

APPENDIX 10. Gender Action Plan

Gender Action Plan
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GMS: Biodiversity Conservation Corridors

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GENDER ACTION PLAN

1. The GMS Biodiversity Conservation Corridor Project (BCI 2) aims to result in climate resilient transboundary biodiversity conservation corridors sustaining livelihoods and investments in Cambodia, Lao PDR, and Viet Nam. It is envisaged that by 2017, the GMS Biodiversity Conservation Corridors are established with supportive policy and regulatory framework in the three countries that maintain ecosystem connectivity and services. It has four components with corresponding indicative activities¹, (i) Institutional and community strengthening for biodiversity conservation management, (ii) Biodiversity corridors restoration, ecosystem services protection, and sustainable management by local resource managers, (iii) Livelihood improvement and small scale infrastructure support in target villages and communes/ clusters, and (iv) Project management and support services.

2. The approach is a response to the increasing developmental threats (construction of hydroelectric dams, mining and economic concessions for rubber plantations and logging) that abound within the region that result in fragmentation. The fragmentation of ecosystems decreases its capacities to provide services to both upstream and downstream users. BCI 2 aims to show that livelihood activities, agriculture, and some selected development activities could co-exist and be integrated in a conservation landscape as it encompasses conservation and development, protection and livelihoods for sustainable use and management. It fosters links between protected areas and connecting corridors consisting of linear or stepping stone forest blocks that allow for restoration of ecosystem connectivity. The proposed Project promotes zoning with the intention of safeguarding forest access and tenurial rights of the poor and ethnic groups living in remote mountain villages and clusters considered to be the stewards of the ecosystem. All subprojects for investment therefore are community driven, rooted on active stakeholder participation otherwise, conservation and sustainable use cannot be possible.

3. BCI 2 targets an estimated 15,500 beneficiary households in the 34 target communes found in three provinces (Qung Nam, Quang Tri, and Thua Thien Hue) of the Socialist Republic of Viet Nam.

A. Gender Status and Issues for Proposed Project

1. At the National Level

4. Viet Nam is advanced as regards concerns on gender issues compared to its neighboring regional countries. As early as 1946, a resolution on equal rights of men and women in all fields was issued soon after the declaration of the socialist government in Hanoi (1945). In 1967, Resolution 153 declared that women were to fill at least 35 percent of all jobs and 50-70 percent in the education, medical, and light industry sectors. At the turn of the century, the country emerged impressive in its economic growth, rapid poverty reduction, and improved living standards. The changing status of Vietnamese women in terms of educational attainment, income, occupational status, job mobility, and political representation (Bussarawan, T., et. al. 2008) was noted.

5. Viet Nam has one of the world's highest rates of female economic participation: 84% of Vietnamese women ages 25-54 are economically active (ILO, 2006) without interruption for childbearing and childrearing.² Significant improvement was observed for educational enrollment at all levels (Nguyen 2004) in the mid 1990s. Gender gaps in schooling have been continually narrowing throughout Viet Nam³ --- women presently are not perceived to be at a disadvantage. ADB documented that gender-earning gaps seemingly declined after the reform; women's income was 69 percent of men's in 1992-3 but narrowed to 22 percent by 1998 and 15 percent in 2002⁴. Available literature on gender domestic roles however,

¹ See Appendix 1 on Project DMF.

² Haub, Carl and Phuong Thi Thu Huong. 2003. An overview of population and development in Viet Nam. Washington, DC: Population Reference Bureau.

³ Knodel, John and Gavin Jones. 1996. "Post-Cairo population policy: Does promoting girls' schooling miss the mark?" Population and Development Review 22(4): 683-702.

⁴ Bussarawan, T., et. al. 2008.

highlight the fact that Vietnamese women continue to perform majority of housework and little has changed over time in terms of husbands' contributions to household labor.⁵

6. Viet Nam Women's Union (VWU) promotes gender equality initiatives. The National Plan for the Advancement of Women targets for the increase of women's representation in elective positions. Under the Convention on the Elimination of Discrimination Against Women (CEDAW), program activities envisage strengthening of the government's capacity to implement guarantees for women's equality including equality guarantees in relation to employment and the need to end trafficking.⁶

7. In 2007, the government enacted the 2007 Law of Gender Equality (ADB, 2007) to further promote gender equality. In recent years, non-governmental organizations, as well as the United Nations Development Fund for Women, and international donor agencies have made their presence felt to promote gender equality and women empowerment. In response, the GoV have mainstreamed gender issues in most development projects (Viet Nam National Committee for Advancement of Women 2004).

8. Pertinent to BCI 2 design, key facets on gender issues in Viet Nam are noted as documented by the Food and Agriculture Organization (FAO)⁷, to wit:

- (i) 32% of the households are headed by women
- (ii) Women make up 53% of farming population
- (iii) Women hold dual responsibility for farm and household management
- (iv) Women above 25 have a 15% lower literacy rate than men in rice farming women have a substantial role, which is enlarging
- (v) Women are actively involved in aquaculture, artisanal fisheries and manage small livestock production
- (vi) Marketing of agricultural products is mainly done by women
- (vii) Women contribute actively to household income through marketing, petty trade, food processing and handicrafts
- (viii) Women's contribution as family labor is undervalued and rarely included in accounting as work

2. Gender Issues in BCI 2 Sites

9. The GAP is based on (i) six sample communes (Appendix 1) that have been assessed for feasibility through commune level consultations; (ii) national, provincial, district and village consultations with women of different ages and ethnic groups, government officials, and mass organizations, and (iii) available secondary data on gender related issues. Aside from stakeholder perceptions to BCI-related issues, measures on daily household activity schedule, allocation of labor, access and control over resources was determined through key informant interviews (KII) and focus group discussions (FGD) conducted in the local language by local assistants (Appendix 2).

10. The Project's gender analysis revealed that the total ethnic minority population in BCI sites is about 92.2% of the total population. Hence, gender issues will be largely deal with poor, rural, and ethnic minority women.

11. **Provincial level.** Interviews conducted among officials of the Women's Union in Quang Nam Province revealed the following issues as grave concerns for women of the BCI 2 project sites⁸:

- (i) Disease incidence in women - Osteoporosis occurs in over 60% in Viet Nam as a reflection of malnutrition (calcium deficiency). The second main medical concern is water-borne and sanitation-related diseases affecting 47% of women because of lack of clean water. At present, rivers and streams in Quang Nam are severely polluted due to mining activities. The rise of sexually

⁵ Bussarawan, T., et. al. 2008. Gender Division of Household Labor in Viet Nam: Cohort Trends and Regional Variations. Population Studies Center, Institute for Social Research, University of Michigan. October 23008.

⁶ UN Development Fund for Women. http://unifem-eseasia.org/projects/Cedaw/countryprogramme_Viet_Nam.html

⁷ SD Dimensions: Asia's women in agriculture, environment and rural production - Viet Nam.

<http://www.fao.org/sd/WPdirect/WPre0113.htm>

⁸ Key informant interviews with Quang Nam Provincial Women's Union. 15 June 2010.

transmitted diseases due to the increase of construction workers for hydropower facilities and mining firms. In Tay Giang, 31% of the total of women who came to check their health in 2008 had venereal diseases⁹.

- (ii) Lack of health service in remote areas – There is a shortage of health facilities, equipment, and more importantly, absence of doctors. Long distances to health stations limit access. A further compounding factor limiting access for women, specifically ethnic minorities, is diagnosis by a medical worker of the opposite sex.
- (iii) Literacy and living conditions - Living conditions of ethnic groups in Quang Nam province though improved at current times still show marked illiteracy among women especially from ethnic minorities. Further, while women now participate in planning and decision-making, participation is limited by responsibility for more household reproductive functions than men.
- (iv) Limited credit performance - Household credit arrangements are typically assigned to women. Low literacy rates limit their ability to manage credit. According to the data¹⁰ of the Social Policy Bank of District and Women Unions at all levels, 69% of women have received the low-interest loans from the Bank and from Women Union's credit programs. However, the effectiveness of the loan investment in cattle, pigs and poultry rearing were affected by animal diseases. In addition to low literacy rates, limited veterinary service delivery resulted in high risk loans. As a result, the animals died and women are in debt.

12. **District Level.** At the district level, officials and staff of the Women's Union cite the following key concerns¹¹:

- (i) Limited awareness – high Illiteracy rate for women and limited access to community decision-making forums results in lower awareness, than men, to external issues impacting on the community.
- (ii) Language barrier - Difficulties in comprehending issues affecting women and households since meetings and propaganda dissemination are not conducted in local languages.
- (iii) Absence or lack of rural infrastructure - Inter-village roads are far and difficult to access. With no means of transportation, women walk, taking up much of their time for household reproductive activities.
- (iv) Limited income opportunities and gender-based violence – The main source of income is upland farming. The shortage of alternative employment opportunities has led to marked poverty but also increased incidence of domestic violence, women working more than men, and men keeping the money in their family.

13. **Commune Level.** Household size in BCI 2 sites is generally higher by 1 person compared to the District average. The main crop is rice, with two croppings per year in paddy rice fields and rainfed areas. Other crops are cassava, banana and the typical homegardens for herbs and other local vegetable crops for home consumption. Some households would have enough surplus to sell in local markets, which on the average across the six sample communes is about 32.5 km away --- the closest is 3 km (Thuong Long), the farthest 100 km (La De) and all others not more than 25 km. The 4th quarter of the year is the ideal time to conduct intensive training activities for male and female, as well as introduction of alternative livelihood as this is the slack period in the BCI 2 communes.

14. Assessment of power relations and household labor allocation in BCI 2 sites reflect the invisibility of women's domestic work with the invisibility of women's work in other income generating activities. Unpaid work in the BCI 2 sites is regarded mainly as women's domestic work and distinctive from other types of work. Access to and control over

⁹ ADB. Central Region Rural Water Supply and Sanitation Sector Project – EMDP for A Tieng Commune. EMDF for Viet Nam. 2009.

¹⁰ *Ibid.*

¹¹ Key informant interviews with Dakrong District and A Luoi District Women's Union. June 2010.

resources is reportedly for males in Dakrong and also for males as regards animal production in Huong Linh.

15. The 24-hour male-female household schedules in sample BCI 2 sites (Appendix 3) shows that women's work hours exceed those of males by about 3 hours and that these are largely unpaid tasks. In La De of Quang Nam province, there appears to be more egalitarian responses. La De BCI 2 beneficiaries belong to the Gie Trieng ethnic minority group characterized to be matrilineal compared to other ethnic groups thus there is no such sharp distinctions. By and large, women dominate in almost all aspects of household activities, being more male-dominated (though minimally) only in commercial crop production and community-related activities.

16. Huong Linh has less working hours inasmuch as other sources of income are extremely limited within the area and most productive activities are generally subsistence in nature. Huong Linh is a resettled (hydropower) community mostly Van Kiews. Thuong Long in TT Hue mostly belong to the Co Tu ethnic minority group. Productive activities are more accessible to both males and females with the advent of tree plantation establishment specifically acacia and rubber thus the workload of women increased.

17. In a study by Bussarawan, et.al (2008)¹², noted the husband's increased involvement in reproductive activities, but that it does not appear to be accompanied by any significant decline in the wife's contribution. Pronounced gender segregation in domestic roles is still pervasive in BCI 2 sites and Viet Nam in general.

B. The Project GAP

18. A Gender Action Plan (GAP) is prepared based on findings from the Social Assessment using the ADB Handbook for Social Assessment, and in close consultation with stakeholders that significantly include women and women leaders of Viet Nam. The GAP takes into account Viet Nam regulations significantly the 2007 Law of Gender Equality, and the ADB Policy on Gender and Development in particular, the Gender Guidelines of March 2010.

19. This GAP ensures (i) equal opportunities to access project benefits; (ii) active consultation and participation of women and minority ethnic groups; (iii) collection of gender disaggregated data including benefit monitoring and evaluation; and (iv) increased representation of women in decision-making bodies at all levels. The gender inclusive design elements presented in Table 1 are in response to constraints faced by women as presented in the social and gender analysis and prepared in consultation with stakeholders, particularly local women.

Table 1. BCI 2 Gender Action Plan Overview

Project Component	Gender Action Plan Targets
COMPONENT 1: Institutional and community strengthening for biodiversity conservation management	30% participation of women during consultations; training in participatory land use planning, commune/village investment planning, GIS-based mapping, and functional literacy; capacity building in biodiversity corridor management, O&M, small enterprise development, assessment, and in working groups/committees to be established by the Project. - Gender sensitive training/IEC materials will be produced in local languages, (where applicable) to be prepared in close consultation with beneficiaries specifically, on land rights, credit, and access to resources and opportunities provided by the Project, linking up with on-going government and development partner programs on health/sanitation and HIV education, and climate change adaptation. - At least 50% of female heads of households receive forestland and land use certificates (LUC) collectively and/or individually where applicable, for livelihood purposes and productivity enhancement.
COMPONENT 2: Biodiversity corridors restoration, ecosystem services protection, and sustainable management by local resource managers	- Forest restoration activities (enrichment planning, NTFP planting, agro forestry) include at least 30% of women's labor input participation on cash basis; - National gender specialist to oversee preparation of community disaster risk and response plan, and conduct gender-responsive workshops ensuring access to information by women on mapping household vulnerability and livelihood options
COMPONENT 3: Livelihood improvement and small scale infrastructure support in target villages and communes/clusters	- Documented evidence of consultation with local women and women's groups (including women from ethnic groups) prior to subproject approval. - At least 30% of Commune Development Fund (CDF) investments targeted at livelihood activities (micro-credit borrowings) prepared and submitted by community womenfolk;

¹² *Op. cit.*

Project Component	Gender Action Plan Targets
	• At least 30% of extension training directed at women producers (animal production, agriculture productivity) • At least 30% of CDF Management Board members are women. • Preparation of gender responsive designs for water storage/water harvesting systems to combat drought and water stress • Equal pay for men and women for work of equal type. • Training on Commune Development Funds is gender responsive and gender sensitive
COMPONENT 4: Project management and support services	• Gender mainstreaming training for Project Management Units across all levels at Project start. • At least 20% of staff is women at each level (senior management, technical and administrative / support staff). • Project Implementing Unit responsible for overseeing GAP implementation and reporting must include progress against the GAP in annual / semi-annual progress reports to ADB. • Participation of national institutions addressing concerns on women and women ethnic minorities across Project implementation units, especially in monitoring and grievance redress (Grievance redress mechanism disaggregated feedback and response by sex) • Both female and male staff given equal opportunity to participate in non-gender related training and capacity development programs. • A national social development/gender consultant recruited to (i) build capacity of Project management units across levels, Project staff and facilitators in gender responsive design and analysis; (ii) preparation of gender sensitive indicators; (iii) preparation of checklists for evaluation of gender responsiveness of proposed subprojects; and (iv) coordination of relevant consultancies as appropriate. • Sex-disaggregated indicators established for Project performance M&E system; monitoring will be on-going to ensure activities are effectively carried out and targets reached; progress reports to include gender-related achievements and constraints. • Mid-term review Mission to assess gender related achievements and constraints to GAP implementation and propose, if required, adjustments for better Project performance.

20. **Implementation Mechanisms for the Gender Action Plan.** The Executing Agency (EA) for the proposed Project will be MONRE. MONRE will delegate responsibility for overall coordination and establish a Central Project Coordination Unit (CPCU) responsible for day-to-day activities at the national level. Consistent with the Government's desire to decentralize project implementation to the provinces, the Provincial People's Committees in Quang Nam, Quang Tri, and Thua Thien Hue will be the implementing units for subprojects. Each PPC shall establish a PPMU and delegate responsibility for subproject implementation to the PPMU.

21. The CPCU will recruit a National Gender Specialist to oversee and assist in the GAP implementation for each participating province through social safeguards officers appointed within the provincial PMU. The provincial PMUs will work with the relevant provincial, district and commune agencies (Viet Nam Women's Union and Ethnic Minorities' Office) to implement and coordinate training and capacity building. The Project will coordinate and complement gender programs/activities with the Gender Working Group in MARD.

22. The estimated costs of the gender strategy are incorporated in the overall arrangements and total budget of the project. There is no need for separate budget allocation inasmuch as the percentage distribution of participants to capacity building and participation to the consultation and participation processes across levels (national, province, district, and communes) is built in.

APPENDIX 1

Table 1. Summary Matrix of Socio-demographic Characteristics within Viet Nam BCI 2 Sample Sites

Province/ District	Commune/ Village	Area (Sqm)	Total Population	Population Density	No. Of HHs	No Of Females	% Females	Poor HHs	% Poor HHs	No Of EMs	% From Total	No Of EM Females	% Females
VIET NAM		734.6	16,072	21.9	3,104	8,012	50%	1,287	41%	13,746	86%	6,965	51%
QUANG NAM		406.3	3,113	7.7	776	1,514	49%	487	63%	2,825	91%	1,438	51%
1. Tay Giang	Lăng	223.4	1,058	4.7	329	487	46%	183	56%	1,033	98%	517	50%
2. Nam Giang	La Đê	182.9	2,055	11.2	447	1,028	50%	304	68%	1,792	87%	921	51%
QUANG TRI		226.1	8,693	38.4	1,380	4,349	50%	518	38%	6,998	81%	3,515	50%
1. Huong Hoa	Huong Linh	116.6	2,891	24.8	413	1,506	52%	181	44%	2,870	99%	1,492	52%
2. Dakrong	Dakrong	109.5	5,802	53.0	967	2,843	49%	337	35%	4,128	71%	2,023	49%
TT HUE		102.2	4,266	41.7	948	2,148	50%	282	30%	3,923	92%	2,012	51%
1. A Luoi	Huong Lam	50.9	1,928	37.9	438	979	51%	162	37%	1,674	87%	865	52%
2. Nam Dong	Thuong Long	51.3	2,338	45.6	510	1,169	50%	120	24%	2,249	96%	1,147	51%

APPENDIX 2
Attendance to FGDs and KIs

Date	Province	Activities in Province, District, and Commune	Time	Focal Person Present at FGDs / KIs	KII / FGD Participants	Agency
9-Jun	TT Hue	Provincial Officials interviews	Afternoon	Le Thi Hanh: Thua Thien Hue DONRE	Mr. Vu	Ethnic Minorities
10-Jun		Provincial Officials interviews	Morning		Vo Thi Tuyet Hong	DARD
11-Jun		Nam Dong District Officials interviews	Morning		Mr. Tran Quoc Phung – Head of DPC Office Mr. Pham Tuan Son – Head of DARD Mr. Le Minh Hoa - EM	EM, DARD, & DPC
		FDG in Thuong Long commune	Afternoon	Tran Cong Thanh: DARD in Nam Dong District	Le Minh Khanh, Ho Tan Thanh, Pham Van Cuong, Le Trung Hieu, Tran Thi Xinh, Tran Thi Lut, Ho Thuong Mien, Tran Van Tri, Pham Thi Niep, Nguyen Thi Lan, Le Thanh Quynh, Ho Dang Xa, Pham Van Nuy Ms Hoang Thi Mai Loan Ms Le Thi Quynh Tuong	CPC (commune People Committee) and community District WU
12-Jun		A Luoi District Officials interviews	Morning		Nguyen Thi Luc, Ho Thi Tam, Ho Thi Diep, Ho Thi Phai, Ra Pat Thi Nhung, Ho Thi Nho, Nguyen Thi Lien, Nguyen Thi Suong, Tran Van Thia, Nguyen Van Le, Ho Xuan Nhanh, Nguyen Van Nang, Ho Sy Buot Mr. Khong Trung: Vice head of Quang Tri DARD	FDG in Huong Lam commune
14-Jun	Quang Tri	Quang Tri Province interviews	Morning	Van Ngoc Thang: Quang Tri FPD		Quang Tri DARD
			Morning	Van Ngoc Thang:	Mr. Le Huu Tien: Quang Tri Ethnic Minorities	Quang Tri EM
			Afternoon	Van Ngoc Thang:	Mr. Vo Van Hiep: Quang Tri DONRE	Quang Tri DONRE
15-Jun		Dakrong District Officials interviews	Morning	Mai Thanh Khuong: Quang Tri FPD	Mr. Tran Hiep Mr. Khanh, Mr. Tung: Darkrong FPD Ms. Luonh, Ms. Mai, Ms. Huyen: Darkrong WU ; Ho Van Dang, Nguyen Van Dat: Darkrong DARD	Darkrong District
		FDG in Dakrong commune	Afternoon	Mai Thanh Khuong Bui Van Duan: Dakrong FPD	Ho Van Linh, Ho Enot, Pa Nguyen, Ho Van Thao, Ho Van Do, Ho Van Thanh, Pham Thi Hue, Ho Van Chung, Ho Van Bien, Ho Hien	FDG in Darkrong commune
16-Jun		Huong Hoa District Officials interviews	Morning	Mai Thanh Khuong Ngo Viet Huy: Huong Hoa FPD	Mr. Thanh, Mr. Huy: Huong Hoa FPD	Huong Hoa District
		Huong Linh commune	Afternoon	Mai Thanh Khuong Nguyen Anh: Huong Hoa FPD	Ho Thi Roi, Ho Thi Van, Ho Py Noan, Ho Thi Dan, Ho Thi Xoa, Ho Thi Nguyet, Ho Thi Trung, Ho Thi Be, Ho Py Diep, Ho Py Dung, Ho Py Nieng, Ho Pa Rang, Ho Oi Ta, Tran Trong Kim, Dinh Quoc Te, Vo Khanh Ngoc Ms. Nguyet, Ms Thuy, Ms Phuong: Quang Nam WU Mr. Nguyen Tri Hung:	FDG in Huong Linh commune
18-Jun	Quang Nam	Quang Nam Provincial Officials interviews	Morning	Nguyen Van An - 0975360929 bciquangnam@gmail.com	Quang Nam EM	Quang Nam WU Quang Nam EM
			Afternoon		Mr. Dang Dinh Nguyen: Quang nam FPD	Quang nam FPD
19-Jun		Tay Giang District Officials interviews	Morning	Mr. Tu Van Khanh: Quang Nam FPD Mr. Ha Phuoc Phu: Tay Giang FPD	Mr. Nguyen Van Phu, Ms. Briu Thi Sen, Ms. Pham Thi Ngoc	Tay Giang District
		Lang commune Consultation/FDG	Afternoon	Mr. Tu Van Khanh: Quang Nam FPD Mr. Ha Phuoc Phu: Tay Giang FPD	Alang Reng, Briu Hung, Ha Huu Thang, Alang Natasa, Alang Rat, Bhriu Thi Nghiem, Bhling Thi Xat	FDG in Lang commune

Date	Province	Activities in Province, District, and Commune	Time	Focal Person Present at FGDs / KIs	KII / FGD Participants	Agency
20-Jun		Nam Giang District Officials interviews	Morning	Mr. Tu Van Khanh: Quang Nam FPD Mr. Nguyen Van Tanh: Nam Giang FPD	Nguyen Phan Truong, Bieu Guonh	Nam Giang District
		La Dee commune consultation/FDG	Afternoon	Mr. Tu Van Khanh: Quang Nam FPD Mr. Pham Huu Nghia: Nam Giang FPD	Blup Vot, Zo Ram Dung, Blip Vi, Coor Quang, Po Loong Hai, Zo Rum Nhum, Blup Vo, Zo Ram Hieu, Alang Lan, Hien Danh, Blup Du, Bo Rum Dien, Broo Thuong, Alang Nhia	FGD in La Dee commune

APPENDIX 3

Male and Female Household Schedules in Select BCI 2 Sites

Table 2. 24-Hour male and female schedules in select BCI 2 sites

TIME	La De (Quang Nam)		Huong Linh (Quang Tri)		Thuong Long (TT Hue)	
	Male	Female	Male	Female	Male	Female
4:00 am						
4:30 am						
5:00 am					Men harvest rubber – seasonal	Prepare breakfast, eat & feed animals
5:30 am	Prepare breakfast/feed Animals					
6:00 am						
6:30 am	Wash children/eat breakfast		Eat breakfast	Cook breakfast, eat, & feed pigs		
7:00 am						
7:30 am	Work on the field		Work on the field		Work on the field	
8:00 am						
8:30 am						
9:00 am						
9:30 am						
10:00 am						
10:30 am						
11:00 am						
11:30 am			Rest/play with kids	Cook lunch		
12:00 pm						
12:30 pm					Rest	Cook lunch
1:00 pm	Cook/eat lunch		Lunch		Lunch	
1:30 pm						
2:00 pm						
2:30 pm						
3:00 pm						
3:30 pm	Work on the farm		Work on the farm		Work on the farm	
4:00 pm						
4:30 pm						
5:00 pm						
5:30 pm	Cook/eat dinner		Rest or drink with friends	Cook dinner	Drink with friends/watch TV, then dinner	Prepare dinner
6:00 pm						
6:30 pm	Clean house/feed animals		Eat dinner			
7:00 pm			Drink with friends	Feed pigs/ wash		Dinner then clean house & feed animals
7:30 pm						
8:00 pm						
8:30 pm	Watch TV		Watch TV		Watch TV	
9:00 pm						
9:30 pm						
10:00 pm						
10:30 pm	Sleep		Sleep		Sleep	
TOTAL WORK HOURS	11.5 hrs equally		7 hrs	10 hrs	10 hrs	12 hrs
DIFFERENCE	EQUAL		-	3 HRS MORE	-	2 – 3.5 HRS MORE

* As phrased during FGDs in the presence of both males and females.