2 may be returned to as teams prepare action plans to address key issues.

It is hoped that this toolkit will help strengthen the gender elements of resettlement programs, and in doing so promote greater opportunities and mitigate unnecessary pain and problems. A resettlement program should only be considered successful if it leads to equal land rights/tenure for both women and men; builds the capacity of governmental agencies; and provides those who are to be resettled—both women and men—with the information, skills, and resources they need to participate meaningfully in the decision-making process, and to be able to restore and increase their range of opportunities.



2. Gender Gaps in Resettlement, and Recommendations

The implementation of the resettlement process varies depending on the policies of both countries and donors. However, in general the process can be summarized in the key steps outlined in box 1 and explained in detail below.

2.1. Minimizing Resettlement in the Project Design

At the initial design stage, project executives often focus on design options rather than community consultations. Yet practical experience in Vietnam indicates that consultation is just as important as choosing the right design options. Consulting with people who will be

Box 1. Key steps for preparing and implementing a resettlement plan

Project design stage

Avoid and minimize resettlement (If avoidance is not possible, then practitioners need to prepare a resettlement plan.)

Prepare a resettlement plan

- Collect data on the impacts of resettlement, including by conducting:
 - Impact screening
 - Census of number of people affected, the expected damage, and cutoff date
 - Survey of people affected
- Develop compensation, resettlement, and livelihood restoration plan:
 - Identify eligibility for compensation
 - Develop compensation measures and resettlement options
- Disclose information, consultation,^a and grievance redress mechanisms
- Set up institutional arrangements

Implement the compensation, resettlement, and livelihood restoration plan

- Disclose the resettlement plan and conduct consultations
- Make payments, offer assistance, and facilitate relocation (if any)
- Implement the training and livelihood restoration programs

Monitoring, review, and evaluation—take corrective action as needed

- Internal monitoring
- Independent monitoring and evaluation

a. Consultations should start from the early stages and continue during the whole process of resettlement.

Source: Summary based on World Bank's Operational Policy 4.12, and authors' experience.

potentially affected by a project (including women) needs to be the first step in the project design phase. Importantly, consultation can inform plans to avoid resettlement. Only when resettlement is inevitable, should a plan for resettlement activities be prepared to minimize their scale and impact.

2.2. Preparing the Resettlement Action Plan

2.2.1. Collect Data about Resettlement Impacts

The first steps are to (i) understand any adverse resettlement impacts and risks, and their effects on the socioeconomic conditions of the people in the project area; (ii) establish the baseline data that will inform any rehabilitation and income-restoration plan; and (iii) set the baseline for monitoring and evaluating the implementation of the resettlement process.

Data on the effects of resettlement may include the results of an impact screening, a socio-economic survey of affected households, and an inventory of losses.

IMPACT SCREENING

Screening is done to identify the potential effects of the proposed project, specifically their scope and magnitude. It can be based on the project's prefeasibility study and the results of meetings/consultations with stakeholders. Table 1 presents potential gender gaps that may arise during the impact screening and proposes recommendations to ensure that gender is thoroughly addressed at this stage.

Table 1. Impact screening: Gender gaps and ways to address them	
Possible gender gaps	Recommendations
<ul style="list-style-type: none"> Lack of information and analysis of the gender dimensions of land acquisition and resettlement, particularly differences in effects on women and men. The omission of women at the screening stage, and especially of women who are low-income or otherwise vulnerable.^a 	<ul style="list-style-type: none"> Identify the project's potential gender-related impacts (by referring to data on similar projects). Disclose preliminary information on project implementation, with a focus on vulnerable groups, including women, in the project area. Consult with relevant stakeholders (such as Women's Union^b) about the project and its impacts, with a specific focus on gender. Identify women's groups and encourage their participation in consultations on the resettlement plan.
<p>a. Such groups could include (i) female-headed households with dependents, (ii) women with disabilities, (iii) women in households below the poverty line, and (iv) women belonging to ethnic minority groups.</p> <p>b. In Vietnam, the Women's Union, a sociopolitical organization operating at the central, provincial, district, and commune levels, has a mandate to represent women's rights and benefits. All adult women in Vietnam are, in principle, members of this union.</p>	

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SOCIOECONOMIC SURVEY OF AFFECTED HOUSEHOLDS

The socioeconomic survey provides initial information about affected households and serves as a basis for measuring their capacity to restore their livelihoods during the post-resettlement period. Survey results also may inform the development of resettlement and livelihood restoration programs. The survey is best designed in accordance with the impact levels and the specifics of the project. Table 2 lists gender gaps that may become evident when preparing and conducting the socioeconomic survey, and proposes recommendations for ways to address such gaps.

Table 2. Socioeconomic survey: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • Selecting only the heads of households as respondents to surveys may underrepresent the voices of women.^a • A lack of gender-sensitive questions, especially regarding impacts and mitigation measures, misses an opportunity to collect valuable information that may inform every phase of the project.^b • The preparation and finalization of the survey report may ignore gender, and thus overlook gaps in information regarding: <ul style="list-style-type: none"> – Women’s contribution to household income and participation in decision making. – Women’s dependence on agricultural land and natural livelihood resources in rural areas. – Women’s views on compensation and the restoration of livelihoods. – The media channels preferred by women and men to receive information about the project, including efforts to provide compensation and other support in the restoration of livelihoods. 	<ul style="list-style-type: none"> • Include “gender of respondent/household head” in questionnaire. • Ensure that survey sample represents a balance of women and men. • Consider the gender-specific impacts of the project and include relevant questions or discussion topics. • Conduct a mandatory gender-disaggregated analysis, especially regarding income contribution, livelihoods, expectations regarding resettlement options, decisions on the use of compensation (if any), preferred channels of access to information, and so on. • Depending on the study results, it is possible to make gender-specific recommendations. For example, it may be recommended that compensation be paid jointly to husbands and wives, that specific training in the restoration of livelihoods be offered to women in seriously affected households, and so on.

a. It is estimated that in Vietnam, over 70 percent of men are registered as household heads.

b. Such questions could include: What are the impacts of the project on women in the commune? Do you think your wife/husband may have wishes, preferences, or needs with regard to resettlement that are different from yours?

INVENTORY OF LOSSES

This activity aims to develop inventories of property (estate, trees, crops, and so on) likely to be affected during project implementation. An inventory of losses should be conducted in all affected households. To get the most accurate data, the inventory should be taken once the project’s detailed design is available. The potential gender gaps at this stage are presented in table 3.

2. Gender Gaps in Resettlement, and Recommendations

Table 3. Inventory of losses: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • The involvement of women in the inventory process may be limited. • The ownership rights of women may not be acknowledged where their names are not on land titles.^a • Representatives of the local women's union might not be part of the inventory group. • The data collection form might require only the signature of the household head, which, in male-headed households, might ignore the agency of the woman present. 	<ul style="list-style-type: none"> • In households that center on a married couple, encourage the participation of both the husband and wife in the inventory exercise. • Document the legitimate rights (including inheritance) of spouses in the inventory documents. • Mobilize the participation of Women's Union from villages in affected wards/communes. • Prepare inventory sheets that, for households that contain a married couple, require the signatures of both husband and wife.

a. The land use right certificate often includes only the name of the household head viewed as representing the household interests. But this practice may reflect tradition more than legality. In Vietnam, for example, since the 2003 and the 2013 land laws took effect, people have the option of including the names of both a husband and wife on the certificate.



Photo: Helle Buchhave, World Bank

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2.2.2. Prepare and Consolidate Compensation/Assistance Packages

Based on the inventory results, competent authorities will carry out pricing exercises as they draft compensation packages to address the project's potential impacts. Table 4 provides an overview of potential gender gaps in this process, and ways to ensure that compensation packages consider gender-specific concerns.

Table 4. Compensation/assistance packages: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> Limited participation of women in meetings where draft compensation and assistance packages are discussed or disclosed. Often, only the names of household heads (predominantly men) appear on land use rights certificates; if this decides who joins consultation meetings on compensation and assistance packages, women have little room to participate. The legitimate entitlements of women may not be accurately calculated due to traditional and customary practices of property division.^a Women and men may have different views on compensation options, and this difference might not be addressed in compensation/assistance plans. Representatives of local women's unions may be absent from site clearance and compensation boards.^b 	<ul style="list-style-type: none"> Disclose compensation plans to all households, especially single-mother and female-headed households. Create an enabling environment for the participation of women (venue, time, means and style of invitation).^c Take into account the ownership recognized by tradition or custom. Take into account gender preferences in compensation options (through consultation with men and women). Document, via consultation minutes, the ideas, views, and concerns of women and men expressed in the consultation meetings. Engage representatives of local women's unions in the site clearance and compensation boards.
<p>a. In Vietnamese patriarchal families, sons often inherit ancestral land and, out of respect for their ancestors, rarely sell the land or any house standing on it. This could limit women's access to land (UNDP 2013: 52).</p> <p>b. This organizational arrangement is established, usually at the district level, in accordance with the provisions of the Land Law. It comprises members from various line departments, including sociopolitical organizations such as the Women's Union. Its main responsibility is to review and evaluate the compensation plan proposed for a specific project.</p> <p>c. There should be a minimum requirement regarding the percentage of female participants in consultation meetings.</p>	

2.2.3. Prepare Relocation Plans and Construct Resettlement Sites

If a project promises to physically displace people, implementation agencies need to arrange relocation for affected households as needed. To avoid/minimize social disruption, specific arrangements might be needed for each group, family lineage, and community. In general, there are three possible scenarios: (i) affected households rebuild their houses in unaffected areas of the same parcel; (ii) affected households move to another residential area of their choice, and (iii) affected households resettle in a plot in a predefined resettlement area. Table 5 presents key gender gaps that may be evident in these possible scenarios and provides recommendations for this relocation stage.

Table 5. Relocation plans and the construction of resettlement sites: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> Limited participation of women in consultation regarding relocation/resettlement plans. Interruptions and breaks in the informal social assistance networks and safety nets critical to women and their families.^a The project-built resettlement sites do not consider the specific requirements of men and women (or men and women are not fully consulted) regarding: <ul style="list-style-type: none"> Location of the resettlement area Social infrastructure (schools, medical center/clinic, market, and so on) Landscape Design of resettlement houses Relocation timeline The design of the resettlement site fails to consider the local culture, religion, and social norms affecting women and men.^c 	<ul style="list-style-type: none"> Disclose relocation plans to all women and men of affected households in a format and language that is culturally appropriate. Consider measures to minimize the interruption of existing informal assistance networks and safety nets (both community and family) for women and their families, especially ethnic minorities, in relocation plans/options. Communicate clearly the location of the resettlement area. Encourage women to participate in consultation meetings (or hold separate meetings for women if needed). Document the views and concerns of women and men expressed in the consultation meetings. Translate the gender-specific recommendations into the designs of resettlement areas, including public spaces, basic social infrastructure, and resettlement houses. Consider the gender-specific elements of traditional cultural and religious norms during the development of the resettlement site.

a. Rural families in Vietnam have no access to social security systems. The most important sources of support in times of distress are kin and friends. However, large-scale projects, such as hydropower, often have a negative and disruptive impact on informal social networks and safety nets, as the new resettlement site could be a long distance away from the previous place of residence.

b. This includes the design of resettlement housing, play areas for children and adults, ceremonial places, and so on.

c. Factors such as indigenous cultural and religious practices are relevant to the relocation of graves, worship places, pagodas, churches, or other religious structures.

2.2.4. Prepare the Livelihood Restoration Program

As regulated in the resettlement policy of many international organizations (such as the World Bank, International Finance Corporation, Asian Development Bank, and Australian Department of Foreign Affairs and Trade), a key aim of following a resettlement process is to ensure that affected households will have living standards that are equal or better than the ones they had before the project. To this end, and in addition to compensation for affected assets, a livelihood restoration and improvement program is often prepared. A gender perspective is important to ensure that programs aiming for equal or improved living standards are successful. Table 6 indicates potential gaps that may exist at this stage, and recommendations for addressing them.

Table 6. Livelihood restoration program: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • The design of the livelihood restoration program may not reflect the findings of the gender analysis in the socioeconomic survey of affected households. • The consultation program may not consider gender differences, and the participation of women (especially poor and vulnerable women, including those from ethnic minorities) may be inadequate. • Training and capacity building, as part of the restoration programs, may not include women's stated preferences and needs. • The livelihood restoration program is designed without considering obstacles and opportunities faced by women and men seeking to generate income in the new resettlement areas. 	<ul style="list-style-type: none"> • Make sure that the findings of the gender analysis are translated into specific interventions in the livelihood restoration program.^a • Design criteria for identifying affected people eligible for income restoration programs, and vulnerable groups in particular (women, female-headed households). • Encourage the participation of women in consultations when developing the livelihood restoration program. • Develop a training and capacity-building program targeted at women, if necessary, depending on the project context.^b • Analyze the potential income-generation opportunities in resettlement areas and provide adequate skills training and appropriate agriculture extension programs for women and men.

a. This means that the activities of the livelihood restoration program need to be prepared based on the needs and preferences of the women and men affected, as indicated in the socioeconomic survey of affected households.

b. When switching jobs, some women like to diversify and increase their skills beyond agriculture, for example, by learning tailoring, embroidery, and hairdressing. Depending on the needs and conditions of each region, projects can design/or introduce short training courses for these women.

2.2.5. Plan for Disclosure, Participation, and Consultation

Information disclosure, participation, and consultation in the project area throughout the resettlement processes are required as good practices in the social safeguard policies of international finance institutions. Table 7 presents key gender gaps in these activities and proposes recommendations.

Table 7. Information disclosure, participation, and consultation: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • There may be a lack of mechanisms promoting the disclosure of information, as well as consultation with women's groups and people in vulnerable groups. • They may be a predominance of male participants in consultation meetings (local authorities usually invite household heads—who are most often male). • Men might be considered more knowledgeable than women. • Women's roles and responsibilities (such as household chores and child care) might prevent them from participating meaningfully in consultation activities. • Women, especially poor women, may not pursue meeting with resettlement officials even though they want to know more about the project's effects on their families or themselves. • Cultural and language barriers may limit the participation of women and men from ethnic minorities. • Communication strategies and consultations rarely consider cultural and gender-specific factors. 	<ul style="list-style-type: none"> • Disclose project-related information at convenient locations accessible to all community members, men and women alike. • Develop a mechanism that requires compulsory consultation with both women and men throughout the implementation of the resettlement process. • Consider setting a minimum percentage of female participants in consultation activities (quotas).^a • Hold consultation meetings at times and locations convenient for local people, especially women. • Consider separate consultation with women's groups if needed, especially with poor and vulnerable women. • Organize local reception desks that can answer questions or provide information on compensation policies for both women and men. • Make communication/information documents available in ethnic minority languages (if needed). • Use communication channels preferred by women in the project area.^b

a. In some official development assistance projects funded by the Asian Development Bank (such as the 2013–17 Northern Chu and South Ma River Irrigation Development Project in Thanh Hoa Province, Vietnam), a minimum of 40 percent of all participants in resettlement consultation meetings or training sessions must be female. The implementation of this indicator has increased women's participation in resettlement consultations and in training sessions on income restoration.

b. The socioeconomic survey of affected households needs to provide data on the preferred communication channels of women and men to facilitate access to information on the project and resettlement policies.

2.2.6. Develop a Grievance Redress Mechanism (GRM)

The mechanism for redressing complaints/grievances needs to be clearly described in the resettlement plan. Typically, in development projects, handling people's questions/complaints starts with community mediations. In ethnic minority areas, the village elders' councils, the elderly, and the village chiefs are often actively involved in resolving these questions. Complaints/inquiries can also be resolved through formal channels following the steps required by applicable law. Table 8 presents gender issues in designing and implementing the complaint/grievance mechanism.

Table 8. Grievance redress: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> Some customs and cultural norms may prevent or discourage women from lodging complaints/grievances. Gender perspectives are not considered when establishing the grievance redress mechanism (GRM). Procedures may be overly burdensome and discourage women's participation. GRM-related information may be unavailable or inaccessible, especially to women's groups. There may be no female representative on the GRM body. 	<ul style="list-style-type: none"> Discuss, with women's groups, the obstacles women may face when making complaints.^a Develop a gender-sensitive GRM that contains provisions to address obstacles that women may encounter in this process. Design a simple, accessible, and culturally appropriate GRM. A dedicated complaint/grievance intake mechanism for women might be considered.^b Ensure that representatives of women's organizations are present on the complaint-redress board at all levels. Communicate the GRM widely in communities.
<p>a. In Vietnam, claiming compensation for land is not an easy process, and involves many mandatory procedures that are time-consuming and difficult to follow. In addition, where customs do not recognize women's rights to land or property, the idea that a woman would reach out to the court system to demand her rights is frowned upon, and so few women pursue legal action.</p> <p>b. For example, a mechanism that can accept women's verbal complaints. Village heads, village elders, representatives of communes, and village women's unions can participate in resolving complaints related to resettlement.</p>	

2.2.7. Refine Institutional Arrangements

Institutional arrangements are particularly important to enable a smooth implementation of resettlement activities. A gender-responsive arrangement includes mechanisms to integrate gender concerns in all decisions. In Vietnam, several institutional arrangements still fail to respond to women's specific needs. Table 9 lists these, along with recommendations on ways to integrate gender-specific concerns.

2. Gender Gaps in Resettlement, and Recommendations

Table 9. Institutional arrangements: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> Limited awareness and knowledge among project-implementing agencies and practitioners on how to incorporate gender into resettlement processes. Poor performance in efforts to “mainstream” gender concerns due to lack of personnel or financial resources. Limited knowledge among local authorities and communities regarding the importance of gender concerns in general, and women’s participation in particular. 	<ul style="list-style-type: none"> Train staff of the project management unit and other involved stakeholders in gender mainstreaming. Strengthen the internal monitoring capacity of the project management unit to ensure compliance with gender-mainstreaming requirements in resettlement activities.^a Mobilize women’s organizations (such as the Women’s Union) and ensure their participation in the site clearance and compensation boards.^b
<p>a. For example, mainstreaming gender in the internal monitoring of project management units would require the participation of women in monitoring and evaluation. Monitoring reports (periodic, midterm, and end-of-term) should also include information on how the resettlement activities are working for both men and women and recommendations for improvement as needed.</p> <p>b. According to the Land Law of 2013 in Vietnam, as a representative of women’s rights, the Women’s Union must be involved in resettlement committees (that is, the site clearance and compensation boards) at different levels.</p>	



Photo: Nghi Quy Nguyen, World Bank

2.3. Providing Compensation, Resettling People, and Restoring Livelihoods

2.3.1. Implementation of Compensation/Assistance

Poor consultation and information disclosure practices might result in difficulties accessing compensation and assistance policies among both women and men. In addition, according to the *hộ khẩu* (household registration) policy,³ only the household head can represent a household's interests. To ensure proper access, gender-specific considerations should be included in the implementation of compensation, resettlement, and livelihood restoration, as indicated in the recommendations presented in table 10.

Table 10. Implementation of compensation, resettlement, and livelihood restoration: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • Poor information and communication and limited consultation can constrain women's access to compensation and assistance programs. • Women, if not household heads, are often excluded from receiving compensation and assistance packages. • The inheritance rights of women are not traditionally recognized, and this is especially disadvantageous for poor, female-headed households. • Only the household head's name appears on the land use right certificate. The legal rights of women may therefore be violated in the event of a dispute or divorce. • At the household level, women generally have limited say in the use of compensation money. 	<ul style="list-style-type: none"> • Disclose information on compensation and assistance packages and policies in places and using means that are easily accessible to women. • Invite all women and men to public meetings on compensation and assistance packages. • Recognize/document the legal rights of women regarding land and property in places where customs and laws of traditional inheritance prevail. • Encourage both men and women to receive compensation money (or transfer money to a joint account). • Ensure that communication and training programs (if any) include content related to gender equality in accessing and using compensation money.

2.3.2. Construction of the Resettlement Sites and Relocation

The construction of a resettlement site that incorporates a gender dimension is a requirement to ensure that the needs of women and men are met, and that rights—especially those surrounding women's land use and house ownership rights—are secured after relocation. Recommendations to promote the integration of a gender perspective at this stage are provided in table 11.

3. The *hộ khẩu* policy is a social management policy in Vietnam whereby all family members are registered in a book maintained by the local police. The head of the household (most often a man) represents the interests of the household.

Table 11. Construction of the resettlement site and relocation: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> No mechanism in place to enable the participation of men and women in monitoring and supervising of construction activities. The specific needs of women are not met in the development of housing in the resettlement site (for example, no places for worship, no bathrooms or toilets).^a The livelihood patterns might be disrupted due to the need for developing new products and/or markets, and the need to adapt to a new agricultural area that might be much farther away than the previous one. Moving to a totally new area may affect community and informal social networks, isolating women in particular. The land use rights of women in displaced households may change, and women may be forced to transfer land rights to other family members.^b Extended periods of time required for the construction of the resettlement area might have a major impact on women, especially those pregnant or with young children. Relocation might affect the learning and caring of children. Men are usually the ones whose names are on the land use right certificates. 	<ul style="list-style-type: none"> Set up community supervision of construction activities with the participation of both men and women. Ensure the provision of necessary social infrastructure (such as schools, kindergartens, post offices, and markets) in resettlement sites as well as temporary medical support for pregnant women, young children, and the elderly. Minimize the impact of the relocation process on community support networks and family relations.^c Consider aspects such as gender, religious beliefs, and indigenous culture in the development of resettlement sites. Minimize the transition period. Commit to issuing land use right certificates in the names of both husband and wife.

a. Religious practices may be affected when the new home is too far away from temples or spiritual sanctuaries.

b. In some localities where customs dictate that men should be respected as the head of the household, females who are heading households may be deprived, by other family members, of the opportunity to take over land because of the notion that only sons may inherit the land of the parents. In addition, after marriage women in Vietnam traditionally move to live in the home of their in-laws. If a husband should die or a couple divorce, the wife's land and housing may be reclaimed by her husband's family.

c. A resettlement site close to the original home is preferable. In the case of relocation to new sites, to minimize social disruption, the process should be arranged for each group, family lineage, or community affiliation. Doing so makes it possible to replicate social, cultural, and economic patterns in the new sites.

2.3.3. Implementation of Livelihood/Income Restoration Activities

During the implementation stage, potential gender gaps can emerge if livelihood restoration is not designed based on thorough analysis and without proper understanding of women's constraints and opportunities in contributing to the economic development of their households. Table 12 recommends ways to ensure that these problems are avoided.

Table 12. Implementation of livelihood and restoration activities: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • The design of livelihood restoration activities may not be based on thorough analysis that includes a focus on the particular needs of woman and men. • Women's contribution to their households' economic development may be constrained by family responsibilities. • Language barriers may limit the participation of ethnic minority women and men in training sessions. • Women may have limited access to the capital or financing needed to change or improve their livelihoods (especially where they are less likely to participate in decision making on the use of family funds). • The time and place of vocational training sessions may not favor women's participation. 	<ul style="list-style-type: none"> • Ensure that recommendations provided through the gender analysis generated as part of the socioeconomic studies are transformed into specific and gender-sensitive livelihood-restoration activities. • Maximize the participation of women in livelihood activities from capacity building to specific interventions. • Where appropriate, deliver training in ethnic minority languages (or arrange interpretation) to maximize the understanding of ethnic minority people. • Develop dedicated livelihood-restoration activities for women's groups as needed. • Organize vocational training activities (method, venue, and timing) to maximize the participation of women.

2.4. Monitoring, Evaluation, and Gender Indicators

Monitoring and evaluation, if conducted without integrating a gender dimension, will not accurately reflect the impact of resettlement on women and men. A gender-sensitive process of monitoring and evaluation will track if and how the different needs of women and men have been addressed. Table 13 presents several possible gender gaps in the monitoring and evaluation process and proposes ways to close them.

Table 13. Monitoring and evaluation: Gender gaps and ways to address them

Possible gender gaps	Recommendations
<ul style="list-style-type: none"> • Monitoring forms, tables, and datasheets may not be designed to obtain and analyze gender-disaggregated data. • Women's organizations (such as the Women's Union) are not invited to participate in monitoring and evaluation. • Gender perspectives may not be adequately included in evaluation reports (baseline, midterm, or final evaluations; independent monitoring report; and so on).^a 	<ul style="list-style-type: none"> • Monitoring forms, tables, and datasheets must be designed to enable the generation of gender-disaggregated data on compensation, resettlement, restoration of livelihoods, participation in training sessions, complaints, and so on. • Mobilize the participation of women's organizations in monitoring and evaluation exercises. • Consistently include gender perspectives in the terms of reference and subsequently in reports (baseline, periodic, midterm, and final evaluation).

a. Resettlement evaluation reports may lack an analysis of gender differences, as observed both during and after resettlement.



3. Assessing and Scoring Gender Mainstreaming in Resettlement Activities

To facilitate the assessment of gender mainstreaming in resettlement activities at the various stages, the gender gaps identified in section 2 are addressed in a set of questionnaires. Two options are presented for assessing the level of gender mainstreaming at the various stages of the resettlement process. Questionnaire 1 (table 14) uses a scoring system, and questionnaire 2 (table 15) is a checklist. Both options are expected to help implementing agencies identify gaps in the integration of gender-specific elements in the resettlement process, and guide the development of appropriate action plans to improve a project's performance in gender mainstreaming.

3.1. Scoring Checklist Questions and Interpreting Results

All proposed questions in table 14 use a Yes/No format. For each answer, a score will be assigned, based on the following rationale:

- *Core questions* (A8, D1, E1, E3, G1, I2, I8, K1) that address critical aspects of the equitable participation of men and women in the consultation process, gender analysis, disclosure, and communication have a score of 5 points for a “yes” answer and zero (0) for a “no” answer.
- *Other questions* have a score of 1 for a “yes” answer.
- The total possible score is 100 for projects with a resettlement site, and 85 for projects without a resettlement site.

Implementing agencies can refer to the following interpretation of results:

- **0–30 percent of total points:** You need to take urgent action to ensure that women and men are benefitting from resettlement and livelihood restoration activities. Failure to do so might result in unintended negative consequences for the affected people, particularly women and the most vulnerable. Please review the proposed recommendations to address gender gaps and prepare a time-bound action plan.
- **31–59 percent of total points and all core questions have a “yes” answer:** You have taken some action to promote the equal participation of women and men in resettlement and restoration activities; however, more can be done to ensure a smoother and more gender-informed transition and livelihood restoration process. Please review your answers to identify the critical gaps that your project should address and read the recommendations provided in section 2 of this toolkit. On this basis, prepare a time-bound action plan to help address the gender gaps in your project.
- **60–90 percent of total points and all core questions have a “yes” answer:** Congratulations! Your project is considered “gender informed” and you have taken a proactive stance to ensure that the needs and perspectives of men and women are integrated in the design of resettlement and restoration activities. Review your answers and identify remaining gaps. Then go back to the recommendations provided in section 2 of this toolkit and prepare a time-bound action plan to address the remaining gaps.
- **90–100 percent of total points and all core questions have a “yes” answer:** Well done! Your project is fully “gender informed” and your experience and lessons learned are a best-practice example and should be shared widely to support other infrastructure development projects in achieving better outcomes.

3.2. Scoring Gender Integration

Resettlement activities	Questions (Projects without a resettlement site are not required to answer questions highlighted in blue)	Score given to a specific answer	
		Yes	No
Avoidance/minimization of resettlement in project design	Have the practitioners/engineers consulted the people (especially women) who will be potentially affected during the overall design of the project?	1	0
A. Collection of data about impacts of resettlement (A1–A13)	Impact screening		
	A1. Has the review on gender impacts in similar projects been conducted?	1	0
	A2. Has the preliminary project-related information been disclosed in project areas having vulnerable women?	1	0
	A3. Has the project-implementing agency consulted with relevant stakeholders, including organizations representing women?	1	0
	A4. Are women's groups included in the consultation plan (to be conducted as part of the resettlement plan preparation)?	1	0
	Socioeconomic survey of affected households		
	A5. Are gender-specific questions included in the household socioeconomic survey?	1	0
	A6. Is there a balanced participation of men and women in the survey sample?	1	0
	A7. Do the data collection tools include specific methods to ensure the participation of women and the collection of gender-specific information (such as focus groups or separate meetings for men and women)?	1	0
	A8. Does the socioeconomic report include a gender analysis of the resettlement-related issues of affected households?	5	0
	A9. Are there any specific gender-related recommendations included in the socioeconomic report?	1	0
	Inventory of losses		
	A10. Do husband and wife both participate in the inventory of losses?	1	0
	A11. Is information related to the ownership rights (legal or recognized by custom) of both husband and wife included in the inventory documents?	1	0
	A12. Do women's organizations make up part of the inventory team?	1	0
	A13. Is the loss inventory signed by both husband and wife?	1	0

(continued)

Table 14. Continued

Resettlement activities	Questions (Projects without a resettlement site are not required to answer questions highlighted in blue)	Score given to a specific answer	
B. Design and completion of compensation/assistance package (B1–B6)	B1. Has the draft compensation plan been disclosed to all affected households, including poor and female-headed households?	1	0
	B2. Is the consultation setup (time, venue, invitation letter) convenient for women and encouraging of their participation?	1	0
	B3. Did the project-implementing agency consider ownership (whether legal or as recognized by custom) when preparing compensation plans?	1	0
	B4. Have the preferences of both men and women been considered and integrated in the compensation packages?	1	0
	B5. Have the consultation meetings been properly documented?	1	0
	B6. Do women's organizations participate in the Committee for Compensation, Resettlement, and Support?	1	0
C. Preparation of relocation plan resettlement site(s) (C1–C4)	C1. Has the relocation plan been disclosed to all men and women in affected households?	1	0
	C2. Are there measures in place (included in relocation or other relevant plans) to minimize the disturbance/disruption of existing social networks of women?	1	0
	C3. Has the project-implementing agency clearly communicated the location of the resettlement site to relevant stakeholders?	1	0
	C4. Are there mechanisms in place to promote women's participation in consultation meetings?	1	0
D. Development of livelihood restoration program (D1–D5)	D1. Has the project-implementing agency translated gender-related analysis into specific interventions in the livelihood restoration program?	5	0
	D2. Are there any gender-sensitive criteria included in the eligibility criteria for the livelihood restoration program?	1	0
	D3. Is there any mechanism encouraging women's participation in livelihood restoration activities?	1	0
	D4. Are there any women-targeted livelihood activities in the project livelihood restoration programs?	1	0
	D5. Are analyses of income generation opportunities in resettlement sites available to inform the development of agriculture extension or other relevant training sessions?	1	0

(continued)

3. Assessing and Scoring Gender Mainstreaming in Resettlement Activities

Table 14. Continued

Resettlement activities	Questions (Projects without a resettlement site are not required to answer questions highlighted in blue)	Score given to a specific answer	
E. Information disclosure, participation, and consultation (E1–E7)	E1. Has project information been disclosed at locations easily accessible to all community members?	5	0
	E2. Is consultation required throughout the resettlement processes?	1	0
	E3. Is there a threshold set for the minimum percentage of female participants required in consultation meetings at the local level?	5	0
	E4. Does the project-implementing agency hold consultation meetings at a convenient time and location to maximize women's participation?	1	0
	E5. Are there any consultation meetings specifically organized for women?	1	0
	E6. Have the implementing agencies translated project-related information into appropriate ethnic minority languages (if necessary)?	1	0
	E7. Does the project-implementing agency use women's preferred channels for communication? Are these preferred channels known?	1	0
F. Development of complaint mechanism (F1–F4)	F1. Have complaints been discussed with community members, including women?	1	0
	F2. Are there any provisions in the grievance redress mechanism (GRM) to facilitate the intake of complaints from women?	1	0
	F3. Do women's organizations participate in the GRM?	1	0
	F4. Has the GRM been widely communicated in communities?	1	0
G. Institutional arrangements (G1–G3)	G1. Are there any gender-sensitive training programs developed for staff of the resettlement/project management unit and other relevant stakeholders?	5	0
	G2. Are gender-related issues included in the internal monitoring tools of the project management unit?	1	0
	G3. Do women's organizations participate in monitoring exercises?	1	0
H. Implementation of compensation/assistance (H1–H4)	H1. Have compensation and assistance policies been disclosed in the project area?	1	0
	H2. Have women been invited to participate in meetings on the compensation and assistance packages?	1	0
	H3. Does the project-implementing agency encourage both husband and wife to jointly attend the compensation payment day?	1	0
	H4. Have messages on gender equality in accessing and using compensation money been included in community outreach activities?	1	0

(continued)

Table 14. Continued

Resettlement activities	Questions (Projects without a resettlement site are not required to answer questions highlighted in blue)	Score given to a specific answer	
I. Construction of resettlement site and relocation (I1–I8)	I1. Are there female members of the community supervision board (to supervise resettlement site construction)?	1	0
	I2. Has basic social infrastructure (schools, health centers, water supply) been developed at the resettlement site?	5	0
	I3. Is there medical support infrastructure (such as facilities for prenatal and infant care) available at the resettlement site?	1	0
	I4. Have the religious and cultural characteristics of the local people been considered in the development/construction of the resettlement site?	1	0
	I5. Have recommendations on the resettlement site made by men and women, and taking into consideration their specific needs, been implemented?	1	
	0		
	I6. Have measures to minimize the disturbance and disruption of informal safety nets and community assistance networks been implemented?	1	0
	I7. Has the transition period been minimized?	1	0
	I8. Has the local government committed to issuing the land use right certificate in the names of both husband and wife for relocated households?	5	0
J. Implementation of livelihood/income restoration activities (J1–J6)	J1. Has the project-implementing agency developed a list of livelihood activities based on the findings and results of the gender analysis conducted as part of the socioeconomic survey?	1	0
	J2. Have mechanisms promoting women's participation (in training and livelihood activities) been properly implemented?	1	0
	J3. Where relevant, has training been delivered in the ethnic minority language?	1	0
	J4. Have livelihood restoration activities targeting women been implemented?	1	0
	J5. Are any training or outreach activities targeting men and women (in affected households and host communities) available before relocation?	1	0
	J6. Is there any training (in relocated households and the host community) that seeks to prepare women for relocation?	1	0

(continued)

3. Assessing and Scoring Gender Mainstreaming in Resettlement Activities

Table 14. Continued

Resettlement activities	Questions (Projects without a resettlement site are not required to answer questions highlighted in blue)	Score given to a specific answer	
K. Monitoring and evaluation (K1–K7)	K1. Are the monitoring forms/tables/datasheets designed to collect and prepare gender-disaggregated data and report for all resettlement components?	5	0
	K2. Is the gender analysis requirement included in the terms of reference for the project's baseline assessment?	1	0
	K3. Is the gender analysis requirement included in the terms of reference for the project's midterm review?	1	0
	K4. Is the gender analysis requirement included in the terms of reference for the project's final evaluation?	1	0
	K5. Are findings of the gender analysis included in the project's baseline assessment report?	1	0
	K6. Are findings of the gender analysis included in the project's midterm review report?	1	0
	K7. Are findings of the gender analysis included in the project's final evaluation report?	1	0
Total (for project with resettlement site)		100	
Total (for project without resettlement site)		85	

3.3. Ready-to-Use Checklist for Gender-Informed Resettlement

Project: _____

Subproject: _____

Project age: _____

Province: _____

District: _____

Table 15. Ready-to-use questionnaire/checklist for gender-informed resettlement

	Yes	No
Avoidance/minimization		
Have practitioners/engineers consulted the people (especially women) who will be potentially affected during the overall design of the project?		
A. Collection of data about impacts of resettlement		
A1. Has a review of the gender impacts of similar projects been conducted?		
A2. Has preliminary project-related information been disclosed in project areas with vulnerable women?		
A3. Has the project-implementing agency consulted with relevant stakeholders, including organizations representing women?		
A4. Are women's groups included in the consultation plan (to be conducted as part of the resettlement plan preparation)?		
A5. Are gender-specific questions included in the household socioeconomic survey?		
A6. Is there a balanced participation of men and women in the survey sample?		
A7. Do the data collection tools include specific methods to ensure the participation of women and the collection of gender-specific information (such as focus groups or separate meetings for men and women)?		
A8. Does the socioeconomic report include gender analysis of the resettlement-related issues of affected households?		
A9. Are there any specific gender-related recommendations included in the socioeconomic report?		
A10. Do husband and wife both participate in the inventory of losses?		
A11. Is information related to ownership rights (legal or recognized by custom) of both husband and wife included in the inventory documents?		
A12. Do women's representative organizations make up part of the inventory team?		
A13. Are loss inventories signed by both husband and wife?		

(continued)

3. Assessing and Scoring Gender Mainstreaming in Resettlement Activities

Table 15. Continued		
B. Design and completion of compensation/assistance package		
B1. Has the draft compensation plan been disclosed to all affected households, including poor and female-headed households?		
B2. Is the consultation setup (time, venue, invitation letter) convenient for women and encouraging of their participation?		
B3. Did the project-implementing agency consider ownership (whether legal or recognized by custom) when preparing compensation plans?		
B4. Have the preferences of both men and women been considered and integrated in the compensation packages?		
B5. Have the consultation meetings been properly documented?		
B6. Do women's organizations participate in the Committee for Compensation, Resettlement, and Support?		
C. Preparation of relocation plan and construction of resettlement site		
C1. Has the relocation plan been disclosed to all men and women in affected households?		
C2. Are there measures in place (included in relocation or other relevant plans) to minimize the disturbance/disruption of women's existing social networks?		
C3. Has the project-implementing agency clearly communicated the location of the resettlement site to relevant stakeholders?		
C4. Are mechanisms in place to promote women's participation in consultation meetings?		
D. Development of livelihood restoration program		
D1. Has the project-implementing agency translated gender-related analysis into specific interventions in the livelihood restoration program?		
D2. Are there any gender-sensitive criteria included in the eligibility criteria for the livelihood restoration program?		
D3. Is there any mechanism encouraging women's participation in livelihood restoration activities?		
D4. Are there any women-targeted livelihood activities in the project livelihood restoration programs?		
D5. Are analyses of income generation opportunities in resettlement sites available to inform the development of an agriculture extension or other relevant training session?		
E. Information disclosure, participation, and consultation		
E1. Has project information been disclosed at locations easily accessible to all community members?		
E2. Is consultation required throughout the resettlement processes?		
E3. Is there a threshold set for the minimum percentage of female participants required in consultation meetings at the local level?		
E4. Does the project-implementing agency hold consultation meetings at a convenient time and location to maximize women's participation?		
E5. Are there any consultation meetings specifically organized for women?		

(continued)

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Table 15. Continued

	Yes	No
E6. Have the implementing agencies translated project-related information into appropriate ethnic minority languages (if necessary)?		
E7. Does the project-implementing agency use women's preferred channels for communication? Are these preferred channels known?		
F. Development of complaint mechanism		
F1. Have the complaint issues been discussed with community members, including women?		
F2. Are there any provisions in the grievance redress mechanism (GRM) facilitating the intake of complaints from women?		
F3. Do women's organizations participate in the GRM?		
F4. Has the GRM been widely communicated in the communities?		
G. Institutional arrangements		
G1. Are there any gender-sensitive training programs developed for the staff of the resettlement/project management unit and other relevant stakeholders?		
G2. Are gender-related issues included in the internal monitoring tools of the project management unit?		
G3. Do women's organizations participate in monitoring exercises?		
H. Implementation of compensation/assistance package		
H1. Have compensation and assistance policies been disclosed in the project area?		
H2. Have women been invited to participate in meetings on the compensation and assistance packages?		
H3. Does the project-implementing agency encourage both husband and wife to jointly attend the compensation payment day?		
H4. Have messages on gender equality in accessing and using compensation money been included in community outreach activities?		
I. Construction of resettlement sites and relocation		
I1. Are there female members of the community supervision board (to supervise the resettlement site construction)?		
I2. Has basic social infrastructure (a school, health center, water supply) been developed at the resettlement site?		
I3. Is there medical support infrastructure (such as facilities for prenatal and infant care) available at the resettlement site?		
I4. Have the religious and cultural characteristics of the local people been considered in the development/construction of the resettlement site?		
I5. Have recommendations on the resettlement site made by men and women, taking into consideration their specific needs, been implemented?		
I6. Have mitigation measures to minimize the disturbance and disruption of informal safety nets and community assistance networks been implemented?		
I7. Has the transition period been minimized?		
I8. Has the local government committed to issuing the land use right certificate in the names of both husband and wife for relocated households?		

(continued)

3. Assessing and Scoring Gender Mainstreaming in Resettlement Activities

Table 15. Continued		
	Yes	No
J. Implementation of livelihood/income restoration activities		
J1. Has the project-implementing agency developed livelihood activities based on the findings and results of the gender analysis conducted as part of the socioeconomic survey?		
J2. Have mechanisms promoting women's participation in training and livelihood activities been properly implemented?		
J3. Where relevant, has training been delivered in the ethnic minority language?		
J4. Have livelihood restoration activities targeting women been implemented?		
J5. Are any training or outreach activities targeting both men and women (in affected households and host communities) available before relocation?		
J6. Is any training (in relocated households and the host community) available to prepare women for relocation?		
K. Monitoring and evaluation		
K1. Are the monitoring forms/tables/datasheets designed to collect and prepare gender-disaggregated data and report for all resettlement components?		
K2. Is the gender analysis requirement included in the terms of reference for the project's baseline assessment?		
K3. Is the gender analysis requirement included in the terms of reference for the project's midterm review?		
K4. Is the gender analysis requirement included in the terms of reference for the project's final evaluation?		
K5. Are findings of the gender analysis included in the project's baseline assessment report?		
K6. Are findings of the gender analysis included in the project's midterm review report?		
K7. Are findings of the gender analysis included in the project's final evaluation report?		

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DỰ ÁN THỦY ĐIỆN TRUNG SƠN

HÒM PHIẾU

BỘC THĂM LỘ ĐẤT Ồ

ĐIỂM TĐC TỔ XUỐC - KHU TĐC SỐ 1

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For further information, please contact: Lourdes Anducta, Program Assistant, GSURR, landucta@worldbank.org

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