

REVIEW REPORT

ON THE IMPLEMENTATION OF THE NATIONAL STRATEGY ON **GENDER EQUALITY**

2011-2020



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ABBREVIATIONS

ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ARV	Anti-Retrovirus
ASEAN	Association of Southeast Asian Nations
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
COVID-19	Pandemic of coronavirus disease 2019 (COVID-19) caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2)
CSO	Civil Society Organization
DFAT	Department of Foreign Affairs and Trade (Australia)
DoET	Department of Education and Training
DoLISA	Department of Labour, Invalids and Social Affairs
DVL	Law on Domestic Violence Prevention and Control
EM	Ethnic minority
GE	Gender Equality
GED	Gender Equality Department
GEL	Gender Equality Law
GGGR	Global Gender Gap Report
GSO	General Statistics Office
INGO	International Non-Governmental Organization
LGBT	Lesbian, Gay, Bisexual, and Transgender
LISA	Labour, Invalids and Social Affairs
MARD	Ministry of Agriculture and Rural Development
MDG	Millennium Development Goals
MoCST	Ministry of Culture, Sports and Tourism

MoET	Ministry of Education and Training
MoH	Ministry of Health
MoHA	Ministry of Home Affairs
MoIC	Ministry of Information and Communications
MoJ	Ministry of Justice
MoLISA	Ministry of Labour, Invalids and Social Affairs
MPI	Ministry of Planning and Investment
NA	National Assembly
NASC	National Assembly Standing Committee
NCAFW	National Committee for the Advancement of Women in Viet Nam
OoG	Office of the Government
SDGs	Sustainable Development Goals
SED	Socio-economic development
SRB	Sex ratio at birth
STEM	Science, Technology, Engineering, and Mathematics
UN	United Nations
UNFPA	United Nations Population Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNODC	United Nations Office on Drugs and Crime
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WEF	World Economic Forum
WU	Women's Union
VSS	Vietnam Social Security
VWU	Vietnam Women's Union

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This report was formulated from November 2019 to September 2020 by a group of consultants on gender and statistics including the Team Leader - Dr. Khuat Thu Hong and other team members: Prof. Nguyen Huu Minh, MA. Pham Thu Hien, MA. Nguyen Thi Bich Thuy and the Statistical Expert, Nguyen Dinh Khuyen, MA. The report formulation process was coordinated by Dr. Vu Phuong Ly, Programme Specialist, UN Women, Viet Nam; Ms. Tran Thi Bich Loan, Deputy Director of Gender Equality Department (GED), MoLISA; Ms. Mia Urbano, Gender Advisor and Ms. Than Thi Thien Huong, Gender Expert from the Australian Embassy who have made important technical contributions throughout the process of formulation and development of this report. Ms. Elisa Fernandez Saenz, Representative of the UN Women Viet Nam Country Office, Mr. Pham Ngoc Tien, Director General of GED, MoLISA and Ms. Lucy Phillips, First Secretary for Economic and Development Cooperation. The Australian Embassy in Viet Nam has provided notable significant direction from the initial conceptual delineation to the finalization of the report.

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1. INTRODUCTION

1.1. BACKGROUND AND RATIONALE FOR CONDUCTING THE IMPLEMENTATION REVIEW OF THE NSGE 2011-2020

Viet Nam is one of the countries with a comprehensive law and policy framework to promote gender equality (GE) in the Asia and the Pacific region. The universal principle of equality between men and women enshrined in the Constitution has been given specific focus in a wide range of laws and policies in all spheres of life. This demonstrates the strong political determination of the Party and the State as well as Viet Nam's efforts to realize its commitments to international conventions and laws on equality such as CEDAW, Beijing Declaration and Platform for Action, Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs).

Guided by the viewpoint that gender equality is an inseparable element of the country's socio-economic development, over the past decades the activities to promote gender equality have been robustly and effectively implemented. On October 4, 1997, the Prime Minister approved a National Action Plan for the Advancement of Women in Viet Nam 1997-2000 with 11 specific objectives and it was assigned

to various ministries, sectors and provinces/cities for implementation. On January 21, 2002, the Prime Minister enacted Decision 19/2002/QĐ-TTg approving the National Strategy for the Advancement of Women in Viet Nam up to 2010 with five main objectives in efforts to imbue equal rights in the spheres of labor, employment; education and training; health, socio-political participation and the strengthened capacity and effectiveness of activities for the advancement of women. These objectives were implemented through the deployment of the National Action Plan for the Advancement of Women in Viet Nam for the 2001-2005 and 2006-2010 periods.

In 2006, the Gender Equality Law, an important legal document, was promulgated. It is the first time the concept of gender equality has been formally stipulated in a legal normative document: *Gender equality is the fact that men and women have equal status, roles, are given conditions and opportunities to enhance their capacity for development of the community, the family and to equally enjoy the fruits of that development.* (Gender Equality Law (Article 5, Clause 3). This definition has since become the foundation for the formulation, revision and improvement of legal documents, policies, strategies

and programs on gender equality or pertaining to gender equality in Viet Nam. By supporting the empowerment of women and affirming that women are equal to men in all spheres of life, and this continues to be the primary goal of gender equality work at this stage; moreover, several emerging initiatives to engage men in gender equality activities are in evidence.

In 2008, MoLISA established the Gender Equality Department with an advisory function for the performance of state management tasks on gender equality. The key mandate of the Gender Equality Department (GED) includes: 1) Study, formulate and submit to MoLISA: draft laws or bills, ordinances and legal normative documents on gender equality; strategies, programs, long-term and annual plans, projects, schemes and national objectives on gender equality; mechanisms and policies to eliminate gender-based discrimination, to create equal opportunities for men and women in socio-economic development; measures to promote gender equality in the spheres of politics, labor, education, culture, sports, tourism, health, family, inter alia; 2) Provide guidance and inspection over the execution of the State's and MoLISA's regulations on gender equality, as assigned by MoLISA. 3)

Participate in the assessment of the mainstreaming of gender equality issues in the formulation of legal documents. 4) Engage in executing statistical and information work on gender equality; 5) Assist MoLISA in expediting the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). 6) Be a focal point to be engaged in the Commission on the Status of Women (CSW) activities, UN activities regarding reviewing the implementation of the Beijing Declaration and Platform for Action on women; be a member of the APEC Policy Partnership on Women and the Economy (PPWE); sustain and coordinate the Gender Action Partnership (GAP) in Viet Nam while performing other international cooperation tasks as assigned by MoLISA. 7) Participate in scientific research; law and policy dissemination and education; provide training, including refresher training, for staff, civil servants and public employees on gender equality.

On December 24, 2010, the Prime Minister pronounced Decision No. 2351/QĐ-TTg approving the National Strategy on Gender Equality (NSGE) for the period 2011-2020 (NSGE 2011-2020) with the overall objective: "By 2020, substantive equality between men and women shall be assured

in opportunity, participation and benefits in the political, economic, cultural and social domains, contributing to fast and sustainable national development". The aforementioned overall objective has been realized through seven objectives and twenty-two specific targets. MoLISA was assigned to lead and coordinate with the Ministry of Planning and Investment, the Ministry of Finance, concerned ministries and sectors, the Vietnam Women's Union, socio-political organizations as well as People's Committees of provinces and cities directly under the Central Government to organize the implementation of the NSGE nationwide.

Within the framework of the cooperation program, GED - MoLISA received financial and technical support from the Australian Embassy, the Australian Department of Foreign Affairs and Trade (DFAT) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN) to conduct an implementation review of the NSGE 2011-2020 and to formulate the NSGE for the period of 2021-2030 (NSGE 2021-2030).

This report presents the results of reviewing the NSGE 2011-2020 to serve as a basis for devising the NSGE 2021-2030.

1.2. OBJECTIVES OF THE REVIEW

The activity to review the implementation of NSGE 2011-2020 aims at the following two objectives:

- To conduct an overall review of the realization of NSGE's objectives, targets as well as solutions with a focus on the achievements, shortcomings, problems and challenges in the NSGE implementation.
- To draw lessons learned, identify the gender issues to be further addressed as well as newly emerging issues, thereby making proposals and recommendations to improve the effectiveness of expediting the NSGE 2021 -2030.

1.3. REVIEW METHODOLOGY

REVIEWING SCOPE

The review of NSGE 2011-2020 will focus on the following issues:

- Advantages and achievements, coupled with obstacles and challenges, in realizing the objectives, targets and solutions of the NSGE 2011-2020 at various levels: national, ministerial/sectoral and local levels.
- The mainstreaming of NSGE's objectives and targets into the socio-economic development

- plan in the 2010-2020 period.
- Capacity building on gender for the staff working on gender equality, legal affairs staff of various ministries, sectors and localities.
- The mobilization of resources and budget allocation for the implementation of the NSGE's objectives at the national, provincial levels, ministries and sectors.
- Lessons learned in performing the objectives under NSGE 2010-2020
- Proposals and recommendations to improve the effectiveness of the NSGE 2021-2030 implementation.
- Reports on NSGE implementation
- Annual reports developed by ministries, sectors and provinces/cities.
- Preliminary Review Report on 5-year implementation of NSGE 2016.
- Review Reports on 10-year implementation of NSGE developed by some ministries/sectors.
- Review Report on 10-year implementation of NSGE from 52 provinces/cities.
- Review Report on 10-year implementation of the GEL.
- Annual/periodical statistics for the period of 2011-2019 pertaining to the objectives under NSGE 2011-2020 (<https://www.gso.gov.vn>).

METHODOLOGY

The review methods were mostly based on the aggregation and analysis of available documents as well as comments and feedback from experts and participants at consultation workshops.

Desk review

The collected and analyzed documents include:

- Laws and policies on gender equality.
- Strategies and national action programs.
- Results/findings of national surveys and thematic surveys related to the objectives.
- Study and evaluation reports related to gender equality in all spheres.
- Reports that Viet Nam has submitted to the United Nations pertinent to international commitments on gender equality: Report on CEDAW implementation, Review Report on Implementation

of Beijing Declaration and Platform for Action, Voluntary National Review Report on implementation of the SDGs.

- A detailed list of documents can be found in Annexes 5.2. and 5.3 of the Report.

Seminars in some provinces/cities

The seminars on sharing experience and outcomes of NSGE 2011-2020 implementation were held in three provinces/cities representing the North, Central and the South, namely Hai Duong, Khanh Hoa and Can Tho. Each seminar lasted one day with the participation of representatives from agencies across the three levels of provinces, districts and communes. The seminars focused on discussing the realization of the objectives and targets under the NSGE 2011-2020, the local specific advantages and disadvantages, initiatives while proposing priority gender issues to be addressed under the NSGE 2021-2030. Details of the topics and discussion questions are presented in details in Annex 5.3.

Consultations with various stakeholders

Consultation workshops were convened with the participation of representatives from ministries/

agencies, localities, socio-political organizations, social organizations and some community groups representing a variety of networks such as those representing LGBT people or those with disabilities.

Six consultation meetings were carried out from May to July 2020, including three consultations with provinces/cities in the North, Central and South; one consultation with experts, one with social organizations and a consultation with a men's group, LGBT group and organizations of persons with disabilities.

1.4. A NUMBER OF LIMITATIONS OF THE REVIEW REPORT

The review activities were principally based on existing secondary source documents, which mainly include annual administration reports, 10-year review reports of ministries, sectors and provinces/cities, of MoLISA on the implementation of NSGE. However, some reports did not provide detailed information on the results of adopted solutions and failed to critically analyze the difficulties and challenges faced in the realization of specific objectives, targets and solutions. There were reports from ministries and agencies that mainly focused

on work for the advancement of women within the scope of specific ministerial offices, as such there was insufficient information about gender equality activities in the field of state management. Annual Government reports on the implementation of national objectives on gender equality revealed inconsistent figures on the implementation of the objectives and targets under NSGE 2011-2020.¹ In addition, the sources of statistical data related to the objectives under NSGE 2011-2020 in all spheres and provinces/cities were limited with a lack of gender disaggregated statistics. Consequently, this has imposed constraints on the in-depth analytical capabilities of this report.

In an attempt to minimize constraints on the report, the consultant team applied significant efforts to refer to a number of additional gender

research reports that referred to the NSGE 2011-2020, which were conducted by diverse research agencies and other organizations over recent years. However, since most of the research or studies on gender topics were largely small scale and qualitative, the use of their findings to compare and collate information or clarify certain content also presented a challenge during the review process.

The Covid-19 pandemic which lasted during the first months of 2020 has resulted in delays with respect to direct consultation and exchange with representatives of some ministries, government sectors and provinces/cities which led to difficulties in data collection as well as the critical analyses of problems, challenges and lessons learned experienced in the process of implementing the NSGE 2011-2020.

¹ UNFPA & MoLISA (2019). *Independent Review Report on 10-year implementation of the GEL*. Hanoi: Hong Duc Publishing House.



2. IMPLEMENTATION REVIEW RESULTS OF THE NSGE 2011-2020

2.1. SOCIO-ECONOMIC BACKGROUND PERIOD 2011-2020

During this period, despite the negative impact of the two global and regional financial crises in 1997 and 2007, Viet Nam realized significant achievements, especially bringing the country out of its underdeveloped nation status to become a low middle-income developing country. The successful execution of the SED Strategy 2011-2020 has laid a firm foundation for important advances in the spheres of culture and social affairs. Moreover, the material and spiritual life of people has improved markedly.²

Economic growth and social development have consolidated the physical and spiritual premises for promoting gender equality in Viet Nam. The increased awareness of the political system with respect to gender equality culminated in the enactment of the Gender Equality Law (GEL) in 2006. Gender equality is now considered to be not only a goal but also a driving force for the country's development. The implementation of the Millennium Development Goals (MDGs) on gender equality received considerable interest from all sectors and levels of governance. Policies, laws and the apparatus for exercising gender equality were further improved. A wide range of initiatives in gender equality work

among provinces/cities, ministries and various organizations were summarized, consolidated, and manipulated in practice. CSOs have also been mobilized to participate more actively in activities to promote gender equality.

The two global and regional financial crises in previous years on the one hand have fostered the process of restructuring economies and adjusting financial institutions, the formation of new linkages, outstanding gains in science, technology and economical use of energies and resources. On the other hand, although the world economy has begun to recover, numerous difficulties and uncertainties persisted. The crises have had severe consequences such as the rise of protectionism, which has become a major barrier for international trade. Policy adjustments by large and powerful countries have exerted significant pressure on developing countries, including Viet Nam.

The Association of Southeast Asian Nations (ASEAN) entered a new era of cooperation under the ASEAN Charter and has built the ASEAN Community based on three community pillars: Politico-Security Community, Economic Community, and Socio-Cultural Community; engaging in deeper cooperation with partners for continual development. A vast number of joint initiatives

² SED Strategy period 2011-2020, <http://www.xaydungdang.org.vn/Home/vankientulieu/2011/3511/CHIEN-LUOC-PHAT-TRIEN-KINH-TEXA-HOI-20112020.aspx>

have been expedited to promote the advancement of women and gender equality within the Community such as the creation of The ASEAN Commission on the Promotion and Protection of the Rights of Women (ACWC) instituted in April 2010. In the following years, ACWC has conducted a wide range of gender positive activities to further advance the rights, welfare, development and participation of women and children within ASEAN.

In the process of formulating and executing the NSGE 2011-2020, Viet Nam has received financial and technical support from various international organizations, including the United Nations agencies. Governments of many other countries have also pledged to accompany the Government of Viet Nam in developing and exercising gender equality activities while implementing international covenants on gender equality that Viet Nam has ratified.

However, during this period Viet Nam also encountered numerous difficulties and challenges. Unsustainable economic development and a slow recovery led to setbacks/weaknesses in some socio-cultural areas which were barriers to efforts to promote gender equality. The uneven economic growth rates among regions gave rise to a widening gap in the physical and spiritual life of people between urban and

rural areas, between the plains and mountains as well as hard-to-reach and remote areas. This has created significant difficulties in realizing gender equality objectives across multifarious geographical environments.

Economic growth and integration have resulted in profound implications for gender equality. On the one hand, it offers greater opportunities for employment, income and social mobility for women and men while, on the other, it may exacerbate existing gender inequality and create other dimensions of gender inequality in many socio-economic areas of life. Due to the lack of skills and little training, despite accounting for nearly half of the national workforce, women tend to be concentrated in the informal sector and low-paid jobs. Among the waged workers, the average monthly income of women workers is only approximately 80% of that of their male counterparts. Even in female dominant occupations such as health care, social work and retail, the average incomes of women remain lower than those of men.³

One of the fundamental causes of gender inequality in Viet Nam relates to the strict attachment of women to the role of caregiver within the family, stemming from the perception that this is the “vocation” or intrinsic nature of women. To fulfill the duty of care within the family, many women find they are unable to take advantage of opportunities in education, a career,

³ GSO (2020). Labour Force Survey Quarter 2- 2020.

or engagement in social activities and leadership, management positions. As caregivers in the family, women tend not to assume leadership roles and accede to caring and supportive responsibilities for their husbands, children, and extended family members⁴

Violence against women in the family setting and in society is common. The National Study on Violence against Women in Viet Nam in 2019 reveals that nearly 2 out of 3 ever-married/partnered women have experienced physical, sexual, emotional, controlling behaviours, and/or economic violence by a husband/partner or at least once in their lifetime. Nearly 1 in 3 women have experienced violence (in the last 12 months). 1 in 10 women have experienced non-partner physical violence from the age of 15 and 9.0% of women have experienced sexual violence by a non-partner age 15 and above and 1.2% in the last 12 months. This Study also revealed that most of the women who experienced physical and/or sexual violence by a husband/partner had never told anyone about it and did not seek help from formal services or authorities.⁵

The imbalance in the sex ratio at birth (SRB) has also been a big challenge for realizing the substantive gender equality objective in Viet Nam. During the period 2011-2020, the imbalance in SRB has become increasingly evident. Although the sex ratio at birth in 2019 fell to 111.5 male births per 100 female births, the ratio was still very high.⁶ Harmful gender practices manifested through sex selection of the fetus has resulted in increased SRBs, which is one of the reasons why Viet Nam has dropped in the international ranking of gender gap. In 2020, Viet Nam ranked 87/153, with a total score of 0.7, down by 10 ranks compared to 2018 and 15 ranks compared to 2010. Despite the increased score, it was not a significant rise.^{7,8}

Climate change and some environmental problems due to unsustainable development are causing serious impacts on economic development and the quality of life of the Vietnamese people during recent years.⁹ According to statistics, from 2005 to 2014, natural disasters and climate change resulted in economic losses to Viet Nam of about 5.2 billion USD per year and

⁴ ISDS (2015) Factors determining gender inequalities in Viet Nam. Hanoi. Hong Duc Publishing House.

⁵ MoLISA, GSO and UNFPA (2020). *Summary Report: Findings of the National Study on Violence against Women in Viet Nam in 2019 - Journey for Change*.

⁶ Aggregated by V. Becquet and C. Guilmo (2020) from Statistical offices and Demographic and Health Surveys (DHS) of the 14 nations with the highest SRBs globally. In UNFPA's document (to be released soon). *SRB in Viet Nam according to data from the 2019 Population and Housing Census*.

⁷ WEF (2020). *GGGR 2020*; http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

⁸ <https://countryeconomy.com/demography/global-gender-gap-index/vietnam>

⁹ Open Development <https://vietnam.opendevlopmentmekong.net/vi/topics/climate-change/#VMOhYyDEkeG7mW5nIGPhu6dhIGJp4bq/biDEkeG7lWkga2jDrSBo4bqtdQ==>

negatively affected roughly 3 million people per year. The disturbances in life, loss of livelihoods, migration and health effects due to climate change and environmental pollution have affected women and men differently. Experience from many countries shows that women, especially those in disadvantaged groups, will be the most vulnerable.¹⁰ However, not many gender sensitive prevention and response measures have been developed and adopted during this period.

The year 2020 also marks the significant impact of natural disasters and the COVID-19 pandemic. Rapid assessment of the impact of COVID-19 on Viet Nam's socio-economic development, conducted by the United Nations, show that COVID-19 has severely affected the production and tourism industry as a result of social distancing measures, job loss, and a drop in income, especially amongst vulnerable groups of workers.¹¹ The Study on domestic violence in periods of social distancing during COVID in Hanoi reveals that the socio-economic and psychosocial effect of COVID-19 has produced a significant increase in the incidence of domestic violence.¹²

2.2. RESULTS OF IMPLEMENTING THE OBJECTIVES AND TARGETS UNDER THE NSGE 2011-2020

The NSGE 2011-2020 was approved by the Prime Minister under Decision No. 2351/QĐ-TTg dated 24 December 2010. After a period of implementation, the Prime Minister issued Decision No. 800/QĐ-TTg on 2 July 2018 adjusting and supplementing some contents of the NSGE. The NSGE 2011-2020 sets out 7 objectives and 22 specific targets.

As stated under Government Report No. 474/BC-CP dated October 6, 2020, 14 targets have been met as set forth; 7 out of 22 were underachieved and one lacked ground for the evaluation of achievability.¹³ Two out of the seven objectives under the NSGE had all targets met, which are objective 4 and objective 5 (The consolidated table is presented in section 3.1 and the detailed table under Annex 5.1)

The next section of the Report will offer a specific presentation on the implementation situation of the NSGE including the performance results of targets and the results of realizing the solutions.

¹⁰ UN Women: *In Focus: Climate Action by, and for, women*; <https://www.unwomen.org/en/news/in-focus/climate-change>, accessed on 6/11/2020.

¹¹ UN Vietnam (2020). Assessment of Socio-economic impacts of the COVID-19 pandemic on vulnerable households and businesses in Vietnam.

¹² Institute for Social Development Studies (ISDS) & University of Public Health (2020). *"During the pandemic ... I was often beaten to bruises"* - Finding from a study on the impact of COVID-19 on domestic violence against women in Hanoi, Vietnam.

¹³ Government Report No. 474/BC-CP dated October 6, 2020 on the implementation of the national objectives on gender equality in 2019 and for the period 2011-2020.

OBJECTIVE

1

To increase women’s participation in managerial and leadership positions in order to gradually narrow gender gap in the political sphere.

Target 1:

Strive to attain women’s proportion in all levels of Party Committees for the 2016 - 2020 tenure to be from 25% or higher; proportion of female National Assembly deputies, female members of People’s Councils at all levels tenure 2011 - 2015 to be from 30% or higher and above 35% for the 2016 - 2020 tenure.

Target 2:

Strive to attain 80% by 2015, and more than 95% by 2020, of Ministries, ministerial agencies, Government agencies, People’s Committees of all levels that will have key female leaders.

Target 3:

Strive to attain 70% by 2015, and 100% by 2020 of Party and State agencies, socio-political organization that will have key female leaders if the proportion of female staff, civil servants, public employees and workers in those agencies or organizations is 30% or higher.

RESULTS OF TARGET REALIZATION

Aggregation of the data has indicated that all the 3 targets under objective 1 were underachieved as planned.

Target 1: Strive to attain women's proportion in all levels of Party Committees for the 2016 - 2020 tenure to be from 25% or higher; proportion of female National Assembly deputies, female members of People's Councils at all levels tenure 2011 - 2015 to be from 30% or higher and above 35% for the 2016 - 2020 tenure

Proportion of women's participation in Party Committees at all levels

The proportions of women participating in the Party Committees at all levels for the 2010-2015 tenure were 11.3% for the provincial level, 15.2% for the district level and 18% for the commune level.¹⁴

The proportions of women participating in the Party Committees for the 2015-2020 tenure at provincial, district, commune levels were 13.4%, 17.2% and 21.5% respectively.¹⁵ Compared to the set target of 25% and higher of women participating in the Party Committees at all levels, only two out of the 58 provinces/cities under central control achieved the proportion of women participating in the Party Committees at the provincial level; only one out of the

63 provinces/cities under central control fulfilled the designated proportion of women at the district level party committees; and 11 out of the 42 provinces/cities under central control reached the proportion of women participating in party committees at commune level.¹⁶

The proportion of women in elected bodies:

The proportion of female National Assembly deputies for the legislature XIII (2011-2016 tenure) was 24.4% and 26.8% for the legislature XIV (results of the beginning of the 2016-2021 tenure).

The percentages of female members of People's Councils for the 2011-2016 tenure were 25.2% at the provincial level and 24.6% at the district level and 21.7% at the commune level; for the 2016-2021 tenure, these percentages at provincial, district and commune levels were 26.6%, 27.5% and 26.6%. Compared to the set target of 35% of female members of People's Councils at all three levels for the 2016-2021 period, at the provincial level, only 10 of 63 provinces/cities, at the district level, 6 of 63 provinces/cities and at the commune level,

¹⁴ VWU (2015), *Report on the results of advising and introducing female staff of the VWU and the situation of female staff participating in party committees at all levels for the tenure 2015-2020.*

¹⁵ VWU (2015), *Report on the results of advising and introducing female staff of the VWU and the situation of female staff participating in party committees at all levels for the tenure 2015-2020.*

¹⁶ The statistics were aggregated from Report 171/BC-LĐTBXH (LISA) dated 28/12/2018.

only 1 of 63 provinces/cities fulfilled the target of 35%.

Target 2: Strive to attain 80% by 2015, and more than 95% by 2020, of Ministries, ministerial agencies, Government agencies, People's Committees of all levels that will have key female leaders

As of the end of 2019, the proportion of Ministries, ministerial agencies, Government agencies having key female leaders was 43.3%. During the 2016-2020 tenure, the proportions of People's Committees of all levels having key female leaders were as follows: 32.14% at the provincial level, 32.64% at the district level and 21.95% at the commune level.¹⁷

Target 3: Strive to attain 70% by 2015, and 100% by 2020 of Party and State agencies, socio-political organization that will have key female leaders if the proportion of female staff, civil servants, public employees and workers in those agencies or organizations is 30% or higher.

According to the 2019 data provided by MoHA, the percentage of state agencies with 30% or more of women as key female leaders was: 53% (Ministries/ sectors), 45.52%

(provincial level); 53.74% (district level) and 35.64% (commune level). It was not possible to evaluate the target on Party agencies, socio-political organizations with 30% or more of women as key leaders because the data has not yet been collected.

Overall, for the past 10 years, the proportion of women in leadership at all levels has grown and women's representation has been visible in the country's senior leadership in the Politburo and the National Assembly. For the first time ever, there is a Chairwoman of the National Assembly and three female members of the Politburo. However, results have indicated that after a 10-year implementation of the NSGE, the objective to increase women's participation in managerial and leadership positions failed to reach the requisite target. The percentage of female leaders/heads of a sector or locality is very low. Comparisons with international statistics have revealed that, in 2019, the rate of women's political participation in Viet Nam fell in the global rankings with the ranking of 110 out of the 153 countries.¹⁸ As indicated in the Global Gender Gap Report for the 10 years from 2011 to

¹⁷ MoHA: Final Review Report on implementation of the NSGE 2011-2020 dated 4 Apr 2020 and proposal to formulate the NSGE 2021 - 2030.

¹⁸ WEF (2020): Global Gender Gap Report.

2020, the gender gap index of Viet Nam (ranked by performance in four areas: politics, economy, education, health) has been unstable and tended to go down, from 79th out of 135 countries covered by the report (2011) to 83/145 (2015) and 87/153 (2020).

OUTCOMES OF IMPLEMENTING SOLUTIONS

Solution 1: Complete the law and policy frameworks with a view to increasing women's representation in management and leadership positions.

The Law on the Election of National Assembly deputies and People's Council members (2015) contains provisions on the number of women who are nominated candidates for the National Assembly and People's Councils, thereby ensuring at least 35% of women out of the total number of candidates on the official list for the elections to the National Assembly and the People's Councils (Article 18 and Article 19). This provision was first

adopted in the elections to National Assembly legislature XIV and People's Councils at all levels in the 2016-2021 tenure. This is regarded as a measure to promote gender equality in the sphere of politics.

Resolutions and Directives on personnel planning, building a contingent of officers at all levels; guidelines on the party congresses at all levels before sessions of National Party Congress¹⁹ include the requirements for attention to the work of female staff and provide targets on women's representation on the party committees leadership/management. Under the directions of the Prime Minister, for the ministries and agencies that do not yet have a female deputy/vice head, one more target on one female deputy/vice head can be added when there are specific personnel qualified for such an appointment.²⁰ In criterion 18.6 on ensuring GE and domestic violence prevention and response; protecting and supporting vulnerable people, in the field of family and social life,

¹⁹ Guideline No. 15-HD/BTCTW dated 5 November 2012 of the Central Organizing Committee on leadership resource planning; Resolution No. 26-NQ/TW dated 19 May 2018, the Seventh Meeting of the Party Central Committee (Session XII) on focusing on building a contingent of staff at all levels, especially at the strategic levels, to be qualified, capable, prestigious, on par with their duties; Directive No. 35-CT/TW dated 30 May 2019 of the Politburo on party congresses at all levels towards the XIII National Party Congress; Guideline No. 26-HD/BTCTW dated 18 October 2019 of the Central Organizing Committee on some contents of Directive No. 35-CT/TW of the Politburo on party congresses at all levels towards the National Congress of delegates XIII of the Party).

²⁰ MoLISA (2016): Preliminary Review Report on 5-year implementation of the NSGE 2011-2020, p.8; Dispatch No. 578/VPCP-TCCV dated 03 Feb 2012 of the OoG.

under the Set of national criteria on new rural communes period 2016-2020 stipulates that there must be at least one female commune leader in a new rural commune (including such titles as Secretary of the commune party committee, deputy secretary of the commune party committee, Chair of the commune People's Council, Vice Chair of the commune People's Council, Chair of the commune People's Committee and Vice Chair of the commune People's Committee).

Solution 2: Promulgation and implementation of plans/schemes for exercising gender equality in the political sphere.

The Ministry of Home Affairs implemented a Scheme for reviewing female staff, guided by the execution of regulations on planning which developed female resource staffing,²¹ the Scheme adopted measures to ensure gender equality for female staff, civil servants and public employees in the period 2016 - 2020;²² A number of projects applied different measures aimed at capacity building a contingent of female National Assembly deputies, female

members of People's Councils at all levels, female managers and leaders at all levels, female candidates for the election to People's Councils at all levels for the 2016-2021 period and the targeted female staff have been implemented by MoHA, MoLISA and VWU. In the 2011-2016 period, the Scheme "Guiding and organizing the implementation of stipulations on planning, creating a source of female staff, stipulating the proportion of women to be appointed to titles in state agencies" and the scheme "Surveying, reviewing, recommending the age range for appointment, training and retraining of staff, civil servants and public employees to ensure equality between men and women, mainstreaming knowledge of gender equality in training and retraining of staff, civil servants and public employees" were issued and deployed by the MoHA. The model of a female leadership club was built in some provinces/cities to exchange leadership skills and experience for women. Several ministries and districts carried out the pilot scheme on recruiting managers at the department and office levels in the period 2016-

²¹ Decision No. 163/QD-TTg dated 25 January 2016 of the Prime Minister approving the Scheme on training and refresher training for staff, civil servants and public employees for the period 2016 - 2025.

²² Decision No. 515/QD-TTg dated 31 March 2016 of the Prime Minister approving the Scheme on adopting measures to ensure gender equality for female staff, civil servants and public employees in the 2016-2020 period.

2020. Thereby female staff were recruited in various leadership and management positions.²³

Solution 3: Support in capacity building for female leaders

MoHA, MoLISA, NCFAW and VWU organized training courses to foster knowledge and skills for female candidates for National Assembly deputies and People's Council members at all levels, monitoring the implementation of the Law on Elections of National Assembly deputies, members of People's Councils in some provinces/cities . Various documents, on improving the quality and increasing the rate of women's participation in politics, were published to support gender equality in politics.

In addition, communication campaigns on gender equality in politics were conducted prior to party congresses and elections of National Assembly deputies and members of People's Councils at all levels in an effort to raise awareness, responsibility, consensus and support of the entire political system and the public on the benefits of gender equality in leadership and management. Thus, contributing to increasing the proportion of

women's participation in Party Committees at all levels, the XIII, XIV legislatures of the National Assembly and People's Councils at all levels for tenures of 2011-2015 and 2016-2021.

SHORTCOMINGS AND CHALLENGES

The system of targets in pertinent enacted documents remains inconsistent, causing difficulties for the implementation process. For example, in Resolution 11-NQ/TW ngày 27/4/2007 of the Politburo on *Promoting the work of women in the period of industrialization and modernization of the country*, the percentage of women participating in Party Committees was set at 25%, meanwhile Guideline 15-HD/BTCTW ngày ngày 05/11/2012 of the Central Organization Committee on *the planning of leaders and managers* stipulates "Ensuring the proportion of female staff of not less than 15% in the human resource planning for Party Committee level." Resolution 26-NQ/TW dated 19 May 2018 of the Central Executive Committee on *the Focus on building a contingent of staff at all levels* stipulates that the percentage of female members of party committees at all levels reaches from 20-25%; Directive 35-

23 MoJ, Da Nang, Quang Ninh.

CT/TW dated 30 February 2019 of the Central Executive Committee on *Party Congresses at all levels towards the 13th National Party Congress* sets a requirement that it should “Strive to achieve the percentage of female members of party committees to be at 15% or higher and strive to have female officials in the Standing Committee.” The solutions to promote gender equality in management and leadership are not systematic and lack uniformity in the different stages of staffing. Hence, there should be cross-cutting targets on female staff from planning to training/retraining, rotation, and appointment of staff.

Sufficient statistics could not be collected for some targets on the proportions of female leaders in key Party organizations and socio-political organizations because there was no focal point agency assigned to collect and report on statistics.

The application of a single level of targets to local administrative levels (provincial, district, commune) has led to a situation where the nationally set target may be too high compared to the actuality of the locality, thus resulting in the lack of feasibility. The language use for the targets tended to be encouraging (“striving” to do something...), which is not binding and hardly a lever for the efforts to promote gender equality in politics.

Women’s participation in training and refresher training is still considerably limited. Normally, for example, the number of female learners participating in the advanced training courses on political theory at the Ho Chi Minh National Political Academy for the 2018-2020 term was 847 out of 2349, accounting for 32% of the total cohort.²⁴ The difference in retirement age has shortened the duration of training, including refresher training, which limits opportunities for women in the planning and the appointment

²⁴ Center for Gender and Women’s Leadership Studies and University of New South Wales. 2020. Reaching the top: increasing leadership opportunities for women in politics and public administration in Viet Nam.

of female staff. Although there have been changes regarding the retirement age for women and men workers, the implementation roadmap remains too protracted,²⁵ and this will still impact significantly on the resource planning and training of women.

One of the challenges to advancing gender equality in politics is social stereotypes on women's leadership and management participation. The myths or perceptions that the roles of women are principally attached to the family while men hold a primary role in society and as such men possess qualities to be good leaders, remain a major barrier. Policy implementation depends heavily on the awareness and attitudes of men, women and leaders in supporting women's representation in leadership.

²⁵ Accordingly, as from 2021 workers' retirement age in normal working conditions will be full 60 years and 03 months for men workers and full 55 years and 04 months for women workers; Thereafter, an incremental 3 months each year will be added for men workers until they reach full 62 years of age by 2028 and an incremental 4 months each year will be added for women workers until they reach full 60 years of age by 2035.

OBJECTIVE

2

To reduce gender gaps in the spheres of economy, labor, and employment; to increase the access of poor rural women and ethnic minority women to economic resources and the labor market.

Target 1:

Annually, ensure at least 40% for each sex (male and female) out of the total number of newly employed people.

Target 2:

The proportion of businesswomen owners will reach 30% by 2015 and from 35% upwards by 2020.

Target 3:

The proportion of rural women workers under 45 years old who undergo professional and technical training will reach 25% by 2015 and 50% by 2020.

Target 4:

The proportion of women in poor rural areas and ethnic minorities in need of preferential loans from employment programs, poverty reduction programs and official credit sources will reach 80% by 2015 and 100% by 2020.

RESULTS OF TARGET REALIZATION

After the ten-year implementation period, only two targets have fulfilled the set plan (Targets 1 and 4), while two targets underachieved (Target 2 and Target 3).

Target 1: Annually, ensure at least 40% for each sex (male and female) out of the total number of newly employed people.

In the period of 2011-2019, the proportion of women consistently accounted for over 48% of the total number of workers in new jobs created annually. In 2019, jobs were created for about 1,508 million workers nationwide, of whom female workers accounted for about 48%,²⁶ reaching the set target.

Target 2: The proportion of businesswomen owners will reach 30% by 2015 and from 35% upwards by 2020.

According to the Enterprise Survey conducted by GSO, in 2010, there were about 65,000 female business owners; in 2015 this number increased to 91,000 and reached nearly 144,000 in 2017. The proportion of women who owned businesses increased from 22.4% (in 2015) to 27.8% (in 2019).²⁷ As such, this target was not met having been set at 30% by 2015 and 35% by 2020 in the NSGE 2011-2020.

Target 3: The proportion of rural women workers under 45 years old who undergo professional and technical training will reach 25% by 2015 and 50% by 2020.

The findings of the Labour Force Survey in 2019 indicates that the proportion of rural women workers under 45 years old who undergo professional and technical training only reached 17.4%, so this target was not met as planned.

Target 4: The proportion of women in poor rural areas and ethnic minorities in need of preferential loans from employment programs, poverty reduction programs and official credit sources will reach 80% by 2015 and 100% by 2020.

As reported by the Vietnam Bank for Social Policies (VBSP), in the period 2011-2020,²⁸ total loan turnover to female customers in poor rural areas and ethnic minorities hit 111,502 billion VND, with 4.9 million rounds of customers borrowing loans, accounting for 48% of total loan turnover and 49% of customers obtaining loans from VBSP in this area. As of June 30, 2020, the total number of female customers applying for loans from social

²⁶ MoLISA, 2019 Performance Review Report and ways forwards in 2020.

²⁷ GSO, 2019. Findings from Enterprise Surveys in 2015, 2017 and in 2018.

²⁸ Vietnam Bank for Social Policies' Report on loan turnover to female customers.

policy credit programs in poor rural and ethnic minority areas was 1.47 million, accounting for 47% of total customers with outstanding loans in the area, accounting for 52,336 billion VND, representing 47% of total outstanding loans, a growth of 29,075 billion VND compared to early 2011 and an increase of 17,868 billion VND compared to the end of 2015. The average growth rate was 8.5% per year. During this period, 100% of loan applications of women in poor rural and ethnic minority areas who were beneficiaries of social policy credit programs and were eligible for loans were approved and disbursed promptly.²⁹ Thus, this target achieved what was set out in the NSGE by 2020.

RESULTS OF IMPLEMENTING THE SOLUTIONS

Solution 1: Reduce the costs of workers' job access and time to find jobs by building a labour market information system, counselling on employment and investment opportunities. Develop a gender disaggregated database on the labour market and vocational training. There should be specific measures to encourage investment in providing low-cost information

on labour markets, investment markets, financial markets, etc., ensuring integrity and up-to-date.

Establishing a gender disaggregated database on the labor market and vocational training: pursuant to the 2015 Law on Statistics and its assigned functions and tasks, MoLISA has issued a system of statistical indicators for the labour, invalids and social affairs (LISA) sector,³⁰ of which five are in the sphere of gender equality, 6 out of 14 indicators in the field of labour and employment and 4 out of 6 indicators in the vocational education sector are gender disaggregated. The LISA statistical reporting regime³¹ ensures the periodic (annual) information collection throughout the country; including the gender disaggregated information on the labour market and vocational training. MoLISA has reinforced research and the forecast of labour market trends and demands and organized surveys on labour needs in different types of businesses. MoLISA assigns dedicated units such as the Department of Employment, the Institute of Labour Science and Social Affairs (ILSSA) to organize

²⁹ Vietnam Bank for Social Policies' Report on loan turnover to female customers.

³⁰ Circular No. 01/2018 /TT-BLDTBXH dated February 27, 2018 of the Minister of Labor - Invalids and Social Affairs promulgating the system of statistical indicators for the Labor - Invalids and Social Affairs sector.

³¹ Circular No. 15/2019/TT-BLDTBXH dated September 18, 2019 regulating the reporting regime for the Labor - Invalids and Social Affairs sector.

the extraction of data from national surveys³² to compile and periodically publish publications such as the “Labour and Social Trends Report” (annually), “Employment Trends Report” (annually) and “Vietnam’s Labour Market Update” (quarterly). The aforementioned information, publications and reports all have gender disaggregated data. MoLISA has carried out “Labour supply and demand records.” As of the end of 2019, a database with information of about 21 million households, 47 million workers, 316,800 active enterprises and 5,100 non-agricultural cooperatives had been set up.³³

The system of public employment service centres and the enterprises working on employment services play the role of enhancing labour supply and demand linkages, shortening workers’ time to find jobs, employers’ recruitment time as well as contributing to job creation and placement for workers. Currently, there are 48 public employment service centres and 232 enterprises operating

in employment services.³⁴ Job placement, supply and recruitment activities are linked across many forms,³⁵ creating a nationwide coverage network and favourable conditions for accessibility by “vulnerable” groups of women workers. In the period 2015 - 2020, the employment service centres convened nearly 6,000 job transaction sessions. The number of workers receiving the jobs directly introduced and provided by the centres amounted to nearly 5 million people. The annual average number of counselled workers is 2.98 million. As of the end of 2019, the number of people receiving job counselling and referrals had accounted for 48% of the counselled workers and about 68.5% of them had successful job connections.³⁶ However, data on participation and benefits were not disaggregated by gender.

Solution 2: Continue to refine policies and expand the participants of social insurance types, especially for new groups of workers; Take measures to meet the needs of

³² Such as the LFSs, Population and Housing Censuses, Household Living Standards Surveys, Small and Medium Enterprise Surveys.

³³ MoLISA, 2020. Review Report on 5-year implementation 2016 - 2020 and ways forward for 5 years of 2021 - 2025 in the fields of labour, persons with meritorious services and social affairs.

³⁴ MoLISA, 2020. Review Report on 5-year implementation 2016 - 2020 and ways forward for 5 years of 2021 - 2025 in the fields of labour, persons with meritorious services and social affairs.

³⁵ Diverse forms: directly/in person at the headquarters, at the satellite transaction points of the employment service centers, job transaction sessions; indirectly through job e-portal, websites, phone, SMS.

³⁶ MoLISA, 2020. Review Report on 5-year implementation 2016 - 2020 and ways forward for 5 years of 2021 - 2025 in the fields of labour, persons with meritorious services and social affairs.

women and men participating in voluntary insurance and unemployment insurance, paying attention to vulnerable groups (such as migrant and poor workers in rural areas, ethnic minority areas).

As per Resolution No. 28-NQ/TW dated 23 May 2018 of the Central Executive Committee on social insurance policy reform, the specific goal has been set for the period up to 2021, which strives to reach about 35% of the workforce of social insurance participating age; about 28% of the workforce in the unemployment insurance participating age; about 45% of the people after the retirement age that will be entitled to monthly pension benefits, social insurance allowances and old-age social pension. The Law on Social Insurance (2016) stipulates the expansion of participants in compulsory social insurance for those who work under labour contracts with a term from one month to under three months; the abolition of regulations on the “ceiling” age for participation in voluntary social insurance; the support of social insurance premiums for workers participating in voluntary social insurance in order to quickly increase the coverage. These policies enable

several vulnerable groups of workers, including women workers, to participate in social insurance (untrained women workers, migrant workers, women workers with informal jobs, poor workers in rural areas, ethnic minority areas, etc.).

The Prime Minister issued Directive No. 34/CT-TTg dated December 26, 2016 on strengthening the synchronous adoption of solution groups to develop participants of social insurance; meanwhile, issuing a plan on the development of voluntary social insurance participants. Communications and implementation of solutions to develop participants of social insurance and unemployment insurance have been boosted nationwide.³⁷ As of the end of June 2020, there had been 15.17 million people participating in social insurance, accounting for 31.7% of the workforce in the age group, of which approximately 14,534 million people are participating in compulsory social insurance and 636,000 people in voluntary social insurance; while approximately 12,773 million people are participating in unemployment insurance.³⁸ Although the database of the current social insurance system permits the aggregation of

³⁷ MoLISA, 2020. Review Report on 5-year implementation 2016 - 2020 and ways forward for 5 years of 2021 - 2025 in the fields of labour, persons with meritorious services and social affairs.

³⁸ According to VSS Report.

gender specific information on the number of people participating in social insurance, these figures are not shown in the reports of MOLISA and the social insurance system.

Solution 3: Ensuring necessary conditions for women to have full and equal access to economic resources (such as arable land, credit sources, market information, information on laws and policies), and equal opportunity to engage in production and business.

The Law on Support for Small- and Medium-sized Enterprises (2017) and the sub-law guiding documents have ensured equal opportunities for both men and women in the establishment, organization and operation of businesses including access to information, sources of capital, market and labour sources. The Law has introduced an official definition of “women-owned Small and medium-sized enterprises or SMEs” and stipulates that in cases where a great number of SMEs meet the support conditions/eligibilities under this Law, priority will be given to the selection of women-owned SMEs, especially those that employ

predominantly women workers”.

The SME Development Fund³⁹ aims at assisting women-owned SMEs and those that employ a high number of women workers. Examples of the issued Schemes, Programs are: The Scheme “Support women in business start-up in the period of 2017-2025”⁴⁰ aims to support groups of “vulnerable” women in business start-up. The National target program on sustainable poverty reduction in the 2016-2020 period,⁴¹ and the National target program on sustainable poverty reduction in the period 2012-2015.⁴² Specific policies to support socio-economic development in ethnic minority and mountainous areas in the period 2017 - 2020⁴³ aim to support people in developing production and diversifying livelihoods, in which women are prioritized to receive support.

MoLISA formulated and deployed the models to promote gender equality in the economy, namely the model “Supporting women in creating jobs, starting and developing businesses”⁴⁴ the model of “Women entrepreneur

³⁹ Government Decree 39/2019/ND-CP dated 10/5/2019.

⁴⁰ Decision 939/QD-TTg dated 30/6/2017.

⁴¹ PM's Decision 1722/QD-TTg dated September 2, 2016.

⁴² PM's Decision 1489/QD-TTg.

⁴³ PM's Decision 2085/QD-TTg dated October 31, 2016.

⁴⁴ The model was implemented by MOLISA within the framework of the National Program on Gender Equality 2011-2015.

Incubator”⁴⁵ and the Model of a Centre to improve vocational training for women.⁴⁶ The Vietnam Women’s Union has opened training courses to improve start-up capacity, primary vocational training courses on SME administration for women who are owners of small and micro enterprises, individual business households and women aspiring to start a business; held activities to support women in economic development. The scheme on vocational training was well implemented which organized loans and created jobs as well as supporting women to develop the household economy, cooperative economy and entrepreneurship. A wide range of provinces/cities have organized activities to support women in economic development, for example, Thua Thien Hue province organized training courses for women entrepreneur clubs on starting a business, accessing markets, registering trademark/brand and business culture; Phu Tho province built 125 models of women helping each other develop their economies.

Solution 4: Vocational training policies and programs should focus on rural areas, ethnic minority areas; attract more women workers; improve professional and technical skills, techniques, methods of business management and the development of handicrafts, agricultural products processing, consumer goods production as well as the development of services for production and the lives of rural people. Policies should be issued to support vocational training institutions for rural workers, especially the institutions that attract an intensive number of women workers.

The 2014 Vocational Education Law and several policies in this sphere have specified a number of measures to facilitate women, especially disadvantaged women’s groups in rural EM areas to be entitled to participate in vocational training. The Vocational Education Law allows for the expansion of flexible modes of training such as module or credit accumulation (Article 37), which will facilitate women, burdened with housework and family care work, to engage in vocational training. The Vocational

⁴⁵ The model was piloted in Can Tho City by MoLISA under the framework of the National Program on Gender Equality 2011-2015.

⁴⁶ The Korean Ministry of Gender Equality and Family supported MoLISA.

Education Law stipulates the policies to support rural workers who directly work in agricultural production households whose cultivable land has been recovered (Clause 7, Article 6); the policies to support training costs for women learners, rural workers when participating in the training programs of elementary level and the training programs of less than 3 months (Clause 3, Article 62). These are the measures supporting women and rural workers when they are engaged in vocational training, thus promoting gender equality in the field of vocational education.

The Scheme “Vocational training for rural workers up to 2020”⁴⁷ has provided vocational training and job support for about 9.6 million workers in rural areas, of whom women workers account for 59.4%.⁴⁸ The Scheme “Supporting women in vocational training and job creation in the 2010-2015 period”⁴⁹ has provided vocational training for more than 1 million women workers (300% in excess of the Scheme’s objective); The rate of having jobs reached 81% (11% in excess of the Scheme’s objective), including 75.6% of women who, after

completion of vocational training, were supported with capital to be self-employed; 12.64% were paid off by enterprises for their products; 9.14% were recruited by various enterprises and 1.62% worked in cooperatives, cooperative groups and associate groups.⁵⁰

Solution 5: Ensure that agricultural, fishery and forestry extension activities sourced from the state budget will engage more female students. Identify and ensure the realization of the targets for women in fostering, training and refresher training for people in rural and peri-urban areas and ethnic minority areas, supporting them to apply technical advances to improve the quality and competitiveness of agricultural and processed products.

The fast and sustainable poverty reduction support program for 61 poor provinces/cities⁵¹ implemented since 2009 to date has supported vocational training, coaching and technology transfer for more than 1.1 million people, accounting for more than 14% of the people of working age; 86.1% of trained EM people have found

⁴⁷ Decision 1956/QĐ-TTg dated November 27, 2009 of the Prime Minister.

⁴⁸ MoLISA Final Performance Review Report of 2019 and ways forward in 2020.

⁴⁹ Decision No. 295/QĐ-TTg dated February 26, 2010 of the Prime Minister.

⁵⁰ VWU, 2015. Final Review Report on Scheme to support women in vocational training and job creation in the period 2010-2015.

⁵¹ Government Resolution No. 30a/2008/NQ-CP dated December 27, 2008.

jobs or invested in expanding production scale according to the farm model, making a fortune on the spot following the motto “leaving behind farming work without leaving their hometown.”⁵² The National target program on sustainable poverty reduction for the 2016-2020 period⁵³ has sub-projects on training and technology transfer in an effort to support the development of agricultural, forestry and fishery production. The new rural development Program⁵⁴ deals with fortifying agricultural extension; speeding up research and the application of scientific and technical advances to agricultural - forestry - fishery production and vocational training for rural workers.⁵⁵ Poor EM households and poor women are prioritized as beneficiaries of the programs; however, data and information reflecting implementation results were not disaggregated by sex, so it was impossible to identify the beneficiary level as well as the impact of the policy on target groups of rural and EM women.

In recent years, the activities of the Agricultural Extension Centres under the agricultural and rural development sector⁵⁶ have been improved with new methods of connecting with the countryside, such as the agricultural extension demonstration models, farmers field school methodology and linking theory with practice in order to meet farmers’ needs and practical conditions, this especially applies to women farmers in rural, ethnic minority and mountainous areas. However, the statistics and information that identify the beneficiaries of these activities are not disaggregated by gender.

Solution 6: Accentuate the inspection of the implementation of policy relative to women workers to ensure efficiency and equity in vocational training, social insurance, labour protection policies and retirement regime.

In 2011, MoLISA held a training course on gender equality work for Chief Inspectors and Deputy Chief Inspectors from 63 provinces and cities and specialized inspectors

⁵² MoLISA, Final Review Report for 2019 and ways forwards in 2020.

⁵³ Decision No. 1722/QĐ-TTg dated September 2, 2016 of the Prime Minister approving the National Target Program for sustainable poverty reduction for the 2016-2020 period.

⁵⁴ Decision No. 800/QĐ-TTg dated June 4, 2010 of the Prime Minister approving the National Target Program on New Rural Development for the 2010-2020 period.

⁵⁵ Content No. 3 on Restructuring, economic development, and income improvement.

⁵⁶ Summary report on agricultural extension in 2019 and ways forward in 2019 of the National Agricultural Extension Center, Ministry of Agriculture and Rural Development.

from the Directorate of Vocational Education and Training. On a yearly basis, the content of inspection on gender equality has been mainstreamed into the thematic inspection missions on labour at enterprises and labour-social affair inspection in the provinces/cities to ensure the enforcement of policies on gender equality for women workers as well as guarantee gender equality. The inspections carried out by MoLISA have integrated the inspection and examination of the enforcement of the Gender Equality Law into the regular inspections of thousands of enterprises.⁵⁷ In the provinces/cities, the same level of inspection and examination has been applied to the enforcement of laws on gender equality in labour and employment on a regular basis. Typically, DoLISA of Ha Nam Province in the period of 2011-2015 organized nearly 500 inspections and examinations of the execution of laws related to women workers; DoLISA of Ninh Binh Province collaborated with the provincial authorities to organize the examination of the implementation of legislation on gender equality and policies for women workers at 216 agencies, units and provincial enterprises.

SHORTCOMINGS AND CHALLENGES

Target 2 on “The proportion of businesswomen owners will reach from 35% upwards by 2020” and Target 3 on “The proportion of rural women workers under 45 years old who undergo professional and technical training” was not achieved as planned.

There was insufficient information to evaluate the results and effectiveness of the implementation of some solutions proposed in the NSGE. For example, the solution to *“Ensure that agricultural, fishery and forestry extension activities sourced from the state budget will engage more female students”* or *“Identify and ensure the realization of the targets on women in fostering, training and refresher training for people in rural and peri-urban areas and ethnic minority areas, supporting them to apply technical advances to improve the quality and competitiveness of agricultural and processed product”*.

A wide variety of gender inequality issues persist in the spheres of labour and employment. The qualifications of the female workforce remain lower than those of their male counterparts, especially in relation to “Vocational

⁵⁷ Period 2011-2015: 567 enterprises, 2016: 121 enterprises in 16 provinces and cities; in 2017, inspection was conducted at 125 enterprises; in 2018, inspection was conducted at 5 corporations.

education”.⁵⁸ Occupations which favour women workers are located in the fields and professions that do not require professional and technical qualifications or skills,⁵⁹ or are low-status jobs such as unpaid household workers, self-employed workers⁶⁰ which are jobs that are not adequately protected by labour law, not falling under the subjects entitled to social insurance and compulsory unemployment insurance. The average monthly salary of female workers is only 89 % of the salary paid to male workers.⁶¹

Women EM workers have experienced multidimensional and intersectional disadvantages on grounds of such factors as “gender”, “ethnic minority”, “illiteracy” and “poverty”. Although women workers in industrial zones have a more stable and better income than that of agricultural workers, housing and living conditions are not guaranteed. Moreover, it is difficult for them to get access to basic social services

such as medical and healthcare, reproductive health, education or take pleasure in their cultural and spiritual life.

In 2014, there were 95,906 women-owned enterprises in Viet Nam, accounting for about 21% of all active enterprises. The majority of these were micro-enterprises, accounting for 57% of all women-owned enterprises; 42% of enterprises were small and medium sized; and only 1% were large in scale.⁶² It is very difficult for women-owned micro and small enterprises and production-business-service establishments to meet the eligibility criteria for official preferential loans for production development. Women’s needs for start-up and business start-up support are very high whilst the current support sources are not gender responsive. Furthermore, the needs and practical conditions of women starting a business have not received due attention.

⁵⁸ GSO, 2020. The 3rd Quarter of 2020 Labour Force Survey. The rate of women workers with a degree/certificate of “Vocational education” is 12.86%, compared with the corresponding rate of 20.68% among men workers.

⁵⁹ GSO, 2020. The 3rd Quarter of 2020 Labour Force Survey. The proportions of women workers being “Simple or unskilled workers” and “Service and sales staff” are 35.52% and 23.45% respectively; Compared to the corresponding rates of 31.10% and 13.38% among men workers.

⁶⁰ GSO, 2020. The 3rd Quarter of 2020 Labour Force Survey. The proportion of women workers in unpaid domestic work is 2 times higher than that of men workers (16.39% for women and 6.88% for men).

⁶¹ GSO, 2020. The 3rd Quarter of 2020 Labour Force Survey. The average monthly salary of women workers is 6,045 million VND per month, of men workers is 6.767 million VND / month.

⁶² WB & IFC, 2017. *Women-Owned Enterprises in Vietnam: Perceptions and Potential*.

Supervision-monitoring-evaluation as well as inspection, examination and handling of legal violations of gender equality law in the spheres of economy, labour and employment are inadequate. The statistical reporting regime of the LISA sector stipulates that inspection in the sphere of gender equality is incorporated in “other” spheres, thus it is impossible to separate the data on the “Number of inspections in the sphere of gender equality”, “the number of complaints/petitions on sanctions of wrongdoings, number of sanctioning decisions and the total of pecuniary fines in the sphere of gender equality.”⁶³

The budgetary arrangement for the implementation of Objective 2 under NSGE has been very limited, causing specific difficulties for implementation. According to the reports from all the ministries, sectors and provinces/cities instigating and implementing the projects and models under Objective 2, they have all encountered numerous difficulties due to the lack of funding and a low expense budget compared to the practical requirements.⁶⁴

⁶³ Circular No. 15/2019 / TT-BLDTBXH dated September 18, 2019 regulating the Statistical Reporting System of the LISA sector.

⁶⁴ MoLISA (2016): Preliminary Review report on 5-year implementation of the NSGE 2011-2020.

OBJECTIVE

3

To improve the quality of female human resources, gradually ensure equal participation between men and women in the sphere of education, and training

Target 1:

By 2020, the literacy rate among women aged between 15 and 60 will be equal to that of men (98%). This rate will be 94% in the 14 provinces with disadvantaged economic conditions and 90% among ethnic minority areas.

Target 2:

The proportion of women with a master's degree will be 40% by 2015 and 50% by 2020. The proportion of women with a doctoral degree will be 20% by 2015 and 25% by 2020.

RESULTS OF TARGET REALIZATION

Target 1: By 2020, the literacy rate among women aged between 15 and 60 will be equal to that of men (98%). This rate will be 94% in the 14 provinces with disadvantaged economic conditions and 90% among ethnic minority areas.

Under the Prime Minister's Decision No. 800/QĐ-TTg dated July 2, 2018, Target 1 of Objective 3 has been replaced by the new target. As proposed by the Ministry of Education and Training, it is necessary to adjust this target to be in alignment with the Scheme on Illiteracy Elimination up to 2020 which was approved by the Prime Minister under Decision No. 692/2013/

QD-TTg in an effort to meet the statistical work and reporting of data.

Based on the Report on the Implementation of National Objectives on Gender Equality in 2020, the literacy rate among females in the age group of 15-60 year was 97.33% and that among males was 97.98%. The literacy rate among ethnic minorities in the age group of 15-60 years was 93.60%, of which the literacy rate among ethnic minority women in the age group of 15-60 years was 92.58%. The literacy rate among ethnic minorities aged 15-60 years in 14 provinces and cities was 93.06%, of which the literacy rate among ethnic minority women aged 15-60 years was 90, 45%. Thus, target 1 has been achieved as projected under the NSGE.

Target 2: The proportion of women with a master's degree will be 40% by 2015 and 50% by 2020. The proportion of women with a doctoral degree will be 20% by 2015 and 25% by 2020.

According to the Population and Housing Census in 2019, the rate of women with a master's degree was 44.3%, lower than the projected target of 50% while the rate of women with a doctoral degree was 28%, which is 3% higher than the projected target.

RESULTS OF IMPLEMENTING THE SOLUTIONS

Solution 1: Incorporate gender equality in the teaching curriculum in the national education system, especially at the upper secondary, lower secondary and primary education levels. Include gender content in refresher training and fostering programs on state management, advanced training on political theory in an attempt to sensitize the contingent of key leaders.

During the 2016-2020 period, MoET has gradually carried out the solution: “incorporate gender equality content into teaching in the national education system, especially at the senior secondary, junior secondary and primary education levels” through developing materials to deliver training on gender for teachers, leaders and managers of the sector. Gender equality content has been introduced into the refresher and fostering programs on state management, political theory. Ho Chi Minh National Political Academy has introduced a subject on *Gender in leadership and management* as the official subject of the Advanced Program on Political Theory since 2017.

Solution 2: There were specific policies for some target groups, policies, and scholarship programs to support girls and women to participate in studies to improve their qualifications. Specifically, there were incentive policies for girls, women in rural areas and ethnic minority areas; specific policies for preschool education in remote and disadvantaged areas; as well as policies to attract male teachers to primary and preschool education.

Government Decree No. 101/2017/ND-CP dated 1 September 2017 on the training and retraining of staff, civil servants, public employees contain regulations on the policy to support the costs of training and refresher training for female staff, civil servants and public employees. However, there has been no specific directive on supporting female staff, civil servants and public employees when participating in the training and refresher training and bringing along their children under 36 months old.

Thus, there is a need to formulate and issue specific policies for female teachers with children under 12 months of age to be entitled to a reduction of teaching periods during the week. Circular No. 48/2011/TT-BGDĐT dated 25 October 2011 of the Ministry of Education and Training stipulating

the working regime for preschool teachers, which decrees that female teachers with children under 12 months of age are entitled to a reduced number of teaching periods in a week. Nevertheless, no policy to attract male primary and preschool teachers was available as set out under NSGE.

Solution 3: Reviewing to eliminate gender-stereotyped messages and images in the current textbook system.

MoET in collaboration with UNESCO has conducted a review and removal of gender-stereotyped messages and images in the textbook system. In the new selected set of textbooks for the general education program, as from the school year 2020-2021, there have been marked improvements, enabling children to have a new approach to gender. For example, the role of men in the family is emphasized, the frequency of appearance of male and female characters is balanced. In the new set of textbooks, ensuring gender equality has become one of the important criteria when appraising and approving the textbooks.⁶⁵ Under the framework of the Initiative on Gender Equality and Girls Education carried out by UNESCO and the MoET, the guiding document “Mainstreaming gender into the general education curriculum and textbooks” has

⁶⁵ <https://baodantoc.vn/giup-tre-thay-doi-nhan-thuc-gioi-1584972673400.htm>

been issued. The document aims to inform and equip a number of essential skills for the staff in the education sector in general and members of the Curriculum/Program Formulation Committee, Textbook Compilation Committee, the National Council on Curriculum and Textbook Assessment in particular to evaluate and recognize gender stereotypes and bias which persist in the program/curriculum.

Solution 4: Mainstreaming gender in policies, programs and plans of the education sector; building a database disaggregated by gender and ethnicity at different educational levels.

MoET has organized activities to foster knowledge on gender and gender equality for managerial officers and the staff working on gender equality in the education sector. MoET has developed a “Course on Gender Awareness and Gender Responsiveness in Teaching Activities in General Schools” (for teachers, principals and vice principals).

MoET’s collection of gender statistics has improved through the collection of gender disaggregated data pertaining to pupils, teachers, students, and managerial officers of education institutions, etc.

Furthermore, in an effort to meet targets, the Government issued and executed the Scheme on “Building a learning society in the period of 2012-2020”,⁶⁶ Scheme on “Illiteracy eradication up to 2020”⁶⁷ with the guiding viewpoint of “expanding the age of illiteracy eradication, attaching importance to eliminating illiteracy for women and girls”. Both schemes mentioned the prioritized goal of illiteracy eradication for women, girls, and ethnic minorities in disadvantaged areas and to strive for a balanced literacy rate between men and women. MoET has coordinated with socio-political organizations to implement educational content for women and girls: Collaborated with the Vietnam General Confederation of Labour (VGCL) in building a learning society (2013-2020), including an illiteracy eradication program; The Program in coordination with the Vietnam Women’s Union on illiteracy eradication for women and girls in the period 2013-2020 was conducted.

SHORTCOMINGS AND CHALLENGES

Clearly, even though both targets under Objective 3 were fulfilled, the performance of a number of policies, solutions set out in the NSGE did not reflect expected adequacy and

⁶⁶ Decision No. 89/QĐ-TTg dated 9 January 2013 of the Prime Minister approving the Scheme on “Building a learning society in the period of 2012-2020”.

⁶⁷ Decision No. 692 / QĐ-TTg dated 4 May 2013 of the Prime Minister approving the Scheme on “Illiteracy eradication up to 2020”.

efficiency. For example, there was no policy to attract male primary and preschool teachers or to support scholarships for girls. The policy on support to female staff, civil servants and public employees who bring along their children under 36 months of age to attend training and retraining courses is a new stipulation under Government Decree No. 101/2017/ND-CP dated September 1, 2017 on the training and retraining of staff, civil servants, public employees; however, no specific guidelines for its actual implementation has been disseminated.⁶⁸

Although the target on the literacy rate has been achieved, as set out in the NSGE 2011-2020, survey data indicated that the lowest literacy rates were found among ethnic minority groups of women and women in poor households. The literacy rate among Kinh and Hoa women was 99.1%, and 83.2% among ethnic minority women. The literacy rate of women in the households of the poorest quintile was 84.2% compared to 100% of the 1/5 richest households.⁶⁹

Access to education and the quality of education continues to be a challenging issue for ethnic minority children. The data from the Survey on the socio-economic status of 53

ethnic minorities in 2019 indicates that the proportion of school attendance, at the right age, among ethnic minority children revealed gender differences at lower secondary school level (80% for boys and 83.3% for girls) and upper secondary school level (43.4% for boys and 50.9% for girls). The rates of girls attending schools at the right age were higher than that for boys at both educational levels. The proportions of ethnic minority children out of school between different educational levels also indicated a clear gender disparity. The higher the level of education, the higher the proportional difference. At the primary school level, approximately 2% of primary school age children did not attend school; the corresponding figures at lower secondary school level was 13% and for upper secondary school level it was 46%. At all levels of education and among most of ethnic minorities, school dropout rate or never attending school rate among boys (16.4%) was higher than that of girls (14.5%), almost twice as high as the rate of non-attending school children nationwide and nearly three times higher than that of the Kinh majority.⁷⁰ Consequently, there has been a shift in access to education among ethnic minority children evident by the change

⁶⁸ MoLISA (2016): Review report on 10-year implementation of the GEL

⁶⁹ UN 2016: Report on gender situation in Viet Nam

⁷⁰ CEMA and GSO 2019: Findings from survey, information collection on socio-economic status among 53 ethnic minorities in 2019.

from a period when ethnic minority girls had lower attendance rates than boys to the present lower rates of ethnic minority boys attending school as compared to girls in lower and upper secondary schools. In addition, education for children of poor and near poor households as well as people with disabilities remains a challenge in the future.

Most current education and vocational training policies for ethnic minority pupils are gender neutral. Although these policies do not directly address gender, in failing to do so they exacerbate existing gender inequalities in the field of education and vocational training.⁷¹

Gender segregation by discipline/field of study is an issue of concern in education and training. According to studies, the percentages of females enrolled in science, engineering and technology (STEM) have been quite low while these are important fields in the context of the industrial revolution 4.0. There was a shortage of gender disaggregated data by discipline/field of study nationally which impedes policy making in promoting gender equality in STEM development.

The field of education and training has a close relationship with the field of science and technology development. The NSGE 2011-2020

did not address gender issues in science and technology. Gender equality in accessing and applying science and technology is stipulated in Article 15 of the GEL. However, there has been no guideline to enforce gender equality regulations in science and technology so far.

In addition, there is currently little data or statistical and gender analysis in the field of scientific and technological research. According to statistics from the Ministry of Science and Technology in 2017, the pool of female staff working in science accounted for 45% of the total. According to one study,⁷² the proportion of female managers of scientific research projects at ministerial level was 35%. However, among female-led scientific research projects, only 6.3% of the projects were in the natural sciences and 9.4% on engineering and technology. These figures reveal a huge gender gap in scientific research and science-technological development.

The gender gaps remain remarkably wide in high quality human resource development, specifically for doctoral degrees. It has been mainly attributable to the obstacles faced by women with respect to marriage, childbirth and family care responsibilities.

⁷¹ UN Women, Irish Aid and CEMA (2019): Policy Recommendations to promote GE among ethnic minorities in Viet Nam

⁷² Le Thi Hoa (2020): Report on study results: female human resources in scientific research: Actual situation and Solutions.

OBJECTIVE

4

To ensure gender equality in access to and benefits from healthcare services

Target 1:

The sex ratio at birth shall not exceed 113 male infants per 100 female infants by 2015 and 115/100 by 2020.

Target 2:

Reduce maternal mortality related to childbirth to 58.3 per 100,000 live births by 2015 and to below 52 per 100,000 by 2020.

Target 3:

Increase the proportion of pregnant women having access to care and prevention of mother-to-child transmission of HIV services to 40% by 2015 and 50% by 2020 compared to 2010.

Target 4:

Reduce the abortion rate to 27 per 100 live births by 2015 and to below 25 per 100 by 2020.

RESULTS OF TARGET REALIZATION

All the 4 targets under Objective 4 were achieved, specifically as follows:

Target 1: The sex ratio at birth shall not exceed 113 male infants per 100 female infants by 2015 and 115/100 by 2020.

According to the 2019 Population and Housing Census, the sex ratio at birth was 111.5 live male births per 100 live female births by 2019, which exceeded the set target (115). However,

bringing the SRB back to its natural level is quite challenging. A detailed analysis of the 2019 Population and Housing Census results shows that 48 provinces had SRBs that were higher than the natural level (105-106 live male births per 100 live female births), of which 25 provinces/cities had the SRB of more than 111.5, higher than the national SRB. In particular, there were provinces with SRB at above 120 live male births per 100 live female births such as Bac Giang (126.3), Ha Nam (125.3), Hung Yen (123.6), Son La (121.8), Hoa Binh (121.8), Ba Ria-Vung Tau (121.1).

The ratio of 111.5 boys born per 100 girls remains significantly high and is associated with a shortage of 46,000 girls or equivalent to 6.2% of all girls being born each year, whereby Viet Nam is listed in the top 4 countries out of the 14 countries and territories in the world with the highest sex ratios at birth.⁷³ The mindset of son preference over daughters coupled with the easy access to assisted reproductive technology are the main reasons why the practice of foetal sex selection has persisted for many years. It is projected that the number of surplus men aged 15-49 by 2034 will be likely to reach

250,000 if the sex ratio at birth does not decrease. After 2040, the proportion of redundant men will account for 8% of men aged 20-39.⁷⁴ The scarcity of women will put additional pressure on women to marry at a younger age, which is likely to lead to prostitution as well as the development of trafficking in women.

Target 2: Reduce maternal mortality related to childbirth to 58.3 per 100,000 live births by 2015 and to below 52 per 100,000 by 2020.

According to the 2019 Population and Housing Census, maternal mortality rate related to pregnancy and childbirth was 46 per 100,000 live births by 2019, a reduction of 23 cases per 100,000 live births against 2019 (69 cases per 100,000 live births). In some provinces/cities, this rate stood at less than 2 per 100,000 live births. Despite this, the maternal mortality rate due to direct causes was still very high in mountainous areas and has shown no tendency to decrease. This rate in remote and isolated areas was still 3 times higher than in more developed regions and in some EM groups, this rate was even 4 times higher compared to the Kinh ethnicity.⁷⁵

⁷³ Consolidated by V. Becquet and C. Guilimoto (2020) from Department of Health Services (DHS) of 14 countries with the highest sex ratios at birth globally. In the documents of UNFPA (to be released soon). *Sex ratio at birth in Viet Nam as per the 2019 Population Census data*.

⁷⁴ UNFPA (to be released soon). *Sex ratio at birth in Viet Nam as per the 2019 Population Census data*

⁷⁵ MoH Report on implementation situation of national objectives on GE in 2017.

Target 3: Increase the proportion of pregnant women having access to care and the prevention of mother-to-child transmission of HIV services to 40% by 2015 and 50% by 2020 compared to 2010.

According to the annual statistics of the Ministry of Health, over 1.2 million pregnant women receive HIV counselling and testing. HIV counselling and testing services for pregnant women are deployed nationwide. In 2016, the proportion of pregnant women receiving preventative treatment to reduce mother-to-child transmission of HIV reached 55.7%; in 2017, the national overall rate of women giving birth that were tested for HIV before and during pregnancy was 35.2%; in 2018 it reached 45.6% and in 2019 it was 52%.

Target 4: Reduce the abortion rate to 27 per 100 live births by 2015 and to below 25 per 100 by 2020.

The abortion rate has continuously declined over recent years from 25 per 100 live births in 2011 to 13.8 per 100 live births by 2019, exceeding the set target of 27 per 100 live births.

RESULTS OF IMPLEMENTING THE SOLUTIONS

Solution 1: Enhance the provision of reproductive and sexual health services for women and men. In particular, provide flexible, accessible and free reproductive health care for ethnic minority women and men.

The health sector has directed departments of health and its affiliated units to coordinate with the relevant units to synchronize the deployment of reproductive health care effectively for women and men. In the first 5 years of implementing the NSGE 2011-2020, various basic targets on reproductive health care were achieved; the task of managing and operating the reproductive health network has been increasingly intensive and comprehensive; A wide range of managerial documents and professional guidelines in the reproductive health field have been updated, supplemented, revised and reformulated to meet practical requirements.

By 2018, 90.8% of communes nationwide had doctors and 94.5% of communes employed obstetric-paediatric assistant doctors or midwives; 100% of hospitals

and dual function health centres had obstetric departments and gynaecology/reproductive health care; 100% of health facilities are committed to neither disclose the sex of the foetus to pregnant women nor abort a foetus on the grounds of sex.⁷⁶

Contraceptive services have progressively improved. In 2019, 64.6% of women of reproductive age used modern contraceptive methods. The proportion of married women using modern contraceptive methods increased from 44.4% in 2012 to 47.6% in 2019.⁷⁷

Antenatal care and childbirth support have been strengthened. As of 2018, the number of pregnant women having three antenatal visits, one at each trimester, had amounted to 90.7%, the rate of pregnant women vaccinated against tetanus was 87.6%; 98.5% of women during labour received care from health workers and the rate of postpartum check-ups was 97.2%.⁷⁸ Since 2015, the MoH has concentrated on transitioning from a maternal mortality assessment to maternal mortality surveillance and response, focusing on outputs as well as the quality of local response plans. Accordingly, the training on maternal mortality assessment, professional or

specialized surveillance and support to improve the quality of maternal mortality assessment have been undertaken in various provinces. Since 2017, MoH has established a Maternal and Response Surveillance sub-Committee of the Northern and Southern regions. Consequently, as of 2019, the maternal mortality rate associated with obstetric complications had decreased to 46 per 100,000 live births.

Health service delivery networks in extremely difficult areas have also received attention from the health sector, such as support given to midwives/obstetric-paediatric assistant doctors at commune health stations in key sites, training and use of ethnic village midwives/birth attendants including specific expenses and provision of clean delivery packages, support to deploy adequate reproductive health care services at commune health stations in an attempt to gradually universalize reproductive health care services at grassroots level health systems, fostering the implementation of the “Safe motherhood” project.

The prevention of the mother-to-child transmission of HIV has been basically mainstreamed in the

⁷⁶ MoH (2018). Health Statistical Year Book 2018.

⁷⁷ Family Planning 2020. *Viet Nam – Commitment Maker Since 2016*. Accessed 16 September 2020. <https://www.familyplanning2020.org/viet-nam>

⁷⁸ MoH. Health Statistical Yearbook 2018.

reproductive health care system and expedited nationwide. This includes such interventions as (1) early HIV testing counselling for pregnant women, (2) Immediate Anti Retrovirus (ARV) medication for all pregnant women infected with HIV and lifelong ARV. The number of facilities providing minimum basic services for the prevention of mother-to-child transmission increased from 107 in 2006 to 226 spots in 2016 and continued to increase in the following years. Since 2016, interventions for preventing mother-to-child transmission of HIV have been integrated into the reproductive health care system in line with Decision No. 5650/QĐ-BYT dated December 31, 2015 of the Minister of Health. On November 29, 2018, the Minister of Health approved the national action plan towards the elimination of mother-to-child HIV, hepatitis B and syphilis between 2018 and 2030. In the subsequent years, the health sector has conducted medical professional activities and communication activities such as: the formulation of training materials in the form of national guidelines on care for pregnant women, children exposed to and infected with HIV for use in the reproductive

health care system, training and coaching for officers at all levels, in examination, inspection, review and evaluation activities; HIV testing and counselling for pregnant women has been expanded to commune health stations.

MoH has given instructions to reinforce professional/specialized activities in order to reduce complications and control late-term abortions at private health facilities. According to official statistics of the MoH, the number of abortions has steadily decreased over the years, specifically as follows: in 2011 there were 393,609 abortions; 2012: 341,495 cases; 2013: 332,212 cases; 2014: 302,850 cases; 2015: 266,857 cases; 2016: 265,356 cases; in 2017: 241,902 cases and 2018 there were 209,661 abortion cases. The abortion rate has decreased from 25 per 100 live births in 2011 to 13.8 per 100 live births in 2019. Overall, the abortion rate has declined over the years; however, the abortion rates at private health facilities are not controlled and as such there is an absence of data in this area.⁷⁹ Abortions among adolescents are also a matter of concern. Viet Nam is among the top 5 Southeast Asian countries with the highest

⁷⁹ Vinh N.T. and Tuan P.C. 2015. "Factors Influencing Unintended Pregnancy and Abortion among Unmarried Youth in Vietnam: A Literature Review. *Public Health Journal* 3(2), 3-16.

adolescent abortion rates.⁸⁰ It is estimated that abortions among adolescents and unmarried youth represent about 20% of all abortion cases nationwide.⁸¹

Solution 2: Expand the reproductive health counselling network for men, to increase training for doctors specialized in andrology in provincial general hospitals.

Many central and local hospitals have formed an Andrology Department/Ward and increased training for doctors specialized in andrology to expand the network of male reproductive health counselling. However, this solution has not been implemented in all provinces/cities due to the lack of doctors specialized in andrology or the lack of medical facilities capable of providing health examination and counselling specialized in reproductive health for men.

Solution 3. Accentuate communication activities to raise awareness of reproductive and sexual health for women and men. Engage more men in the adoption of family planning measures. Expand communication activities for minors on sexual health and safe contraceptive measures.

Policy advocacy communication and behavioural change communication have been accelerated, creating an enabling social environment for the implementation of reproductive health care activities.

Various provinces/cities have been able to maintain the young family clubs, clubs saying no to a 3rd child, and clubs for men farmers with family planning. Some provinces/cities have executed the scheme on premarital health consultation and examination in wards and communes; communication sessions have been activated to provide counsel to adolescents and young people at lower and upper secondary schools in the provinces on gender equality and reproductive health care.

In an effort to realize the target on imbalanced SRB, the MoH has directed the General Office for Population and Family Planning to carry out communication activities in various forms. In addition to specialized pages and columns on printed and electronic or online newspapers and on other media and press agencies, initiatives such as photo contests and video clip

⁸⁰ Hanh Nguyen. 2017. "Improving Quality of Sexual and Reproductive Health Education: Pilot intervention with lower secondary teachers and pedagogical students in some educational institutions in Vietnam." *Journal of Science, Chemical and Biological Science* 2017 62(10): 176 – 184. doi: 10.18173/2354-1059.2017-69

⁸¹ UNFPA. *Advocacy Brief: Adolescent Birth Rate in Viet Nam*. Accessed on 16 September 2020. https://vietnam.unfpa.org/sites/default/files/pub-pdf/Advocacy%20brief_Adolescent%20Birth%20Rate_Eng_0.pdf

competitions have been organized to enhance the value of girls; extracurricular materials were developed for upper secondary schools; guidelines were formulated to guide provinces/cities to integrate the content of controlling the imbalance of SRB into village conventions and rules and were distributed to 63 provinces and cities. Every year, depending on the district, the General Office for Population and Family Planning organizes from 3 to 6 training courses on control of the imbalance in SRB, mainstreamed with regulations of laws on gender equality for the population, health workers and service providers as well as reputable people in the community. The General Office for Population and Family Planning conducted a review of legal normative documents on control of the imbalance in SRB and related contents. They also proposed to amend more than 200 documents, regulations and local conventions pertaining to SRB in the direction of being more detailed and more specific.⁸²

Solution 4: Mainstream gender in policies, programs and plans of the health sector

MoH has issued a wide variety of guiding documents on gender equality work and for the advancement of women in the

health sector. Specifically, MoH formulated and implemented an Action Plan on Gender Equality of the Health sector in the periods 2011-2015 and 2016-2020 and many other policy documents on gender mainstreaming in the health sector namely Decision No. 3318/QD-BYT dated September 12, 2012 on the pronouncement of a set of indicators on gender equality in the health sector. Particularly in the period of 2011-2015, out of a total of 236 legal normative documents issued by the health sector, 52 documents were identified as containing gender equality related contents or issues of gender inequality or gender-based discrimination all received gender mainstreaming and all adhered to the process and procedure for mainstreaming gender equality in these documents.

SHORTCOMINGS AND CHALLENGES

In remote, isolated, ethnic minority areas, facilities and equipment of the reproductive health centre network are insufficient. Most reproductive health centres lacked technical departments and the necessary equipment. The supply of free HIV tests has failed to meet demand while health insurance does not cover screening tests. The

⁸² MoH Report on implementation of NSGE in 2018

implementation of HIV screening tests for pregnant women is not yet available in all commune/ward/township health stations where the principal activities are the management of antenatal care and check-ups. The statistical monitoring and reporting system have failed to ensure quality. Data was inaccurate, incomplete, and ill-timed. Moreover, the counselling capacity and awareness of health workers regarding counselling on prevention of mother-to-child HIV transmission remains limited.

During the NSGE implementation of the Strategy, there has been no regulation on coordination mechanism or a commitment to define the duties, contents, and implementation scope of gender equality tasks, leading to limited programme linkages from the central to local levels.

The son preference mindset has been deeply rooted in various regions and areas, especially the Mekong River Delta region, making it the region with the highest SRB across the country.⁸³ The inspection and examination of ultra-sound activities to detect the sex of the foetus remain challenging. Abortion

beyond the permitted scope is still quite common in private health facilities, including those involving foreign elements while inspection, examination, detection and handling of violations remain weak.⁸⁴

The wide gap in socio-economic development between developed regions and remote, isolated, ethnic minority areas is one of the causes of high maternal mortality rates in remote, isolated, ethnic minority areas, which is about 3 times higher than those in lowland areas and 4 times higher among ethnic minorities than Kinh people.⁸⁵ Accessibility to, and quality of, maternal health care before, during and after birth were still inadequate. In some mountainous areas, the situation in which women give birth without the assistance of health workers still exist. Stigma towards people living with HIV has prevented many HIV-positive mothers from taking prenatal check-ups and complying with treatment and instructions given by health workers.⁸⁶

⁸³ Government of Vietnam (2020). Report on the implementation of the national objectives on gender equality in 2019 and the period 2011-2020.

⁸⁴ MoH Report on implementation situation of National objectives on gender equality in 2017.

⁸⁵ Review Report on 5-year implementation of NSGE 2011-2015.

⁸⁶ MoH Report on implementation situation of National objectives on gender equality in 2017,

OBJECTIVE

5

To ensure gender equality in the sphere of culture and information

Target 1:

Strive to have at least two specialized columns communicating on gender equality per month on the grassroots information system in communes, wards, townships by 2020.

Target 2:

By 2015, there will be 90% and by 2020, 100% of radio and television stations at national and local levels having specialized themes/columns on gender equality awareness raising.

RESULTS OF TARGET REALIZATION

Basically, the two targets under the Objective on a guarantee of GE in the sphere of culture and information have been fulfilled.

In the Prime Minister's Decision No. 800/QĐ-TTg dated July 2, 2018, due to the difficulties of measuring target 1 on the reduction of cultural and information products that are gender-stereotyped under Objective 5, this target has been replaced by a new target: *“Strive to have at least two specialized columns communicating on gender equality per month on the grassroots information system in communes, wards, townships by 2020”*.

Over the past 10 years, Viet Nam has attained a great number of significant achievements with respect to gender equality in the sphere of culture and information. Overall, target 1 had been fulfilled: basically 100% of grassroots information systems in communes, wards and townships had all reserved broadcasting durations for the issues related to gender equality, domestic violence caused by gender inequality.

Target 2: By 2015, there will be 90% and by 2020, 100% of radio and television stations at national and local levels having specialized themes/columns on gender equality awareness raising.

In all provinces and cities, 100% of national and local radio and television stations had periodically-broadcast specialized columns/pages to raise awareness of gender equality in diverse and abundant forms.

Gender equality has been mainstreamed creatively, suitable for many different types of audience. The specialized editorials on gender equality have focused on their translation into a variety

of ethnic languages using the most easily understood and memorable forms of communication in order to delineate examples of good people, good deeds, and criticize incorrect and misleading attitudes as well as behaviour in the family and in society.⁸⁷

RESULTS OF IMPLEMENTING SOLUTIONS

Solution 1: Raise gender awareness for media people; eliminate gender-stereotyped messages and images in cultural and information products

During 2011-2020, a significant number of legal normative documents were issued with the stipulations on the elimination of gender-stereotyped messages and images in cultural, information products as well as the reinforcement of communications and education about gender on mass media such as the Law on Publication and the Law on Advertising.

MoLISA instigated and coordinated with relevant ministries and sectors to implement the project on “Communications to raise awareness and change behaviours on gender equality” under the National Program on Gender

⁸⁷ Government 2016, 2017, 2018. Reports submitted to the National Assembly regarding the implementation of national objectives on gender equality in 2016, 2017, 2018

Equality in the 2011-2015 and the project to support delivery of the national objectives on gender equality under the Social Assistance System Development Target Program for the 2016-2020 period with prominent activities such as: organizing the launch of a campaign to raise awareness about gender equality, supporting a number of media agencies to pilot the development of specialized editorials/sections, themes, reportages, documentaries about gender equality and launching the contest “Knowledge of legal policies on gender equality”. MoLISA, the National Committee for the Advancement of Women in Vietnam (NCFAW), and the Ministry of Information and Communications (MoIC) organized many training courses for teams of journalists, editors and officers working in communications on the knowledge of gender equality and gender mainstreaming in communications.

With the support of international organizations and social organizations, the staff working on communications received training courses on GE and GBV prevention and response. The Project “*Collaboration with the mass media to raise public awareness about gender equality and to reduce gender stereotypes in communication products (2011-2013)*” was implemented by CSAGA and Oxfam UK with a series of main activities such as: Developing and publishing the newsletter “Gender in communication products”; establishing a gender observation group at the Voice of Viet Nam.⁸⁸ Provinces/cities have paid attention to exercising GE through the organization of training courses on gender knowledge for journalists, reporters and editors.

Periodically, the Women and Advancement Newsletter, the website of NCFAW updates information on GE work and for the advancement of women.

⁸⁸ Nguyen Thi Tuyet Minh, 2012. *Survey on aspects of gender equality; prevention and response to domestic violence and imbalanced SRB through mass media products* (Case studies of Vietnamese Women Newspaper, Tien Phong Newspaper, Dan Tri Newspaper and advertising programs on VTV3; VOV1. Study report for Csaga, Oxfam UK, Parliamentary Committee for Social Affairs.

Solution 2: Intensify communications and education about gender on mass media in diverse and flexible forms, suitable to each target group and region.

MoI initiated and coordinated with relevant ministries and agencies to accelerate the communication and dissemination of laws on gender equality and to direct the grassroots information system to regularly communicate on gender equality tasks in wards, communes, villages and hamlets. MoLISA annually publishes and releases 10 communication products for free with over 600,000 copies, especially Leaflets dealing with gender equality in the field of politics which were bilingual and published in Vietnamese and one ethnic minority language such as H'Mong, Ede and Khmer. The contest "Exploring policies and laws on gender equality at a national scale" was held with the number of entries reaching up to 700,000.⁸⁹ The Ministry of Culture, Sports and Tourism (MoCST) conducted awareness raising activities on the Gender Equality

Law and the implementation of decrees for key officers of provincial departments and sectors. In the mass media, there are increasing images of women who are confident and assertive at work next to the images of men sharing housework.

Since 2016, MoLISA has taken the lead and collaborated with central and local agencies to annually host the National Action Month for Gender Equality and gender-based violence prevention and response from 15 November to 15 December. The Action Months were carried out simultaneously, demonstrating the strong commitment of agencies, organizations and people in the community to build a safe and non-violent living environment for women and children. Various activities related to the themes of the Action Months were held such as contests, dialogue forums, seminars, visits and survivors' support. The Action Months have obtained a wide range of encouraging results and has been highly appreciated by international organizations. There have been

⁸⁹ Government 2016, 2017, 2018, 2020. Reports submitted to the National Assembly regarding the implementation of national objectives on gender equality in 2016, 2017, 2018, 2019 and the 2011-2020 period.

tens of thousands of voice broadcasts and millions of released communication publications. Tens of millions of people had access to the messages of the Action Months at both national and local level.⁹⁰

A large number of ministries, sectors and provinces/cities have created good initiatives and practices in communication, dissemination of policies and laws on gender equality, attracting the participation of numerous people, namely organizing contests, game shows and expanded forms of communication on social media.

Solution 3: Regularly inspect and supervise cultural and information activities and products from a gender perspective.

Surveillance and supervision of cultural and information activities and products from a gender perspective have been implemented by some districts and certain results were obtained. In the period of 2011-2015, local authorities in various provinces discovered and destroyed communication products such as

tapes, CDs and books violating the Gender Equality Law and the Ordinance on Population, for example, those containing content of domestic violence, gender stereotypes, and guidance on how to choose the sex of babies. The Department of Information and Communications of Thai Nguyen instructed media agencies to cut down gender-stereotyped news and programs.⁹¹ The inspection of cultural, information activities and products from a gender perspective has received continual attention in the period 2016-2020.

SHORTCOMINGS AND CHALLENGES

Despite the increase in the amount of writing and news articles on gender equality on local radio and television stations, the writing and news mainly reflected the activities, events, conferences, workshops, seminars on gender equality only, but the transmission of good knowledge, experience, skills in gender equality work much less so. The specialized presentation was not broadcast regularly or

⁹⁰ Government 2016, 2017, 2018. Reports submitted to the National Assembly regarding the implementation of national objectives on gender equality in 2016, 2017, 2018.

⁹¹ MoLISA. 2016: Preliminary Review report on 5-year implementation of the NSGE 2011-2020. No. 32 /BC-BLDTBXH, dated May 20, 2016.

proactively by the media agencies themselves.⁹² The coordination of activities in communication work between press agencies and local authorities, in some places, were rarely close; the difficult task of sending information to mountainous, deep-lying, remote, border and island areas to ethnic minority peoples is still faced with numerous difficulties and the existence of a capable contingent of communicators working in this field is inadequate.⁹³

In numerous mountainous provinces, it remains difficult to develop a separate specialized presentation/section on gender equality at the district radio and television stations. The percentage of communes with radio stations is small, some households still do not have audio-visual equipment, especially in less accessible communes.

The capacity to detect and address gender equality issues among the staff working on communications was uneven and

limited. Broadcasting staff in most communes work mostly part-time having inadequate qualifications in deploying communications on gender equality. Most of the writing and articles on gender equality at the grassroots information system were prepared by full-time staff on gender equality at provincial/city level and then sent to the provinces/cities.⁹⁴ Thus information and communication on gender equality is often passive and lacking any relation to the local cultural reality.

In the online newspapers, print newspapers, television (including advertisements), gender stereotypes are also evident in information fields, specifically when men appear as politicians, successful people, rich and economic pillars for the family and society. Whereas women are often depicted in the context of poverty, in need of help, being patients or victims. Concerning the sphere of advertising, although the Advertising Law prohibits gender stereotyped contents of advertising, they still persist

⁹² MoLISA, 2018: Report on 10-year implementation of the Gender Equality Law. No. 171/BC-LDTBXH, date December 28, 2018.

⁹³ Government Report on implementation of the national objectives on gender equality in 2018

⁹⁴ Opinions and comments of officers from southern provinces and cities at the Consultation Workshop in Ho Chi Minh City on 10-12 June 2020 on the review report and draft National Strategy on Gender Equality 2021-2030.

in practice, reflected through illustrative images, characters, contents and slogans or mottos in advertisements or commercials.

However, so far, there has not been any official, systematic assessment on gender stereotypes in the content of communication products or media-based advertisements. In addition, there has been no nationwide-scale survey to evaluate the impact and outcomes of communications on gender equality awareness raising for officers and the public.

The mainstreaming of the content of Gender Equality Law and the Law on Domestic Violence Prevention and Control into communication messages is still lacking. Communication officers have not been regularly updated with new knowledge on gender. State management agencies on communication have not actively provided the knowledge or implemented specific regulations for the elimination of gender stereotypes in mass media

products. Furthermore, there has been no effective guidelines which help reporters and editors to apply gender-sensitivity to their work.

The periodic inspection and evaluation of communication work has not been given due attention. Local reports still focus mainly on the number of activities without analysing, in depth, the impact of communication measures on changing awareness, attitudes and behaviours on gender equality.⁹⁵

The responsibility of the leaders/heads in guaranteeing gender-sensitive communication products has not been specified. At the same time, sanctions are not strictly applied for the media agencies that fail to comply with the regulations on gender equality. Many leaders do not “consider it as an urgent task, not causing a house to be burnt or a person killed. They mostly wait until the last minute of the reporting period to write a report; the coordination work is not smooth yet”.⁹⁶ Although, NSGE 2011-2020 clearly outlines

⁹⁵ Government. 2018. Report sent to the NA regarding the implementation of the national objectives on gender equality in 2018; Nguyen Huu Minh. 2020. National project on “Some basic issues of gender equality in ethnic minority areas of our country” (Project owner is Nguyen Huu Minh); National Study on Violence against Women in Viet Nam 2019.

⁹⁶ Opinions and comments of some officers working on gender equality in Hai Duong at the Consultation Workshop on January 8, 2020 on the review report and Draft National Strategy on Gender Equality 2021-2030.

the responsibilities of MoIC as well as Vietnam News Agency, Voice of Viet Nam, Vietnam Television and other mass media agencies on gender equality communication but these agencies did not have a full evaluation report on the implementation of communication on gender equality in the period 2011- 2020.

Funding for communication duties remains modest. This has also limited the ability to create and renovate communication activities. Communication tasks have mainly been integrated in other tasks, with no separate budget.⁹⁷

⁹⁷ Opinions and comments of commune officers at the Workshop in Hai Duong on January 8, 2020; officer from Khanh Hoa Department of Health at the Consultation Workshop on January 10, 2020 on the Review report and the draft National Strategy on Gender Equality 2021-2030; Nguyen Huu Minh. 2020. National project on “Some basic issues of gender equality in ethnic minority areas of our country”.

OBJECTIVE

6

To ensure gender equality in family life, gradually eliminating gender-based violence.

Target 1:

Shorten the women's time gap in doing housework by 2 times as compared with men by 2015 and by 1.5 times lower by 2020.

Target 2:

40% by 2015 and 50% of detected domestic violence survivors by 2020 will be counselled on psychological and legal matters, get support and care at the support facilities for domestic violence survivors. Up to 75% of the detected perpetrators of domestic violence not being to criminal liability will be counselled at domestic violence counselling centers.

Target 3:

By 2015 and sustaining up to 2020, 100% of the returned victims of trafficking through being returned, rescued, rescued and self-returned will be entitled to the support and community reintegration services.

RESULTS OF TARGET REALIZATION

Out of the three targets under Objective 6, only Target 3 was fulfilled as planned, Target 1 was underachieved and there was no official statistics for Target 2. Specifically, as follows:

Target 1: Shorten the women's time gap in doing housework by 2 times as compared with men by 2015 and by 1.5 times lower by 2020.

According to the findings of the Labor Force Survey in 2019, women's time spent on doing housework was 2.1 times higher than that of men. Specifically, on a weekly basis, women spent nearly 39 hours a week for paid labour and production and 18.9 hours for unpaid housework, while men spent 40 hours on paid labour and production and 8.9 hours in unpaid housework. Thus, this target was not met as required by NSGE 2011-2020.

Target 2: 40% by 2015 and 50% of detected domestic violence survivors by 2020 will be counselled on psychological and legal matters, get support and care at the support facilities for domestic violence survivors. Up to 75% of the detected perpetrators of domestic violence not being to criminal liability will be counselled at domestic violence counselling centers.

According to the report of the Ministry of Culture, Sports and Tourism (MoCST), in the period of 2011-2015, the number of domestic violence survivors, after being detected, received legal and health

counselling, supported and cared for at domestic violence survivor support facilities were 120,452 people. This number in 2016 was 18,104 people; 14,972 in 2017; 8,580 in 2018 and 7,838 in 2019. A general calculation for the period of 2011-2019, was that 169,946 people received counselling, support and were taken care of as survivors of domestic violence.⁹⁸ With such statistics, it was not possible to calculate the proportions of survivors of violence and perpetrators receiving support for this target.

According to the findings of the National Study on Violence against Women in Viet Nam in 2019, violence against women has decreased: physical violence went down from 31.5% (in 2010) to 26.1% (in 2019) and emotional violence decreased from 53.6% (in 2010) to 47.0% (in 2019). However, sexual violence tended to increase. Nearly 2 in 3 women had experienced physical, sexual, emotional or economic abuse or controlling behaviours by their husband/partner at least once in their lifetime. More than one in ten women had experienced one or multiple forms of sexual harassment and abuse. 4.4% of women reported that they had been sexually abused when they were

⁹⁸ Government Report No. 474/BC-CP dated 6/10/2020. Report on the implementation of the national objectives on gender equality in 2019 and the period 2011-2020.

children. The proportion of women with a disability who were sexually abused during childhood was 6.4%, higher than the proportion for all women. The Study also indicates that up to 90.4% of women who experienced physical and/or sexual violence by a husband/partner did not seek help from a formal service. Less than 1% reported seeking help from a shelter.⁹⁹ A 2015 study also revealed that the majority of women who experienced domestic violence did not seek help from any agency or organization.¹⁰⁰

Information on the number of domestic violence perpetrators detected, not subject to criminal prosecution but who were counselled at domestic violence prevention and control counselling facilities has not been fully collated.

The fact that it was possible to collect only the number of domestic violence survivors receiving counselling, support and care, as well as the collection of insufficient data on the counselled perpetrators of domestic violence made the calculation of this target group virtually impossible.

Target 3: By 2015 and sustaining up to 2020, 100% of the returned victims of trafficking through being returned, rescued, rescued and self-returned will be entitled to the support and community reintegration services. The data as of 2019 show that this target was met as planned.

According to data consolidated by MoLISA from 2013 to 2019, the LISA sector received and supported 2,961 trafficked victims who were rescued by functional authorities and/or returned by themselves. Most of these victims were female (2,891 people) and 18% (528) of them were under the age of 18. All victims received support upon request, of whom 2,216 people received assistance for essential needs; 1,347 people received medical assistance; 2,105 people received psychological counseling; 1003 obtained legal aid; 103 acquired educational or vocational training support; 817 received subsidies for initial difficult circumstances and 72 people obtained loans for production.

Thus, 100% of the detected trafficked victims being returned, rescued or self-returning were entitled to the support and

⁹⁹ MoLISA, GSO and UNFPA (2020). *Summary Report: Findings of the National Study on Violence against Women in Viet Nam in 2019 - Journey for Change*.

¹⁰⁰ ISDS (2015). *Factors determining gender inequalities in Viet Nam*. Hanoi: Hong Duc Publishing House.

community reintegration services. This target was achieved vis a vis the target set out under the NSGE.

RESULTS OF IMPLEMENTING THE SOLUTIONS

Solution 1: Reinforcing the building of cultural families, with a highlight on the gender equality criterion in the family.

During 2011-2015, competent authorities have issued a large number of legal documents and policies to promote gender equality in family life and to gradually eliminate gender-based violence, in particular: the Law on the Handling of Administrative Violations; The Marriage and Family Law revised in 2014 and its guiding decree; Government Decree 09/2013/ND-CP, of January 11, 2013, detailing the implementation of a number of articles under the Law on the Prevention of and Combat against Human Trafficking; Government Decree 14/2013/ND-CP, dated February 5, 2013, amending and supplementing a number of articles under Government Decree 07/2007/ND-CP, dated January 12, 2007, detailing and guiding the implementation of a number of articles under the Law on Legal Aid; Government Decree 24/2013/ND-CP, dated March 28, 2013, detailing the implementation of a number

of articles under the Marriage and Family Law regarding marriage and family relationships involving foreign elements; Government Decree No. 15/2014/ND-CP, dated February 27, 2014 detailing a number of articles and measures to enforce the Law on Grassroots Conciliation; Government Decree No. 43/2014/ND-CP, dated May 15, 2014, detailing the implementation of a number of articles under the Land Law. Government Decree No. 126/2014/ND-CP, dated December 31, 2014, detailing several articles and measures to implement the Marriage and Family Law, etc.

In addition, the MoCST issued Circular No. 12/2011/TT-BVHTTDL dated October 10, 2011 detailing the standards, order, procedures and dossiers for the recognition of such titles as “Cultural Family”, “Cultural Hamlet”, “Cultural Village”, “Cultural Residential Area” and equivalent, in which the criteria for recognizing the title of a cultural family is stipulated in Clause 2, Article 4 of the Circular, which are “Equal, loving couples supporting each other to make progress. There is no domestic violence in any form and gender equality must be exercised; husband and wife give birth in strict compliance with regulations and share the responsibility to raise and teach their children well”.

Solution 2: Operate club models of happy, equal, free of violence families, attracting the active participation of men.

MoCST guided provinces and cities to operate a sustainable family-building club - a place for community activities, for communication and dissemination of advocacy, policy, and law as well as skills and knowledge of building happy families for families.

Solution 3: Pilot and replicate the model of GBV prevention and response counselling and support.

During 2011-2015, there were 78 models nationwide on the prevention and minimization of the harmful effects of gender-based violence. After more than three years of piloting, the model was evaluated as effective. Many provinces/cities have replicated the model in other communes and wards in the area.¹⁰¹ As of 2018, the country had formed 9,024 models of domestic violence prevention and control, reaching 74.85% of the total communes/wards/townships nationwide;¹⁰² 33,192 reliable addresses in the community; 26,558 groups of domestic violence

prevention and control and 19,812 clubs of building sustainable families.¹⁰³

SHORTCOMINGS AND CHALLENGES

Collecting information for Target 1 was a challenge. In an attempt to assess the change in women's time spent on housework compared to that of men, it is necessary to integrate this issue in regular or periodical surveys to ensure the data is constantly updated to serve as a basis for the formulation and application of the relevant solutions to minimize unpaid care work for women.

Data collection on target 2 encountered numerous difficulties due to incomplete or inaccurate statistics and there was significant duplication and overlap. For example, the target indicated the percentage of supported survivors, but the reported number related only to the number of survivors. The statistical work on the percentage of survivors who received support at support facilities was duplicated due to the lack of a uniform and synchronized management system between the four types of support

¹⁰¹ MoLISA (2016): Preliminary Review Report on 5-year implementation of the NSGE 2011-2020.

¹⁰² MoCST, 2018

¹⁰³ MoCST, 2015

facility. The statistics were mainly collected based on administrative reports, so the number of supported survivors was often larger than the total number of survivors because of the accrued number of supported survivors in each type of facility. Therefore, there has not been any basis for a full and substantive assessment on the proportion of supported survivors out of the total number of survivors as required.

The solutions set for the realization of the targets were appropriate. However, the effectiveness of each solution should be assessed to draw on the experience for adjustment or replication/scale up.

There should be an independent survey/study conducted to assess the effectiveness of mainstreaming the subject of non-violence into cultural family criteria. Actual situations have indicated that some provinces/cities wanted to achieve the title of cultural residential area, so they either did not report or under-reported cases of domestic violence and any other negative social issues.

OBJECTIVE

7

To enhance state management capacity of gender equality

Target 1:

By 2015, 80% and by 2020, 100% of draft legal normative documents that are identified to have content related to gender equality or to contain gender inequality, gender discrimination issues will be mainstreamed with gender equality issues.

Target 2:

By 2015 and sustaining up to 2020, 100% of the members of Drafting Committees and Editorial Teams that draft the legal normative documents were identified as having gender equality related issues or to contain gender inequalities, gender discrimination will be provided with training on gender, gender analysis and gender mainstreaming.

Target 3: By 2015 and sustaining up to 2020, the provinces/cities under central control will appoint a sufficient number of staff working on gender equality; form a pool/team of collaborators, volunteers to participate in gender equality and the advancement of women activities.

Target 4:

By 2015 and sustaining up to 2020, 100% of staff, civil servants and public employees working on gender equality and the advancement of women at all levels and sectors will receive professional/specialized training at least once.

RESULTS OF TARGET REALIZATION

After a 10-year implementation of this objective, all the four targets have been fulfilled.

Target 1: By 2015, 80% and by 2020, 100% of draft legal normative documents that are identified to have content related to gender equality or to contain gender inequality, gender discrimination issues will be mainstreamed with gender equality issues.

According to statistics, from 2011 to June 2020, the National Assembly enacted the 2013 Constitution, 7 Codes, 161 laws; and the National Assembly Standing Committee enacted 15 ordinances, of which about 45 codes and laws were related to gender equality issues. The Government issued 1,413 Decrees and all of them were reviewed to mainstream gender equality issues according to the regulations of the GEL and the Law on Promulgation of Legal Normative Documents (Law on Laws). In general, legal normative documents have initially focused on the mainstreaming of gender equality issues, ensuring that there will be no gender discriminatory regulations. According to the statistics of the Ministry of Justice (MoJ), in 2015, 129 legal normative documents were mainstreamed

with gender equality issues out of 130 legal normative documents that need the mainstreaming of gender equality issues, reaching 99%. In 2019, statistics collected at four central, provincial, district and commune levels indicated that 134 legal normative documents were mainstreamed with gender equality issues out of a total 139 legal documents that need gender equality mainstreaming, reaching 96%. This target was achieved.

Target 2: By 2015 and up to 2020, 100% of the members of Drafting Committees and Editorial Teams that draft the legal normative documents were identified as having gender equality related issues or to contain gender inequalities, gender discrimination will be provided with training with respect to gender, gender analysis and gender mainstreaming.

Reviewing annual reports of ministries, sectors and provinces/cities shows that agencies have provided training on gender knowledge for all staff and civil servants working on policy formulation and making. In practice, it is still difficult to collect information and data for this target to closely meet requirements of the NSGE. However, in accordance with the reports and self-assessment by agencies and units, basically, members of the Drafting Committee and the Editorial Team have been trained

in knowledge on gender, gender analysis and gender mainstreaming. This target was achieved

Target 3: By 2015 and up to 2020, the provinces/cities under central control will appoint a sufficient number of staff working on gender equality; form a pool/team of collaborators and volunteers to participate in gender equality and the advancement of women activities.

Up until now, staff have been assigned to work on gender equality at the provincial, district and commune levels as prescribed.

¹⁰⁴ However, the contingent of staff working on gender equality has been constantly changing, with the majority being multi-tasked.

¹⁰⁵ Collaborators and volunteers participating in gender equality and the advancement of women at work have been formed through the deployment of the models on promoting gender equality and GBV prevention and response nationwide. As such, this target was achieved as planned.

Target 4: By 2015 and up to 2020, 100% of staff, civil servants and public employees working on gender equality and the advancement of

women at all levels and sectors will receive professional/specialized training at least once.

A review of the annual reports of ministries, sectors and provinces/cities indicates that the training of staff, civil servants and public employees working on gender equality and for the advancement of women has received increasing attention and has been undertaken regularly. Basically, 100% of staff, civil servants and public employees working on gender equality and for the advancement of women have been trained annually and received further enhanced knowledge of gender issues at least once a year. Thus, this target has been met as planned.

RESULTS OF IMPLEMENTING THE SOLUTIONS

Solution 1: Assigning a sufficient number of staff to work on gender equality at all levels; forming a team of collaborators and volunteers to participate in gender equality and the advancement of women's work, especially in villages, hamlets, and population clusters. Establishing a network of gender experts in all spheres of social life.

¹⁰⁴ According to statistics from the districts, as of December 31, 2019, the whole country had 146 civil servants working on gender equality at the provincial level. On average, each province has 2.3 civil servants working on gender equality.

¹⁰⁵ At district level, most staff concurrently undertake many jobs, including gender equality work; At the commune level, all specialized work in the Labor - Invalids and Social Affairs sector has only one dedicated Cultural - Social Affairs officer.

Guiding or instructional documents of the Party on the work of women in the period of accelerating industrialization and modernization of the country¹⁰⁶ highlight the requirement of continual renovation and the arrangement of the apparatus of the political system in a compact, lean and effective way, including the state management apparatus on gender equality. After the GEL took effect, the Government assigned the LISA sector to perform the state management function on gender equality nationwide.¹⁰⁷ In 2008, the Gender Equality Department (GED) was established to advise and assist the Ministry of Labour, Invalids and Social Affairs in performing the State management function on gender equality nationwide.¹⁰⁸ A number of ministries and agencies have assigned a specific unit to be in charge of gender equality work; e.g.

the CEMA assigned the Department on Ethnic Minority Affairs, the Ministry of Home Affairs assigned the General Affairs Department while MoCST assigned the Family Department. In localities¹⁰⁹, as of 2014, 13 localities had established a Gender Equality Office or appointed a Head of the Gender Equality Office; the remaining provinces/cities assigned the task of state management on gender equality to the Office or a specialized division under the Department of Labour, and Social Affairs (DoLISA). Adopting the new guidelines,¹¹⁰ by 2020, 62 out of 63 DoLISAs had combined gender equality tasks with these specialized or dedicated units under DoLISAs such as Children, Protection as well as Social evil prevention and response. Quang Ninh Province alone maintains a Gender Equality Office.

¹⁰⁶ Resolution 11 of the Politburo dated April 27, 2007 on Promoting the work of women in the period of industrialization and modernization of the country (2007) and Directive 21-CT/TW dated January 20, 2018 on continual strengthening of women's work in the new situation; Resolution No. 18-NQ /TW of October 25, 2017 of the Party Central Committee on continuing to renovate and reorganize the political system apparatus to be lean, streamlined with effective and efficient operations.

¹⁰⁷ Decree No. 106/2012 / ND-CP dated November 20, 2012 and Decree No. 14/2017/ND-CP dated February 17, 2017 of the Government defining the functions, tasks, powers and organizational structure of MoLISA.

¹⁰⁸ Decision No. 363/QD-LDTBXH dated March 18, 2008, Decision No. 798/QD-LDTBXH dated May 23, 2013 and Decision No. 1246/QD-LDTBXH dated August 19, 2017 of the Minister of LISA on defining the functions, tasks, powers and organizational structure of the Gender Equality Department.

¹⁰⁹ MoLISA and MoHA jointly issued Joint Circular No. 10/2008/ TTLT-BLDTBXH-BNV dated July 10, 2008 guiding the functions, tasks, powers and organizational structure of specialized agencies under People's Committees of provincial and district levels as well as responsibilities of state management of the communal People's Committees on labour, people with meritorious services and social affairs, including the sphere of gender equality.

¹¹⁰ Decree No. 48/2009/ND-CP dated May 19, 2009, Decree No. 70/2008/ND-CP dated June 4, 2008, Joint Circular No. 37/2015/TTLT-BLDTBXH-BNV dated October 2, 2015 of MoLISA and MoHA.

Solution 2: Foster skills in gender analysis, evaluation and mainstreaming for staff and civil servants engaged in policymaking and the elaboration of socio-economic development plans. Organize training courses on gender knowledge, gender analysis and gender mainstreaming for members of Drafting Committees, Editorial Teams in charge of drafting the legal normative documents containing contents related to gender equality or gender inequality issues, gender discrimination.

Development of guiding documents, training materials for capacity building in gender analysis, assessment and mainstreaming: the MPI issued a Guiding Framework for the formulation of socio-economic development plans, including the guideline to mainstream gender equality issues into plans. The MoJ took the lead in the formulation of guiding documents on policy impact assessment, including the gender impact and a toolkit to mainstream gender equality issues in the formulation of legal normative documents.

Expedite capacity building activities for performing gender equality work at all levels. MoLISA,

with the responsibility of assisting the Government in performing state management on gender equality nationwide, has made efforts to mobilize financial and technical resources from international organizations to build a network of trainers and speakers on gender equality, gender mainstreaming and to regularly maintain capacity building for these teams.¹¹¹ Ministries, sectors and provinces/cities have organized training courses, fostering professional skills on gender equality tasks, the mainstreaming of gender equality issues in the formulation and implementation of policies, laws, and programs to help improve the capacity of the staff. Some academies and schools have officially introduced gender equality issues into the teaching curriculum, such as The Ho Chi Minh National Political Academy which has introduced a “Gender in Leadership and Management” subject into the training systems of the high-level political theory program since 2017; Political Officers Training School under the Ministry of National Defence has introduced the contents of gender awareness and gender equality in the major training program.

¹¹¹ According to the statistics of the GED (MOLISA), there were about 15 million staff working on gender equality and for the advancement of women in ministries, sectors and localities that received training and refresher training to build capacity and professional expertise during 2011-2019.

SHORTCOMINGS AND CHALLENGES

There are still a wide variety of difficulties in realizing the targets under Objective 7 of the NSGE. In particular, the collection of information and statistics on the situation and results of target performance in strict accordance with requirements of NSGE is still constrained (Target 2).

The quality of performing gender equality mainstreaming in the formulation of legal normative documents identified as having content pertinent to gender equality or gender inequality issues, gender discrimination has, so far, not been strictly under control. Members of the Drafting Committees and Editorial Teams are not sufficiently qualified to carry out gender analysis and gender mainstreaming, which may be responsible for the shortcomings in the performance of this task.

The capacity of the national apparatus on gender equality is still limited and does not yet adequately meet the assigned task. Although the staff working on gender equality has been established in provinces/cities as prescribed by the law,

they were generally inadequate in number, limited in knowledge and skills and inexperienced in performing tasks. The staff, civil servants and public employees assigned to work on gender equality at all levels and sectors are regularly rotated, leading to the transfer of trained staff to another position. Consequently, newcomers must be sufficiently trained with the knowledge and skills capable of carrying out their tasks.

Capacity building activities for the staff working on gender equality have been implemented quite frequently and widely across 63 provinces, cities and central agencies. In general, the training for gender equality staff at the provincial and district levels has been conducted quite well; however, this training has not been able to be covered at the commune level and as such training quality has been inconsistent. Moreover, most of the professional and technical training courses were short and there were few training courses offering in-depth knowledge and skills such as gender analysis and gender mainstreaming in various spheres.

2.3. RESULTS OF IMPLEMENTING NSGE'S OVERALL SOLUTIONS

After the NSGE 2011-2020 was issued, MoLISA took the lead and collaborated with the Ministry of Planning and Investment, the Ministry of Finance, concerned ministries and sectors, VWU, socio-political organizations and People's Committees of centrally-run provinces and cities to organize the implementation of the NSGE nationwide. Below is a summary of the realization of overall solutions specified in the NSGE.

Overall solution 1: Reinforce the leadership, direction and inspection of party committees and authorities at all levels on gender equality work

The Party and the Government of Viet Nam have always shown a strong commitment to gender equality work through the promulgation and implementation of many guiding documents and instructions. Conclusion No. 55-KL/TW dated January 18, 2013 of the Party's Secretariat on continually intensifying the implementation of the Politburo's Resolution No. 11-NQ/TW on women's work in the period of accelerating the country's industrialization and modernization identifies women's work as an important issue which is the responsibility of both the political system and the whole society. Party

committees and authorities at all levels, departments, sectors and associations, as well as organizations should continue to grasp and organize the implementation of the tasks and solutions to enhance the effectiveness of gender equality work.

In the Concluding Notice No. 196-TB/TW released on March 16, 2015 of the Party's Secretariat on the Scheme "Strengthening the Party's leadership on gender equality and the advancement of women in the new situation", all levels have been requested to focus on the tasks of communication, education and awareness raising on gender equality for staff, party members and people of all strata; to continue effectively adopting advocacy, guidelines, policy and law on gender equality; to build and perfect the system of law and policy in line with the reality of gender equality and the advancement of women; to undertake the further development of future female staff. The Secretariat agreed with the advocate to establish the Committee for the Advancement of Women (CAW) in the Party's Central organs.

On January 20, 2018, the Secretariat issued Directive 21-CT/TW on continual strengthening of women's work in the new situation. A great number of ministries, sectors and provinces/cities issued

a Plan for the implementation of this Directive.

Performing the responsibilities of the state management on gender equality, MoLISA has formulated and issued guiding documents and instructions for exercising gender equality work and NSGE nationwide. Every year, MoLISA issues guiding documents, including the issues in expediting the NSGE sent to concerned ministries, sectors and provinces/cities.

Under instructions of the Party, the Government, as well as the guidelines of MoLISA, various ministries, sectors, provinces and cities issued the Directive on strengthening the leadership and instruction of party committees at all levels on gender equality and the advancement of women. Most of the ministries, ministerial-level agencies, Government-attached agencies and 63/63 provinces and cities directly under the Central Government developed and issued action plans on gender equality for the periods of 2011-2015 and 2016-2020. The action plans on gender equality of ministries, sectors and provinces/ cities clearly defined the overall objectives, specific objectives and targets on gender equality of their respective sectors, fields in charge and of each locality while working out solutions to realize gender equality objectives, ensuring their relevance to political,

professional tasks and practical situations.

To implement the Action Plans on Gender Equality annually, ministries, sectors and provinces/cities shall issue work plans, which guide the implementation for their attached units. Some provinces/cities and ministries have become typical units or role models in performing this task well. For example, during the 2011-2015 period, the People's Committee of Ho Chi Minh City issued 21 documents to instruct, manage and guide the implementation of gender equality work and for the advancement of women in the city area; The Provincial Party Committee and the People's Committee of Nghe An province issued 22 documents to direct and govern gender equality work. The Ministry of Public Security conducted surveys, evaluated the situation for the formulation and approval of the Action Plan to suit the political tasks of the units.

Overall solution 2: Enhance state management capacity on gender equality

Expediting Resolution No. 18-NQ/TW, dated October 25, 2017, on continually renovating and streamlining the apparatus of the political system towards lean, effectiveness and efficiency, 62/63 provinces and cities consolidated the Office of Children and Gender

Equality or the Gender Equality Office. As of December 31, 2019, on a national scale, there had been 146 civil servants working on gender equality at the provincial level. On average, each province has 2.3 civil servants working on gender equality. At the district level, the majority of the staff are working on gender equality on a part-time basis or as an add-on task, and at the commune level, gender equality work is assumed by socio-cultural civil servants.¹¹² In addition, the centrally-run provinces and cities have built up a contingent of collaborators and volunteers engaged in gender equality and the advancement of women.

Training courses to foster professional and technical skills on gender equality work, the mainstreaming of gender equality issues in the formulation of policies, laws and programs, contributing to capacity building for the staff have been conducted regularly.

MOLISA have organized TOT training courses on gender mainstreaming in all areas and provided training on social impact assessment skills, including gender impact for the staff working on policy making in the ministries, sectors, and provinces/cities. Numerous provinces/cities have organized training courses to foster

knowledge on gender equality for officers at provincial and district levels.

Annually, ministries and sectors organize training courses for thousands of officers, civil servants and public employees at their agencies and units as well as officers working on gender equality in provinces/cities on the contents of the GEL, CEDAW Convention, professional/technical expertise and skills on gender equality, skills to mainstream gender into professional work.

Overall solution 3: Complete the system of policies and laws on gender equality; perform effective mainstreaming of gender equality issues into annual and 5-year socio-economic development content of the whole country and of each ministries, sectors and provinces/cities.

As stated in the Government Report No. 362/BC-CP dated August 10, 2020 on the realization of the national objectives on gender equality in 2019 and the period 2011-2020, from 2011 to June 2020, apart from the 2013 Constitution, the National Assembly and the National Assembly Standing Committee enacted 7 Codes, 161 laws and 15 ordinances, including about 45 codes and laws pertinent to gender

¹¹² Government Report No. 362 / BC-CP dated August 10, 2020 on the realization of the national objectives on gender equality in 2019 and the period 2011-2020.

equality; the Government has enacted 1,413 decrees, all of which have been examined for gender mainstreaming as prescribed in the Gender Equality Law and Law on Laws.

The 2015 Law on Laws requires agencies in charge of drafting specialized laws to comply with the provisions on gender equality mainstreaming in formulation of legal normative documents.¹¹³ This requirement has expanded the scope of exercising gender mainstreaming in Government Decrees and Prime Minister's Decisions.

Implementing the socio-economic development plan for the 2016-2020 period, ministries, sectors and provinces/cities have paid attention to mainstreaming gender equality into socio-economic development programs, plans and projects of their respective localities/ministries and sectors.

To advance gender equality in the spheres of politics and leadership, management, the 2014 Law on Organization of the National Assembly provides specific stipulations to ensure the equal participation of men and women in people's elected bodies and the State management apparatus. The 2015 Law on Elections of National Assembly deputies and People's

Council members for the first time stipulates that the percentage of female candidates on the official list of candidates/nominees must reach at least 35%.

In the economic and financial spheres, a great number of newly enacted or amended, supplemented legal documents have been mainstreamed with gender equality regulations. For example: the Enterprise Law (2014), the Investment Law (2012), and the amended 2012 Tax Administration Law. One of the important changes is that the 2015 State Budget Law has defined for the first time "to ensure the prioritization of budget allocation for the enforcement of the Party's and the State's advocates and policies in realizing gender equality objectives" as one of the state management principles on budget.

In the field of labour and employment, the 2015 Law on Occupational Safety and Health, 2014 Law on Social Insurance, there are a variety of regulations to ensure equal benefits between men and women workers when participating in the labour market. The Employment Law (2013) and the 2017 Law on Support to SMEs are a significant step forward with the regulations aimed at ensuring opportunities for both men and

¹¹³ Article 5 of the 2015 Law on Laws

women in employment, business, facilitating women-owned SMEs and SMEs that employ an extensive number of women workers. Especially, the amended Labour Code 2012 and later the amended Labour Code 2019 have increasingly included specific provisions on combating gender-based discrimination, ensuring the rights of women workers on grounds of their gender based specific characteristics as well as ensuring gender equality. The 2012 Labour Code prohibits sexual harassment in the workplace, and the Labour Code 2019 continues to address this issue by providing a definition of sexual harassment in the workplace, defining responsibilities of parties and several sanctions. According to the Labour Code 2019, the retirement age for employees under normal working conditions is adjusted according to the roadmap till they are 62 years old for male employees by 2028 and 60 years old for female employees by 2035. The Government also issued Decree No. 153/2018/ND-CP dated November 7, 2018, which stipulates a pension adjustment policy for female employees starting to receive pensions in the period from 2018 to 2021 who have completed the social insurance payment period from 20 years to 29 years and 6 months. This is in order to implement the National Assembly's Resolution No. 64/2018/QH14 dated June 15, 2018, to handle the reduction of

female employees' pensions when they retired as from January 1, 2018 due to the provisions of the Law on Social Insurance regarding the new methods of calculation for pensions on the principle of payment-based entitlements.

Regarding vocational education, the 2014 Law on Vocational Education and Training provides a legal framework to create conditions for women and men to be equal in schooling, the completion of universal education and selection of fields of study and training.

In terms of gender equality in property related rights, the 2013 Land Law and the amended 2015 Civil Code have made more specific provisions on gender equality in the right to use and inherit land use rights, houses and the properties attached to land and other properties.

In marriage and family life, the 2014 Law on Marriage and Family, apart from the regulations on the guarantee of gender equality in the rights and obligations of spouses in family relationships, for the first time the Law stipulates that those carrying out housework and other related work to support the common/mutual life shall be considered income earners (Article 16).

More specific regulations on gender equality and the protection of women's rights in different areas of

social life have been newly provided or supplemented in other laws such as the Law on the Prevention of and Combat against Human Trafficking (2011), Law on Law Dissemination and Education (2011), Law on Social Insurance (2014), the revised 2015 Penal Code and many other laws as well as decrees and other pertinent legal documents.

On May 10, 2017, the Prime Minister issued Decision 622/QD/TTg promulgating the National Action Plan to implement the 2030 Agenda for Sustainable Development. The Action Plan defines Vietnam SDGs (VSDGs) up to 2030 including 15 specific targets, corresponding to the global SDGs in line with the Document “Our Transformation of the World: The 2030 Agenda for Sustainable Development”, which was approved by the United Nations General Assembly in September 2015. Apart from Goal 5 “Achieve gender equality; empower and create opportunities for women and girls” with 8 specific targets, the remaining goals also contain various targets related to women and girls.

On June 4, 2019, the Prime Minister signed Decision 681/QD/TTg promulgating the Roadmap to implement VSDGs up to 2030 as specified in the Decision 622/QD-TTg. The Decision sets out the roadmap for the 17 goals to be implemented together with

specific targets up to 2020, 2025 and 2030. The roadmap details the eight specific targets under Goal 5 “Achieve gender equality, empower and create opportunities for women and girls.” This is an important document to enable ministries/sectors and provinces/cities to formulate their development strategies, action plans, schemes and projects with specific targets by each stage or period.

At ministerial level, many ministries have reviewed, newly disseminated, or supplemented and updated legal normative documents to support gender mainstreaming. MPI has guided ministries, sectors and provinces/cities to mainstream gender equality in the elaboration of 5-year and annual SED plans. MoIT issued Circular No. 13/2013/TT-BCT dated July 9, 2013 defining the formulation, appraisal and promulgation of legal normative documents, including the regulations on gender mainstreaming in the formulation of legal normative documents within the sector’s scope. The Ministry of Finance issued Circular No. 36/2018/TT-BTC dated March 30, 2018 guiding the preparation of estimates, management and use of funds for the training and refresher training of female staff, civil servants, public employees with a premium put on the support to female staff, civil servants, public employees

in attending the training courses. Ministry of Justice took the lead in formulating guiding documents for a policy impact assessment, including gender impact; a toolkit for gender equality mainstreaming into law formulation to ensure consistency with the process of promulgating legal normative documents and organized two professional/technical training courses on policy analysis, drafting, document evaluation/appraisal skills, gender impact assessment, mainstreaming of gender equality in the process of drafting legal normative documents. Several units under the Ministry of Construction issued policies to support women workers during pregnancy and child rearing¹¹⁴. Vietnam Social Security (VSS) introduced a policy of prioritizing female civil servants and public employees in the process of consideration for promotion and appointment.¹¹⁵ The Ministry of Agriculture and Rural Development expedited gender mainstreaming activities in response to climate change, in the implementation of the Target Program on Sustainable Forestry Development for the period 2016 - 2020. Multiple provinces and cities have issued policies to provide

more financial support for female staff attending political classes than that for men.

General solution 4: Intensify close and effective coordination between state agencies, between state agencies and political organizations, socio-political organizations, and other central and local agencies and organizations in organizing the implementation, supervision, acceleration and evaluation of how gender equality as well as NSGE objectives have been exercised

Inter-sectoral collaboration in exercising gender equality in general, and the NSGE 2011-2020 in particular, has received increasing attention. As the state management agency on gender equality, MoLISA has been proactive and actively coordinated with concerned ministries, sectors and agencies in advising the formulation, implementation, inspection and supervision of policies and laws on gender equality; the work of female staff; gender-based violence and domestic violence prevention and response; the minimization of imbalanced SRBs and setting up and operating a gender disaggregated statistical database system.

¹¹⁴ COMA Corporation: female employees during pregnancy, in addition to the entitlements prescribed by law, will be entitled to one day off per month with full payment and is supported with a prenatal checkup of 100,000 VND per visit ; COMA Import-Export Center: female employees who are raising children under 12 months of age are entitled to 2 hours off per day and receive full payment; Viglacera Corporation issues documents to implement sun and heat protection to ensure the health of workers in summer, especially women workers.

¹¹⁵ Decision No. 1808/QĐ-BHXH dated 11 Oct 2017 of VSS.

MoLISA and many other ministries, provinces/cities have effectively coordinated with international and local NGOs in gender equality work. Innovative and diverse programs and projects, pilot models in collaboration with local authorities, competent agencies and CSOs have been implemented in many provinces/cities. A magnitude of initiatives have been implemented and replicated in many spheres such as the support and diversification of livelihoods, women's economic empowerment, increased accessibility to land and property, prevention of and response to domestic violence and sexual harassment in the workplace and public places and the engagement of men and boys to participate in activities for gender equality.

The inter-sectoral collaboration in diversified, copious and innovative forms has contributed to improving the efficiency of state management, increasing resources for the successful implementation of gender equality objectives.

Overall solution 5: Accentuate information, communications, dissemination and education to raise awareness of gender equality among staff, civil servants, public employees, workers and people at large

Communication on gender equality has been greatly strengthened over the past ten years. In order for policy and law on gender equality to be executed and put into practice, communication and education activities have been conducted by competent agencies at all levels, focusing on the implementation and continuous improvement in terms of both quantity and quality. Through various and diverse forms, communication and education on gender equality has enabled agencies, organizations, staff, civil servants, workers and people to realize the importance of gender equality in economic and social development and to be aware of the real situation, risks and impact of gender inequality on individuals, families and the whole society, thereby forming progressive ideas on the role and status of women and gender equality.

At the national level, a magnitude of conferences, workshops, seminars, talks, training courses, sharing of research/study results, dissemination of new knowledge on gender equality in various spheres have been organized regularly. Thus, absorbing active participation and becoming forums for experts and policy makers as well as officers working on gender equality and for women's advancement in ministries, sectors and provinces/cities to

discuss frankly and openly on the issues pertaining to gender equality in their respective unit and locality.

Community communication activities with different scales were organized such as the Contests on understanding of policies and laws on gender equality; the drawing contest to communicate and promote gender equality, to formulate communications leaflets on the GEL, gender equality in the field of politics in various ethnic languages as well as the Contest “Writing about gender equality” reflecting the concerns and interests of a diversity of people on gender equality in various fields of life, contributing to bringing gender equality messages closer to the community.

Ministries, sectors and provinces/cities, socio-political organizations have actively expedited communications on gender, gender equality and for women’s advancement in various and diversified forms such as development of specialized pages and editorial columns in sectors’ journals, printed newspapers, electronic/online newspapers, local radio and television stations; organized contests and performance shows to learn about gender equality, attracting considerable participation of people from all walks of life. For example, MoIC took the lead in researching,

formulating and implementing the Scheme on information, education and communications on gender and gender equality through publications, radio and television programs and other forms. The Voice of Vietnam Radio, the Vietnam Television Station, the Vietnam News Agency and various mass media agencies have had many programs and specialized columns/sections providing information and communications on gender equality, contributing to raising awareness about this field of work. Increasingly specialized themes on gender equality and women were broadcast with longer broadcasting durations. The VWU continued to implement the Scheme “Communication, education of qualities and morality of Vietnamese women in the period of stepping up industrialization and modernization of the country”. A number of provinces/cities have maintained and organized a regular annual campaign on gender equality. These activities have contributed significantly to raising the awareness of staff, civil servants, public employees, workers and the general population about gender equality and for the advancement of women in the province.

At the community level, in addition to specific thematic communication campaigns, within the framework of programs and projects of social

organizations, there has been a large number of staged contests on, for example, gender equality and GBV prevention and response; on men who build homes and on excellent communicators of women's rights to access to land and property. These were held in provinces/cities, engaging numerous people in the community to participate and contribute to eliminating gender stereotypes, forming progressive perceptions about the roles of women, reducing domestic violence, encouraging shared housework and changing gender relations in the family towards greater equality.

Overall solution 6: Formulate and organize the implementation of the National Program on Gender Equality (NPGE) for the 2011-2015 period and the 2016-2020 period to support ministries, sectors and provinces/cities in addressing key issues of gender equality work.

The National Program on Gender Equality (NPGE) period 2011-2015 was approved by the Prime Minister under Decision 1241/QD-TTg, dated July 22, 2011. The Program aims to create dramatic changes in awareness, promoting the idea that the whole society should change its behaviour and exercise gender equality; gradually narrowing the gender gap and enhancing women's status in some areas where inequalities persist or areas

at high risk of gender inequality, contributing to the successful implementation of the objectives of the NSGE. The content of the NPGE includes five component projects on: communications; enhancing the capacity and efficiency of state management on gender equality, capacity building for female representatives of elected bodies at all levels, female managers, female leaders at all levels, female staff under human resource planning and a project for support to set up and develop counselling and support services on gender equality. Thus, underwriting the realization of gender equality in the spheres, sectors, regions and provinces/cities where gender inequalities persist or areas at high risk of gender inequality.

Within 5 years, the NPGE 2011-2015 simultaneously implemented corresponding projects with specific activities. In addition to the communication activities that have been able to engage a large number of participants every year and a wide range of capacity building activities for those working on gender equality have been conducted. During this period, 25,000 copies of 10 training materials on gender equality expertise, gender mainstreaming skills in fields such as politics and labour-employment, were developed, used and disseminated;

250 training courses and specialized workshops on gender equality for over 24,000 grassroots officers (men accounted for 38%) were organized; Hundreds of training courses, workshops, conferences for experience exchanges, related policy dialogues also took place at both central and local levels.

Under the NPGE 2011-2015, five intervention models were developed and piloted to minimize gender inequality, in which a model on prevention and the minimization of harms of gender-based violence was implemented in all 63 provinces/cities across the country and was highly appreciated by provinces/cities for the effectiveness of the model. Many provinces/cities have proactively maintained and replicated the model from the local funds.

Through the implementation of the NPGE 2011-2015, the capacity of ministries, ministerial level agencies, and People's Committees at all levels of state management on gender equality has been raised. Awareness of gender equality at all levels of the Party Committees, authorities and people has shown positive changes; Party committees and authorities paid more attention to the training and capacity building for female staff and appointed female staff to key positions; Numerous models to promote gender equality were implemented in provinces/cities. A

variety of policies, programs and interventions to address gender inequalities in various spheres were enacted and implemented by ministries, sectors and provinces/cities through the execution of Projects and models under the NPGE 2011-2015.

The preliminary review report on the implementation of NSGE 2011-2020 during the period of 2011-2015 stated that this is one of the few NPGE with nationwide coverage with all 63 provinces and cities under the central government that have been allocated funds .

Beyond the NPGE 2011-2015, on October 02, 2015, the PM signed Decision No. 1696/QĐ-TTg approving the National Action Program on Gender Equality for the 2016-2020 period with the overall objective of “reducing gender gaps and enhance women’s status in some domains, sectors, regions and provinces/cities with persistent gender inequalities or at high risks of gender inequality”, contributing to the successful implementation of the NSGE 2011-2020. The main features of the National Action Program on Gender Equality 2016-2020 include: (1) Communications to raise awareness and change behaviours on gender equality; (2) Enhanced capacity and effectiveness of state management on gender equality; (3) Capacity building for female elected representatives at all levels, female

managers, female leaders at all levels and female cadres under human resource planning; (4) Develop a Target Program on support to social assistance system development for the 2016-2020 period, including the contents on supporting the realization of the National objectives on gender equality; and (5) encourage ministries, sectors, provinces/cities and organizations to form, and implement, the models to increase women's participation and promote gender equality in the areas where there is a high risk of gender inequality.

Experience and lessons learnt from the implementation of the National Action Program on Gender Equality 2011-2015 enabled better preparation for the realization of the National Action Program on Gender Equality 2016-2020. Communication on awareness raising and behavioural change on gender equality continues to be strengthened. Especially, since 2016, within the framework of the National Action Program on Gender Equality 2016-2020, every year, MoLISA has taken the lead in deploying the "Action Month for Gender Equality and GBV prevention and response" from November 15 to December 15 on a national scale. The Action Month has attained a magnitude of encouraging results. The number of people participating in activities during the Action

Months has increased over the years. The number of activities organised in response to the Action Months as well as news and pictures of the activities also increased significantly.

Communication and training activities to increase the proportions of female NA deputies in the 14th National Assembly and female members of People's Councils at all levels for the 2016-2020 term were actively implemented in 2016.

Apart from the above overall programs and projects, there are strategies, programs and schemes to promote gender equality in different areas which have also been introduced such as: the Family Development Strategy of Viet Nam up to 2020, vision to 2030; Ethnic Work Strategy up to 2020; Population Strategy up to 2030; Policy to support poor EM women when giving birth conforming with population policy; also the Schemes: "Minimization of the domestic violence situation in rural areas of Viet Nam in the period 2015 - 2020"; "Minimization of child marriage and consanguineous marriage in ethnic minority areas in the period 2015 - 2025"; "Adoption of measures to ensure gender equality for female staff and civil servants in the 2016-2020 period", "GBV Prevention and Response in the 2016-2020 period, with a vision to 2030"; "Control of imbalance in SRB in the 2016-2025

period” and “Supporting gender equality activities in ethnic minority areas in the period of 2018-2025” in conjunction with many other relevant programs and projects.

Overall solution 7: Develop quality service systems to support women and men to have equal opportunities, participation, and entitlements in all areas of social life. Intensify social mobilization and inter-sectoral coordination in organizing gender equality activities

Over the past few years, several pilot models have been implemented using both state budget (through the NPGE of 2011-2015, National Action Program on GE 2016-2020 and the Social Assistance System Development Target Program for the 2016-2020 period) and from international funding sources. Specifically:

A model Social Work Center to support the provision of gender equality services in 10 provinces.¹¹⁶ The main tasks of these centers are composed of delivering such services as: protection and care of targeted people; awareness raising and behavioural change communication, capacity building in gender equality; counselling, consultation on the issues pertaining to gender inequality and

the provision of emergency services to prevent gender-based violence. The centers have connected to and delivered social work and gender equality services to improve capacity for problem detection and strengthen the self-defence capacity of vulnerable groups, especially women, and girls in the community. In addition to providing services to support survivors of GBV directly at the Centers, such as a variety of community-based counselling activities and guiding communes and wards to step up communications on gender equality which has also been deployed by the centers.

The model of GBV response service facilities has been expedited in eight provinces/cities. In addition to the two Peaceful Houses under the VWU, which render support to women and children who are survivors of domestic violence and returned trafficked victims. This model has been established and put into operation in six other provinces/cities namely Ha Nam, Thai Nguyen, Hanoi, Da Nang, Can Tho, and Bac Lieu.

The Model of community-based Reliable address - shelters were established and put into operation in 63 communes and in 63 provinces

¹¹⁶ The model was initially piloted in 3 provinces including Dak Lak, Ben Tre, Quang Ninh and replicated to 7 other provinces including: Hoa Binh, Thai Binh, Thanh Hoa, Ha Tinh, Khanh Hoa, Ba Ria - Vung Tau, An Giang.

and cities.

The model of clubs supporting women at risk of forced marriage to foreigners (in 18 provinces and cities where there is a high number of women getting married to foreigners); the model of safe, friendly, non-violent schools (at six lower secondary schools in Hanoi). These models have made certain contributions to the prevention and response to GBV, enabling community reintegration of survivors while serving as a practical experience for replication in the coming period.

The model to support women in creating jobs, starting and developing their business, the model “Dormitory women workers’ club” has been implemented in 13 provinces/cities.¹¹⁷

The pilot model to build childcare facilities in agencies, vocational training centers, industrial parks

and export processing zones has been implemented.¹¹⁸

The model to support 315 communes (each province or city directly under the Central Government selects five communes) in development, revising village/hamlet conventions and rules to ensure gender equality principles: provinces/cities have focused on reviewing, adding the issues of exercising gender equality and domestic violence prevention and response among family members into documents of village/hamlet conventions, rules at the community as well as relevant content in line with guiding documents.¹¹⁹

CEMA issued a document guiding the provinces/cities adopting the piloted model of gender equality counselling and support services in 30 communes, wards and townships in mountainous and highland areas for ethnic minorities.

¹¹⁷ In the period 2012-2015, this model organized 12 training courses on entrepreneurship/business start-up skills for 350 women, of which 128 learners were the ones with the most feasible business options that were selected for product promotion funds.

¹¹⁸ For example, in the period of 2011-2015, piloted to build child care facilities in two agencies under the Ministry of Public Security and two industrial parks and export processing zones in Ha Nam and Bac Giang provinces in order to support women to have more time to invest in learning, improving their qualifications, to increase their ability to participate in the labour market, to have more time to take care of their mental and physical health; to facilitate breastfeeding during breaks while participating in production while creating favourable conditions for agencies and organizations/businesses to carry out their responsibilities for gender equality work and for the advancement of women; The aforementioned child care facilities have received and taken care of approximately 750 children.

¹¹⁹ Official Letter No. 3349/BVHTTDL-GD of the Ministry of Culture, Sports and Tourism dated September 13, 2013 to People's Committees of central provinces and cities on guiding the relevant agencies to carry out the revisions to village/hamlets regulations, conventions, rules in the community.

Via the Target Program on Social Assistance System Development 2016-2020 (Decision No. 565/QĐ-TTg April 25, 2017) and the support of international organizations, by 2018, there had been 418 social assistance facilities, including 195 public facilities and 223 non-public facilities nationwide. This service system assists women and children in accessing comprehensive support services.

The Model of the Center to enhance women's vocational training in Can Tho city, Thai Binh and Quang Nam provinces focused on vocational training, counselling, job placement and the provision of some friendly services for women workers.

The Model of Community counselling group in the form of a club on gender equality and family, marriage to limit the negative consequences of the marriages involving foreigners. During only 4 years from 2011 to 2013, there had been 50 clubs established, attracting more than 1,000 members at 14 communes, wards and townships of 13 provinces and cities.

The Model "Safe and friendly cities for women and girls" has been piloted by MoLISA in collaboration with Actionaid Plan and Plan International Viet Nam.

Some provinces/cities, in recognition of the effectiveness of the models, have actively scaled

them up using local funding. The gender equality models, and services have been expedited systematically from the community to the central level ensuring the availability and accessibility to the population.

Overall solution 8: Mobilize and effectively use financial resources for gender equality work; Spend State budget for gender equality work in alignment with the current state budget decentralization; prioritize resources for the sectors, regions and areas with gender inequalities or at high risk of gender inequality, rural areas, poor areas, mountainous areas where numerous traditional customs persist and in ethnic minority areas.

Under the Prime Minister's Decision No. 2351/QĐ-TTg of December 24, 2010, the funds for the implementation of the NSGE 2011-2020 are allocated in the recurrent expenditure estimates of ministries, sectors and provinces/cities according to the current state budget decentralization. In the Decision No. 1241/QĐ-TTg dated July 22, 2011 on promulgation of the National Program on Gender Equality for the 2011-2015 period, the Prime Minister approved a total budget of 955 billion dong, of which the Central budget was 326 billion, local budget was 464 billion, international aid and other mobilized sources was 165 billion to

deliver tasks, solutions, models to advance gender equality and GBV prevention and response. This was the first time the Government had committed to allocate funds for gender equality activities at both central and local levels.

After the 5-year implementation of the NPGE, the funds allocated from the central budget were VND 125 billion (reaching 38.3%). In which, targeted support for provinces and cities was VND 88 billion (accounting for 67.72% of the total central budget allocated). In addition, a few provinces/cities allocated funds to implement the NPGE 2011-2015 from local budgets such as Hanoi, Quang Ninh, Thanh Hoa, Nghe An, Ha Tinh, Dong Nai, Ho Chi Minh City. It can be clearly seen that the funding for the NPGE 2011-2015 and the National Program on GE 2016-2020 implementation has not been sufficient as initially planned and it has gradually decreased over the years. According to reports of all the ministries, agencies taking the lead in implementing programs, models as well as the provinces/cities implementing them, there have been numerous difficulties and obstacles to the implementation of program activities due to the lack of funding and the expenses allocated to specific activities were too low

compared to the actual cost.

Funding from internationally mobilized sources have exceeded the plan (VND 300 billion, reaching 182%) and have mainly come from international organizations such as UN Women, UNFPA, UNDP, USAID, Embassy of Canada, Spain and the World Bank. In the period of 2007-2017, 31 bilateral and multilateral ODA projects mainstreamed with gender equality content were implemented at both central and local levels. These focused on issues such as human trafficking prevention and control, gender-based violence prevention and response, climate change response, and women's political participation with a total signed ODA fund of about 41 million USD, all of which was non-refundable.¹²⁰

Funds for the implementation of the National Action Program on Gender Equality 2016-2020 and the Scheme on Gender-based Violence Prevention and Response 2016-2020, with a vision to 2030 were allocated via the Project on Supporting the implementation of national objectives on gender equality. This occurred under the Target Program on social assistance system development for the 2016-2020 period with a budget of VND 180 billion.¹²¹ From 2016 to 2019, the

¹²⁰ MoLISA (2019). Review Report on 10-year implementation of the GEL

¹²¹ Decision No. 565/QĐ-TTg dated April 25, 2017 of the PM

project's allocated budget was over VND 103 billion and was estimated to reach about 57% of the total approved budget.

Overall solution 9: Intensify supervision and evaluation of the enforcement of policies and laws on gender equality.

Inspection, supervision and acceleration of agencies and units to implement the Action Plan on Gender Equality of ministries, sectors and provinces/cities were determined to be an important measure to enhance leadership, directions of party committees, authorities at all levels, the engagement of mass organizations to exercise gender equality work and for the advancement of women.

The evaluation of the NSGE 2011-2020 implementation in ministries, sectors and provinces/cities has been also one of the key issues included in the Annual Inspection Plan by MoLISA, NCFAW. According to statistics, in the period of 2011-2015, the NCFAW organized nearly 40 intersectoral inspection teams for the advancement of women and gender equality in ministries, sectors and provinces/cities across the country. In the period 2016-2020 this work continues to be accelerated. Particularly in 2016, the Inspectorate under MoLISA carried out inspections at 121 enterprises in 16 provinces and cities.

Provinces also proactively developed plans for the inspection and examination of gender equality work and the advancement of women in their areas and sanctioned identifiable violations.

Inspection and evaluation activities on gender equality and for the advancement of women were also carried out in many ministries and sectors. However, these activities were often integrated into other professional/specialized activities of the sectors, especially the activities of the CFAW. As per the report, only a few units organized specialized inspection and examination on gender equality in provinces/cities, namely MoLISA, MoF, MoCST.

Through inspection, the NSGE implementation has been assessed and reviewed at many agencies and units, thereby, the difficulties and obstacles, newly emerging issues in the NSGE implementation were also detected in a timely manner and as such they were able to work out solutions to address them in the upcoming period.

According to the Government report on the implementation of the national objectives on gender equality in 2019 and the period 2011-2020, the results of inspection and examination show progress has been made in exercising the GEL. Some localities

have studied and proposed specific recommendations on the implementation of policies and laws on women such as amending and supplementing the GEL, Law on Domestic Violence Prevention and Control, mainstreaming gender equality in the teaching curriculum at all educational levels and disciplines; applying information technology to augment the consistent management of statistical data and data reporting on gender equality across the country.

Overall solution 10: Intensify research on gender equality in all fields. Build a database on gender equality for research and policy making on gender equality

Statistics and reporting on GE work in general and the realization of NSGE objectives in particular have gradually improved. Principal information and data on gender have been collected and analyzed through large surveys such as the 2014 Intercensal Population and Housing Census, the 2019 Population and Housing Census, two surveys on the socio-economic status of 53 ethnic minorities in 2015 and 2019 and the annual Vietnam Population Change and Family Planning Surveys or biannual Vietnam Household Living Standard Surveys. Based on the findings of national surveys and studies, gender statistics have

basically been collected, analyzed and aggregated into a system. Several documents reflecting gender issues and gender statistics have been compiled and published such as: 2011 Gender Statistics Handbook, Gender statistics in Viet Nam 2000-2010; Facts and figures on women and men 2010-2015, Facts and figures on women and men in 2016 and 2018. Another source of information on gender are country reports namely the National Review Report on the 25-year implementation of the Beijing Declaration and Platform for Action on women, the Combined 7th & 8th Periodic Reports of Viet Nam on CEDAW implementation; evaluation reports on laws and programs pertaining to gender and gender equality.

Apart from the aforementioned nationwide surveys, during the period of 2011-2020, relevant ministries, sectors and provinces/cities have supported and coordinated with research agencies and gender experts to conduct a large number of gender specific studies in different spheres in Viet Nam. Usually, studies on such topics as gender in agriculture; domestic workers; domestic and outbound women migrant workers; women workers in industrial zones; gender equality and reproductive health in resettlement sites; social factors determining gender inequalities;

sexual harassment in the workplace; violence against women, domestic violence and gender-based violence. These studies have provided important information as a basis for the process of developing and completing policies and laws on gender equality.

Gender statistics have been improved over time and contributed to supervision, monitoring and evaluation of NSGE implementation. However, the statistical, reporting work on gender equality has not effectively assisted the management of gender equality at all levels and there are still limitations and shortcomings that need to be overcome, specifically:

- A monitoring and evaluation framework for the NSGE 2011-2020 has not yet been issued. There is no specific guideline for some targets with reference to definitions, calculation methods, data sources, data periods (monitoring and evaluation periods) as well as the identification of the agencies responsible for data collection to inform the targets. Moreover, there were no specific guidelines issued on data collection for these targets nor were they provided by ministries, sectors and People's Committees.
- A variety of targets were unclear regarding the concepts and methods of the calculation being used, making it difficult to collect data, review and report such as definitions, calculation methods of some targets related to international women migrant workers, wage gaps, etc.
- There was also a lack of in-depth gender disaggregated statistics, specifically:
 - o A lack of gender-disaggregated data for an accurate assessment on women's situation; gender discrimination; on violence against women disaggregated by forms of violence, age, disability, ethnicity and the relationship between the survivor and perpetrator; number of complaints, charges, convictions and judgments applied to perpetrators, as well as damages paid to survivors.
 - o A lack of data disaggregated by gender, age, disability, ethnicity, position and socio-economic status, and the use of measurable targets to assess tendencies on gender gaps towards substantive equality in all spheres as prescribed under the CEDAW Convention.

- Besides, a wide range of topics on gender are sensitive and difficult to be measured such as time use, gender-based violence, gender wage gap, jobs in formal, informal sectors, unpaid care work; Other issues pertaining to a human rights-based approach such as migration or the targets related to social protection index (SPI).
- The budget for collecting, synthesizing, analyzing and publishing gender statistics is still constrained in the context of increasing demands for gender statistics; numerous data need processing, calculating and exploiting from various non-traditional sources such as mega data, administrative data, online data, data aggregated from multiple sources, remote sensing and satellite data.

In an effort to overcome the inadequacies in data collection of the national gender and development statistical indicator set issued under the Prime Minister's Decision No. 56/2011/QĐ-TTg, the Minister of Planning and Investment announced Circular No. 10/2019/TT-BKKĐT dated July 30, 2019 which stipulated a set of national gender statistical indicators with 78 indicators belonging to six groups: population and demographics; labour, employment and access to resources; leadership, management;

education and training; medical and related services; gender-based violence and social safety.

Overall solution 11: Boost international cooperation to learn, share experience and mobilize resources to support the NSGE implementation

Over the period in question, Viet Nam has boosted bilateral and multilateral cooperation while being proactive in responsibly engaging in international forums on gender equality.

With international organization and development partners: Viet Nam further fosters its effective cooperation with Embassies, International Cooperation Agencies of various countries in Viet Nam; United Nations agencies in Viet Nam such as: UN Women, UNFPA, UNDP, WHO, UNODC and international NGOs to utilise the technical assistance of national and international experts in efforts to accelerate the effective implementation of the objectives under NSGE 2011-2020. The majority of international funding sources used in programs and projects have been focusing on such activities as gender communications, gender equality, training for female candidates to the National Assembly and People's Councils at all levels, TOT training on gender, and projects to build

intervention models for prevention and response to GBV and domestic violence in some provinces/cities.

At UN and global international forums: Viet Nam has actively shared achievements in formulating and implementing policies and practices to ensure gender equality and women's empowerment in UN forums. At the same time, Viet Nam has participated in the United Nations mechanisms for gender equality, especially the UN General Assembly's Third Committee - social, humanitarian and cultural issues and the UN Economic and Social Council (ECOSOC), Human Rights Council (UNHRC), the Commission on the Status of Women (CSW), proactively contributed opinions and viewpoints to draft resolutions with gender equality related content, co-sponsored and provided consensus to the resolutions on prevention and response to violence against women, protection of women from human trafficking and the elimination of all forms of discrimination against women. Annually, Viet Nam attends and contributes positively to the activities of the periodic sessions of the Committee on the Status of Women (CSW). At the 2018 Global Summit of Women - Sydney, Australia with the theme "Creating economies of shared values", Viet Nam proactively and effectively

participated in the decisions and policies put forward by the Summit while emphasizing the viewpoint "Ensuring gender equality and increasing opportunity for women must always be considered one of the priority pillars". Viet Nam has actively boosted the realization of international commitments such as CEDAW, the Beijing Platform for Action for the Advancement of Women, and the Sustainable development goals (SDGs) related to gender equality.

At the APEC Women and the Economy Forum: Annually, Viet Nam fully and actively participates in the APEC Women and the Economy Forum and has engaged in many highly appreciated initiatives. In 2018, as co-chair of the 8th APEC Women and the Economy Forum, Viet Nam joined the PPWE's Working Group to design the draft PPWE Action Plan for the new period, The Draft Ministerial Statement in 2018 which aimed at conveying Viet Nam's initiatives in 2018 and demonstrated the responsibilities of the co-chair of the working year. Attending the 2020 APEC WEF with the theme of "Advancing Women's Economic Empowerment to Strengthen Post-Pandemic Recovery and Resilience", the Vietnamese delegation shared policy solutions and actions taken by the Vietnamese Government,

agencies, organizations, businesses and workers to surmount economic challenges as well as in the prevention and response of violence against women and girls, to prioritize support for women-owned enterprises under the post-COVID-19 pandemic economic recovery, proposing projects and ideas on gender mainstreaming and boosting women's participation in all areas of APEC; considering the establishment of the APEC Women Entrepreneurs' Network soon.

Cooperation on women in ASEAN: Viet Nam has been a proactive member in the activities for the advancement of women and promotion of gender equality in the region. In 2018, Viet Nam successfully organized the Third ASEAN Ministerial Meeting on Women (AMMW) with the theme "Social Protection for Women and Girls: Toward the ASEAN Community Vision 2025" and related meetings in Viet Nam.

Within the framework of the 36th ASEAN Summit In 2020, as Chair of ASEAN, Viet Nam successfully organized the ASEAN Leaders' Special Session on Women's

Empowerment in the Digital Age, Vietnamese leaders gave strong presentations urging ASEAN countries to foster women's participation in all the three pillars of politics-security, economy, culture-society in the course of building the ASEAN Community, to create an enabling environment for women to reach their full potential in their creativity, research, application of new technologies in entrepreneurship, seeking employment and business opportunities, and adapting to the requirements of digital economy transformation; to improve policies and laws to promote gender equality while empowering and enhancing women's status; to formulate appropriate policies, remove barriers for women to have favourable access to digital technology; to encourage men to support women both in housework and in the workplace; to communicate, educate and raise awareness to change gender stereotypes and perceptions, eliminate trafficking in women and children to ensure that all women and girls are respected and enjoy equality in all spheres of life.



3. OVERALL ASSESSMENT OF THE IMPLEMENTATION OF NSGE 2011-2020

3.1. SUMMARY OF NSGE IMPLEMENTATION RESULTS

This is the first National Strategy on Gender Equality formulated and performed in Viet Nam. Out of a total of 22 set targets, 14 targets have been achieved or expected to be achieved as set out, seven targets were not met, and one target lacked sufficient grounds for a complete assessment.¹²²

Targets	Achieved	Under-achieved	Insufficient data for evaluation
Objective 1: To increase women's participation in managerial and leadership positions in order to gradually narrow gender gap in the political sphere			
Target 1: Strive to attain women's proportion in all levels of Party Committees for the 2016 – 2020 tenure to be from 25% or higher; proportion of female National Assembly deputies, female members of People's Councils at all levels tenure 2011 – 2015 to be from 30% or higher and above 35% for the 2016 – 2020 tenure		x	
Target 2: Strive to attain 80% by 2015, and more than 95% by 2020, of Ministries, ministerial agencies, Government agencies, People's Committees of all levels that will have key female leaders		x	

¹²² Government Report No. 474/BC-CP dated October 6, 2020 on the implementation of the national objectives on gender equality in 2019 and for the period 2011-2020.

Targets	Achieved	Under-achieved	Insufficient data for evaluation
<p>Target 3: Strive to attain 70% by 2015, and 100% by 2020 of Party and State agencies, socio-political organization that will have key female leaders if the proportion of female staff, civil servants, public employees and workers in those agencies or organizations is 30% or higher</p>		x	
<p>Objective 2. To reduce gender gaps in the spheres of economy, labour, and employment; To increase access of poor rural women and ethnic minority women to economic resources and the labour market</p>			
<p>Target 1: Annually, ensure at least 40% for each sex (male and female) out of the total number of newly employed people</p>	x		
<p>Target 2: The proportion of businesswomen owners will reach 30% by 2015 and from 35% upwards by 2020.</p>		x	
<p>Target 3: The proportion of rural women workers under 45 years old who undergo professional and technical training will reach 25% by 2015 and 50% by 2020.</p>		x	

Targets	Achieved	Under-achieved	Insufficient data for evaluation
<p>Target 4: The proportion of women in poor rural areas and ethnic minorities in need of preferential loans from employment programs, poverty reduction programs and official credit sources will reach 80% by 2015 and 100% by 2020</p>	x		
<p>Objective 3: To improve the quality of female human resources, gradually ensure equal participation between men and women in the sphere of education, and training</p>			
<p>Target 1: By 2020, the literacy rate among women aged between 15 and 60 will be equal to that of men (98%). This rate will be 94% in the 14 provinces with disadvantaged economic conditions and 90% among ethnic minority areas</p>	x		
<p>Target 2: The proportion of women with a master's degree will be 40% by 2015 and 50% by 2020. The proportion of women with a doctoral degree will be 20% by 2015 and 25% by 2020</p>		x	

Targets	Achieved	Under-achieved	Insufficient data for evaluation
<p>Objective 4: To ensure gender equality in access to and benefits from healthcare services</p>			
<p>Target 1: The sex ratio at birth shall not exceed 113 male infants per 100 female infants by 2015 and 115/100 by 2020</p>	x		
<p>Target 2: Reduce maternal mortality related to childbirth to 58.3 per 100,000 live births by 2015 and to below 52 per 100,000 by 2020</p>	x		
<p>Target 3: Increase the proportion of pregnant women having access to care and prevention of mother-to-child transmission of HIV services to 40% by 2015 and 50% by 2020 compared to 2010</p>	x		
<p>Target 4: Reduce the abortion rate to 27 per 100 live births by 2015 and to below 25 per 100 by 2020</p>	x		

Targets	Achieved	Under-achieved	Insufficient data for evaluation
Objective 5: To ensure gender equality in the spheres of culture and information	x		
Target 1: Strive to have at least two specialized columns on gender equality per month on the grassroots information system in communes, wards, townships by 2020	x		
Target 2: By 2015, there will be 90% and by 2020, 100% of radio and television stations at national and local levels having specialized themes/columns on gender equality awareness raising.	x		
Objective 6: To ensure gender equality in family life, gradually eliminating gender-based violence			
Target 1: Shorten the women's time gap in doing housework by 2 times as compared with men by 2015 and by 1.5 times lower by 2020		x	

Targets	Achieved	Under-achieved	Insufficient data for evaluation
<p>Target 2: 40% by 2015 and 50% of detected domestic violence survivors by 2020 will be counselled on psychological and legal matters, get support and care at the support facilities for domestic violence survivors. Up to 75% of the detected perpetrators of domestic violence not being to criminal liability will be counselled at domestic violence counselling centers</p>			x
<p>Target 3: By 2015 and sustaining up to 2020, 100% of the returned victims of trafficking through being returned, rescued and self-returned will be entitled to the support and community reintegration services</p>	x		
<p>Objective 7: To enhance state management capacity of gender equality</p>			
<p>Target 1: By 2015, 80% and by 2020, 100% of draft legal normative documents that are identified to have content related to gender equality or to contain gender inequality, gender discrimination issues will be mainstreamed with gender equality issues</p>	x		

Targets	Achieved	Under-achieved	Insufficient data for evaluation
<p>Target 2: By 2015 and sustaining up to 2020, 100% of the members of Drafting Committees and Editorial Teams that draft the legal normative documents were identified as having gender equality related issues or to contain gender inequalities, gender discrimination will be provided with training on gender, gender analysis and gender mainstreaming</p>	x		
<p>Target 3: By 2015 and sustaining up to 2020, the provinces/cities under central control will appoint a sufficient number of staff working on gender equality; form a pool/team of collaborators, volunteers to participate in gender equality and the advancement of women activities</p>	x		
<p>Target 4: By 2015 and sustaining up to 2020, 100% of staff, civil servants and public employees working on gender equality and the advancement of women at all levels and sectors will receive professional/specialized training at least once</p>	x		
Overall calculation	14	7	1

3.2. NOTABLE ACHIEVEMENTS

NSGE 2011-2020 has produced numerous important changes, laying a solid foundation for the nation's activities to promote gender equality in the subsequent periods. Gender equality work has become an integral part of the socio-economic development course to generate positive changes at both the national level and within ministries, sectors and provinces/cities.

The most outstanding achievement is the continual completion of the gender equality-oriented law and policy system through efforts to mainstream gender in legal normative documents in key spheres. Over the last 10 years, gender equality content has been added or mainstreamed in a vast array of Viet Nam's important legal documents, such as the 2013 Constitution, the 2013 Land Law, the amended 2014 Marriage and Family Law, 2015 Law on Promulgation of Legal Normative Documents (or Law on Laws), Penal Code 2015, amended Civil Code, 2019 Labour Code and other codes and laws. There have been a significant number of breakthrough policies such as the provisions of the 2014 Law on Social Insurance under which male employees

who are paying social insurance premiums are entitled to full paid leave and allowances when their wives give birth or the increase in women's retirement age in a specified roadmap as stipulated in the revised Labor Code 2019. This achievement reflects a strong political commitment of the Party and State of Viet Nam to gender equality and progress in legislative work.

Gender equality issues have been mainstreamed in a number of strategies, programs and policies enacted during the last 10 years such as the National Strategy for protection, care and promotion of the people's health in the 2011-2020 period, with a vision to 2030 and Population Strategy to 2030. This is also in conjunction with tax and financial incentives for businesses intensively employing a large number of women, regulations supporting credit for agriculture, forestry, fisheries and for women workers in rural areas.

The second important achievement is the organizational structure and capacity building for the staff working on gender equality and for the advancement of women. The contingent of staff and collaborators working on gender equality are trained and experienced, forming a vertical system that is favourable

for the implementation of activities to promote gender equality nationwide. According to statistics, after 10 years of implementing the Gender Equality Law, it is estimated that about 15 million staff are now working on gender equality and towards the advancement of women in ministries, sectors and provinces/cities who have been trained to improve their capacity and professional skills.

The third important achievement is the awareness raising of staff and citizens about gender equality and enhancement of women's status in the family and society. Officers at all levels are aware that gender equality mainstreaming is the political task of their sector/locality. It is the result of multiple forms of communication on gender equality, including the dissemination of laws and policies on gender equality and robust media campaigns on different topics that have been carried out annually. Various studies have shown that "gender equality" has become a familiar concept to people and most have positive thoughts about gender equality and understand its implications for the family and social development.

The achievements of gender equality work have been reflected through positive changes in the spheres of politics, economics, education, health care and other areas. During this period, it was the first time that women have been appointed to important positions in the Party, State and legislative agencies. It is a first for Viet Nam to have three women who are appointed as members of the Politburo and the Chair of the National Assembly. Women have increasingly participated in paid economic activity and have had greater opportunities for good jobs and higher incomes. Regarding education, enrolment rates for boys and girls in primary and secondary education were high and balanced. Regarding health care, people's life expectancy rose as the rate of morbidity and mortality decreased. Viet Nam achieved and, in some cases even surpassed, the Millennium Development objective (MDGs).

A wide range of initiatives and models on exercising gender equality have been implemented and replicated, bringing about numerous valuable outcomes in provinces/cities. Ministries and

sectors have initiated various specific projects and activities to implement the NSGE such as strengthening the leadership role of female officers; training female source officers; creating favourable conditions for female officers to develop in the workplace; conducting communication and education exercises for ministry/sector's staff, workers and public employees on gender equality; carrying out gender mainstreaming in different aspects in their domains. A variety of provinces/cities have actively expedited the NSGE's activities, issuing guiding documents for the implementation of the NSGE and NPGEs; and actively mobilized increased local budgets for gender equality work, which has been many times higher than that received from the central budget. However, the number of provinces/cities with such financial capacity is limited.

According to the United Nations Human Development Report 2019, Viet Nam has made outstanding progress in the gender development index (GDI), reflecting

the achievements in narrowing inequalities in life expectancy, years of schooling and income. From the rank of 94th out of 155 countries with a GDI value of 0.723 in 2009, Viet Nam rose to the top group regarding GDI out of the 166 ranking countries with a value of 1.003 in 2018.¹²³ Viet Nam is also in the leading group compared, with their counterparts, regarding women's empowerment index in three aspects: reproductive health and family planning, violence against women and girls, and socio-economic empowerment.

Resource mobilization and cooperation with various partners to expedite the NSGE's objectives were highly effective. E.g. According to the Preliminary Review Report on Implementation of NSGE 2011-2015, after 5 initial years of NSGE implementation, VND 300 billion was mobilized from international aid. NSGE implementation also gained the active participation of a significant number of social organizations in the implementation of the activities to promote gender equality in various spheres.

¹²³ UNDP (2019) The 2019 Human Development Report. https://www.undp.org/content/dam/vietnam/docs/Publications/2.%20Brief%20Viet%20Nam%20-%20HDI%20update_VN.pdf Since 2014, the Gender Development Index (GDI), based on HDI disaggregated by sex, is defined as the ratio of female HDI to male HDI. GDI measures gender inequality in the achievement of three basic dimensions in human development, including: health (measured by the expected life expectancy at birth of males and females), education (measured by estimated years of schooling for boys and girls, and the average number of years of schooling for males and females aged from 25 years, and ownership of economic resources (measured by GNI per capita for males and females)

These achievements were the aggregated outcomes of the following factors:

- A strong political commitment by the Party and the Government of Viet Nam towards the work on gender equality and the advancement of women.
- The active support of the National Assembly and people's elected bodies at all levels in building and perfecting the legal corridor to facilitate gender equality work.
- The contingent of staff working on gender equality from the central to local levels who were enthusiastic, dedicated and increasingly mature.
- Important contributions of media communication on gender equality
- The active participation of socio-political organizations; social organizations and the support of the population in general.
- Effective financial and technical support from international organizations and other development countries.

3.3. LIMITATIONS, DIFFICULTIES AND CHALLENGES

A NUMBER OF MAJOR LIMITATIONS/GAPS

- (1) Apart from the aforementioned significant achievements, gender inequality still persists in areas of the social life of our country, specifically as follows:
- The percentage of women in leadership at all levels remains low. Women made up nearly half of the national workforce and accounted for the majority in a number of occupations, such as health care, education and some service sectors, but accounted for a minor proportion of those participating in the leadership and management apparatus.
 - In the economic sphere, when compared to men, women have fewer opportunities of obtaining stable jobs with high incomes. Women were concentrated in low-skilled jobs, with less career development opportunities and were at higher risk of becoming unemployed or working long hours.
 - In terms of education and human resource development, although the proportion of school girls at

all levels of general education and in some universities was approximately the same as that of boys, girls remained a minority in the natural sciences and technology (STEM) and general engineering disciplines.

- The reproductive health of women in remote areas and among ethnic minorities had not improved in the same way as that of Kinh women and women in more developed regions. Gender-based violence exists in various forms such as domestic violence, child abuse, sexual harassment and in the complex nature of trafficking in women and children
- Despite positive changes, the imbalance in the sex ratio at birth, stemmed from the practice of foetal sex selection, remains a matter of concern in many provinces/cities
- Inequality in the family division of labour persists: In addition to their income generating role, women are still the principal caregivers and are responsible for the majority of the housework in the family.

The afore-mentioned shortcomings have drawn Viet Nam into the list of the countries with a Gender Inequality Index that needs to be improved. Viet Nam ranks 68th out of 153 countries due to high maternal mortality rates and childbirth rates among adolescents, though the proportion of female National Assembly deputies has been improved and the proportion of women workers is high.¹²⁴ On the other hand, the gender gap has tended to increase. In 2020, Viet Nam ranks 87 out of 153, with a total score of 0.7, down by 10 rankings compared to 2018 and 15 rankings compared to 2010. The score increased albeit insignificantly.^{125,126}

(2) The following shortcomings persist regarding the mainstreaming of gender equality issues in the formulation of legal normative documents:

- The perception remains that it is necessary to only mainstream gender equality issues into gender specific documents or those that have some gender content. In fact, gender issues exist across every socio-economic sector. However, the contingent of officers working

¹²⁴ UNDP, cited. The women's empowerment index contains a selection of 13 woman-specific empowerment indicators that allows empowerment to be compared across three distinct empowerment dimensions - reproductive health and family planning, violence against women and girls, and socioeconomic empowerment.

¹²⁵ WEF (2020). GGGR 2020; http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

¹²⁶ <https://countryeconomy.com/demography/global-gender-gap-index/vietnam>

on the formulation of law and policy are not yet able to analyze gender equality issues in order to recognize weaknesses or gender gaps in existing documents.

- Many drafting agencies were slow to conduct gender mainstreaming or have not properly invested in the formulation and development of legal normative documents conforming with GEL stipulations.
 - Several newly promulgated or amended, specialized laws and policies did not ensure the serious implementation of the gender mainstreaming process and procedures in the creation of legal normative documents.
 - Most of the proposals for law/ ordinance formulation did not include an impact assessment on the five issues as required by the Law on the Promulgation of Legal Documents. In those proposals, gender impact assessment just stopped at the level of identifying proposals, lacking impact assessment for each gender. Several law-making proposals did not clearly reflect the gender impact
- Gender impact assessments usually stopped at identifying non-discriminatory proposals on gender, or policies that will not affect the opportunities, conditions or capacity to implement and benefit rights and interests of each gender. This was due to the fact that policies were applied in general or that the identification of policy areas for adjustment did not include gender impact¹²⁷. Some laws do not clearly reveal the content of gender impact assessment while policy impacts were only assessed only across the broader economic, social and legal spheres. Or, conversely impact assessments were not conducted on the five content areas, as required, but only referred to the positive and negative aspects of each policy assessed.¹²⁸

¹²⁷ According to the 2017 Gender Equality Work Report: The Ministry of Justice appraised 31 law projects, ordinances and resolutions to be fed into the Government's proposal for the 2019 law and ordinance formulation program; adjusted the law and ordinance formulation program in 2018. It was the proposal to make such law projects or bill as: Law on self-defense militia, Law on natural disaster prevention and control, Law on water resources or irrigation, Law on dikes.

¹²⁸ According to the 2017 Gender Equality Work Report: these were the proposals to develop the Law on Public Investment, the Law on People's Public Security, the Law on Construction, the Law on Housing, the Law on Real Estate Business, the Law on Urban Planning, the Law Land, Tax Administration Law.

(3) The mainstreaming of gender equality issues in formulating socio-economic development strategies, programs, plans and projects in ministries, sectors and provinces/cities were still perfunctory, yet not specific and thus, not yet practical or substantive and therefore not able to develop gender equality impacts in practice. Socio-economic development plans only addressed gender equality broadly, with no specific implementation guidelines. The activities of promoting gender equality still largely relied on strategies/action plans on gender rather than effectively and intrinsically mainstreaming gender into socio-economic development strategies and local and sectoral strategies.

(4) The inspection, supervision and evaluation of the implementation and the preliminary review, the final review of the implementation of strategies, plans and programs in some units/provinces/cities were not conducted regularly or in a timely manner. Information and reporting work met neither the progress nor

quality requirements. This issue has been raised often in the reports of various ministries, sectors and provinces/cities. Periodic monitoring and evaluation activities for NSGE implementation were not fully undertaken.

(5) Moreover, there were also a number of issues, for example, many provinces/cities mechanically applied the targets of NSGE 2011-2020 into their local action plans without considering the local context, which led a failure to meet the set targets. Some set solutions were not implemented with due attention by concerned agencies and organizations; some agencies, organizations and provinces/cities failed to adequately perform their assigned tasks and solutions. There was a lack of coordination among agencies and organizations working on gender equality.

MAJOR DIFFICULTIES AND CHALLENGES:

The subjective difficulties and internal challenges in NSGE implementation are frequently raised in annual reports and preliminary reports prepared by various ministries, sectors and provinces/cities, including the following main issues:

Lack of consistency among laws and policies as well as the shortage of some legal stipulations have hindered the realization of the NSGE. For example, it is enshrined in the 2013 Constitution that no one is discriminated against in his/her political, civil, economic, cultural, or social life, and the GEL stipulates that women and men are equal in all spheres of social and family life, yet women still had to retire at 55 before a revised Labor Code was enacted in 2019 in which there is a roadmap to increase the retirement age for women to 60 and 62 years for men. For a decade, the stipulation of women's retirement age at 55 would limit opportunities for women to plan for career development and assume leadership and management positions, while limiting their opportunities for advancement in professional work, thus affecting women's economic development opportunities. The

absence of official legislation on gender-based violence has confused the identification of specific and detailed implications for the formulation and execution of activities to prevent and respond, to different forms of GBV. In particular, a lack of definition of sexual harassment in the workplace and a definition of what a workplace constitutes has made it difficult to deal with violations. Although the Party's directives and various legal documents emphasize the importance of the work of female staff and their development, resource generation and the promotion of female staff has not been given due attention. Ministries, sectors and provinces/cities have hardly any separate policies that are sufficiently robust to support and encourage female staff, civil servants and public employees to participate in training and retraining. The identification and introduction of potential female cadres/staff were not performed effectively or strategically.

The resources for NSGE implementation continue to be a constraint as having analyzed in the section on Overall Solution 8. Overall, the source of funding for gender equality activities is limited and certainly not commensurate

with the assigned tasks and activities, depending on the attention of each ministry, sector and locality. The funds allocated for the implementation of the National Program on Gender Equality 2011-2015 remained limited and did not meet the needs of the original plan. In plenty of provinces/cities, funding for implementation to departments and agencies was not supplemented but mainly integrated within other tasks of the sector. The funds sourced from the budget and from mobilized resources for gender equality activities have not met the needs and tasks clearly set out in the Strategy.¹²⁹ Funds sourced from the recurrent budget allocated for gender equality activities remain limited. Activities were mainly implemented through the budgets of National Target Programs and other schemes/projects and programs. Hence, this did not guarantee sustainability. In some provinces/cities, budgets for gender equality work were not used for the designated purpose, sometimes being used for other urgent local activities.¹³⁰

Regarding human resources: The contingent of staff working on gender equality in ministries, sectors and provinces/cities was still small in number, limited in knowledge and skills as well as in shortage of experience in task performance. In ministries, sectors and provinces/cities, the gender equality staff mainly assumed gender equality as a part-time/add-on or concurrent job, so there were constraints in both time for gender equality and knowledge and skills in implementing and advising on gender equality work at their respective ministries, sectors and provinces/cities.¹³¹

¹²⁹ Report No. 32/BC-BLDTHXH dated May 26, 2016 "Preliminary review report on 5-year implementation of the National Strategy on Gender Equality 2011-2020".

¹³⁰ These were the opinions and comments from local officers during the discussion with the consultant team.

¹³¹ NASC provided comments on the Government Report on implementation situation of the national objectives on gender equality in 2017; <http://quochoi.vn/tintuc/pages/tin-hoat-dong-cua-quoc-hoi.aspx?ItemID=33854>

REGARDING THE OBJECTIVE DIFFICULTIES:

Changes in the world and the region: Over the past 10 years, major fluctuations such as the global and regional financial crises, climate change, epidemics and especially the COVID-19 pandemic have severely affected the economy of Viet Nam, causing inflation, employment loss or underemployment due to stagnation of exports or difficulties leading to reduced income and loss of livelihood.

The uneven development among regions, areas and provinces/cities also posed a challenge for coordination and required creativity and flexibility in producing appropriate solutions for NSGE implementation in particular and the implementation of policies on gender equality in general. In the areas where there are a great number of ethnic minorities residing, which are usually remote areas with difficult geographical conditions and underdeveloped infrastructure, classified as poor areas, some cultural practices that are detrimental to the development of women and girls are still predominant or prevalent. Therefore, gender inequalities in these areas are often exacerbated

and are more entrenched than in other provinces/cities.

Some provinces/cities, especially big cities or the regions with large industrial zones often face objective difficulties such as a sizeable population, population mobility or a significant migrant population which places pressure on infrastructure and poses challenges for social policy.

3.4. CAUSES OF THE SHORTCOMINGS/GAPS

First, a lack of awareness of gender equality and insufficient awareness on the significance of gender equality work among a remarkably large section of staff and the population were the underlying cause of the above-mentioned shortcomings. This has been frequently emphasised in the Report No. 474/BC-CP dated October 6, 2020 on the implementation of the national objectives of gender equality in 2019 and the 2011-2020 period, in the comments made by the National Assembly Standing Committee¹³² and are regularly mentioned in annual reports, such as the five-year preliminary review report on NSGE 2011-2020 implementation, Review report

¹³² NASC provided comments on the Government Report on implementation situation of the national objectives on gender equality in 2017; <http://quochoi.vn/tintuc/pages/tin-hoat-dong-cua-quoc-hoi.aspx?ItemID=33854>

on 10-year implementation of the Gender Equality Law among others. Extensive and wider communication activities have initially helped, with most people and staff gaining a common understanding about gender equality. However, this knowledge is not strong enough to change the traditional gender norms and stereotypes that perpetuate gender inequalities and which persist in Vietnamese society. Gender stereotypes about women's capacity coupled with traditional perceptions that align women with the roles of doing unpaid housework and exercising a duty of care to the family are the major barriers for women striving for participation and a place in leadership and management. Essentially, a lack of commitment to a prioritisation of gender equality among civil servants/officials has been the main reason for the slow implementation of gender equality work in some agencies and organizations exacerbated by the following: gender equality tasks performed in a perfunctory, coping manner, a failure to be proactive in the coordination among agencies and departments at central and local level, insufficient interest of leaders in guiding and supervision

to promote gender mainstreaming in professional work. Furthermore, some provinces/cities have neither arranged qualified staff to take charge of gender equality nor have they facilitated gender equality and women's advancement activities.

Second, Party committees and leaders at all levels have not been strongly determined or sufficiently enthusiastic in implementing NSGE. There is a lack of a clear directive on the accountability of leaders in directing and monitoring the execution of gender equality work. The interest and genuine engagement of leaders is still a formidable challenge.

Third, the NSGE implementation lacked of sanctions to monitor and assess. There was no evident sanction for the failure to fulfil the proposed targets and solutions. The units and individuals that did not perform their assigned tasks well in gender equality work were neither reprimanded nor admonished in the same way that would be the case when working on non-gender specific tasks.¹³³ The mechanisms for monitoring, rewarding and disciplining in policy enforcement for agencies and leaders were simply not available. Furthermore, there

¹³³ As per the Government's report on the implementation of the national objectives on gender equality in 2017, there were 23 provinces with the rate of female candidates of below 35% in the official list of election to the National Assembly, thus failing to achieve the minimum rate of female candidates as prescribed in the Law on Elections to the National Assembly and the People's Councils. However, no sanctioning measure was introduced.

was no effective administrative measure which might encourage and/or support the implementation of targets under NSGE.

Fourth, investment in financial resources for gender equality programs and their implementation were not a priority in a number of ministries, sectors and provinces/cities. This issue has been raised frequently in annual reports: the five-year preliminary review report on GEL implementation, the Review report on 10-year implementation of the GEL and in Government and National Assembly meetings.¹³⁴ In seminars held at provinces/cities, the issue of financial and human resources were also put forward as the principal hindrance to the effective execution of gender equality work in general and the realization of NSGE 2011-2020 objectives and targets in particular.

Fifth, the implementation of the NSGE and laws and policies on gender equality was limited in inspections and examinations.¹³⁵ Inspection work tends to combine the content/regulations on gender

equality in general with a lack of information with respect to realizing NSGE's objectives and targets and the factors impeding its realization was not being analysed in depth.

Sixth, the delay in the dissemination of some legal normative documents on gender equality and for the advancement of women affected the progress and quality of the implementation of NSGE.¹³⁶

Compared to human resources in other fields, the gender equality workforce has only just been formed, so there is still a shortage in staff numbers as well as existing limitations in gender knowledge and gender mainstreaming skills, especially in provinces/cities and at grassroots level.

Statistical work and information provision and reporting have been significantly constrained due to the absence of a gender-mainstreamed database system in all sectoral fields. Thus, compliance with the reporting regime has not been rigorous or timely.

¹³⁴ For example, during the April 8, 2019 meeting of the Parliamentary Committee for Social Affairs (PCSA) with a number of ministries on the implementation of laws and national objectives on gender equality in 2018, Mr. Dang Thuan Phong, Deputy Chairman of the PCSA commented that investment in resources, means for law enforcement and the objectives on gender equality had not been conducted with great efforts; work performed on gender in many ministries and sectors still faced with difficulties <http://quochoi.vn/uybanvecacvandexahoi/giamsat/Pages/giam-sat.aspx?ItemID=1391> accessed on 20/5/2020

¹³⁵ MoLISA (2016): Preliminary Review report on 5-year implementation of the NSGE 2011-2020, p.12

¹³⁶ NASC provided comments on the Government Report on implementation situation of the national objectives on gender equality in 2017; <http://quochoi.vn/tintuc/pages/tin-hoat-dong-cua-quoc-hoi.aspx?ItemID=33854>

3.5. A NUMBER OF KEY LESSONS LEARNED

Lessons learned for the implementation of the NSGE are summarized below and were aggregated from the reports of ministries, sectors and provinces/cities.

Leaders' role and accountability

- There needs to be thorough communication with respect to the leadership role, especially among leaders and heads of sectors regarding the importance and significance of gender equality and gender mainstreaming in local development plans. Commitment, positive attitudes and close guidance from leaders are essential conditions for the success of this work. This has been proven via the effective lessons of some provinces/cities.
- Enhancing the accountability of each unit and individual in implementing and completing the assigned tasks.
- There should be sanctions applicable to provinces/cities, ministries and sectors that fail to strictly comply with the regulations/requirements for the implementation of NSGE.

Leaders must be responsible if a budget is not allocated for the NSGE implementation, the failure to allocate sufficient capable staff, failure to collect gender-disaggregated data and the failure to report or to submit very generic reports without analysing the changes or pinpointing the cause of those changes.

Investment of resources

- Gender equality work means to incorporate gender equality content into all socio-economic development activities. To do this well, it is necessary to enhance the capacity of gender analysis and gender mainstreaming for key staff in various sectors/provinces/cities and to strive towards raising awareness and offering the basic skills of gender mainstreaming to all staff and civil servants.
- Ensure resources for the NSGE implementation, including financial and technical resources.
- Identify and focus resources to address gender issues in some specific sites/locations and social groups.

Appraisal, evaluation, monitoring and reporting work

- Monitoring, supervision and evaluation must be equally important to the implementation of NSGE activities because it is based on the results of monitoring and evaluation. It should be possible to draw experience, adjust and modify objectives and solutions and activities appropriately. Therefore, it is necessary to allocate sufficient resources for monitoring, supervision and evaluation.
- Develop an independent monitoring and evaluation mechanism in parallel with the reporting system to collect objective and reliable information and to accurately reflect experience, reality and context.
- It is necessary to consider formulating and applying a gender appraisal process for local socio-economic development plans as well as the workplans of ministries/sectors.

Inter-sectoral coordination and coordination within each sector/locality

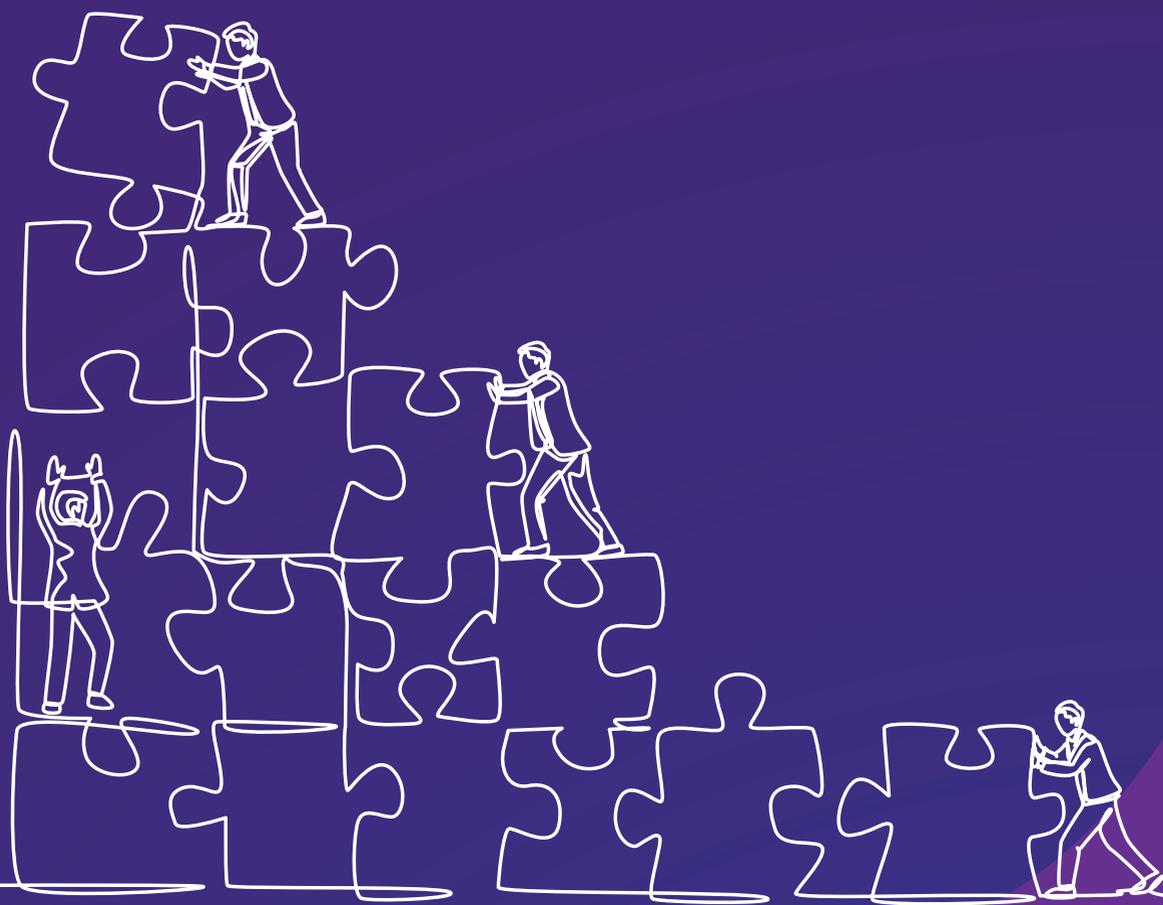
- The development of an effective coordination mechanism between sectors and units within the sector/locality is vital and has a decisive influence in the implementation and fulfillment of objectives and targets on gender equality in each field and across all fields. Effective coordination will save resources, replicate initiatives, result in successful lessons, and experience.

Information collection on the realization of objectives, targets and solutions

- Develop a manual on the collection of information and data, which is easy to understand and implement
- Provide training to build the capacity of statisticians and professional staff on data collection and reporting skills, digitalization of statistical work and archiving.
- Closely monitor the regular information collection work
- Make an appropriate investment of manpower and funds for this work.

Formulation of objectives, targets and solutions:

- The objectives and targets set under the NSGE must come from the emerging and existing gender issues in reality. By addressing them, it will make a meaningful contribution to promoting gender equality.
- The targets must be feasible, based on the subjective conditions of the implementing actors while having to consider objective factors.
- Objectives and targets must be designed in a specific and clear manner, in terms of conceptualisation they must be measurable and achievable within a given timeframe.
- The targets must allow the collection of information by scientific methods but not too complex or requiring too large an investment in both resources and time.
- The solutions must be practical and convenient for evaluation and monitoring.



4. CONCLUSIONS

This is the first NSGE formulated and implemented across the country. Fundamentally, a wide range of achievements on gender equality have been obtained in all spheres mentioned in the NSGE 2011-2020 in the recent period. Several important objectives and targets of the NSGE 2011-2020 have been completed. In some areas, although the set objectives and targets have not been achieved, significant progress has been made.

The achievements of gender equality work have been reflected through the advances in politics, the economy, education, health care and other spheres. During this period, women are represented in key positions for the first time in agencies of the Party, State and legislative bodies. Women have increasingly participated in paid economic activity and have greater opportunity for good jobs and higher incomes. This plays an important role in enabling Viet Nam to maintain its economic growth at the highest level in the world over the past decade, despite regional and global economic and political fluctuations. Regarding education, enrolment rates for boys and girls in primary and secondary schools are high and balanced. In terms of health care, life expectancy has increased while morbidity and mortality rates have fallen. These achievements have also been reflected in the advancement of ranking in the

Gender Development Index (GDI) in 2019, and the ranking in the women's empowerment index.

The NSGE 2011-2020 has laid the fundamental foundation for promoting gender equality in Viet Nam, which are:

- (1) The system of law and policy making is quite comprehensive and has improved further, facilitating gender mainstreaming activities into all areas of social life.
- (2) The state management system on gender equality has been established and strengthened from the central to local levels with a contingent of staff who are increasingly experienced and dedicated to gender equality work. These are important human resources that need to be further fostered in order to deploy gender equality strategies in the subsequent periods.
- (3) Promoting gender equality and mainstreaming gender in socio-economic fields has been widely understood as an important political task of all staff, civil servants, and public employees in the system of Party agencies, state apparatus and socio-political organizations. This is a necessary condition to reinforce more effective coordination among agencies and organizations in gender equality work.

(4) Communications on gender equality has been strengthened over plenty of years, helping the majority of people to have initial positive ideas about gender equality and to form a pro-gender equality attitude. It is a good beginning from which to further shape positive gender norms and to establish more equal gender practices.

(5) The NSGE implementation process has increasingly engaged the active participation of the private sector, social organizations and the community in general with various initiatives and numerous valuable contributions in terms of resources and technology.

(6) The fact that some provinces/cities have performed well in gender equality work and attained a significant number of benefits in socio-economic development acknowledges the value of gender equality work, and also demonstrates that with due attention and proper investment, work on gender equality can be effective.

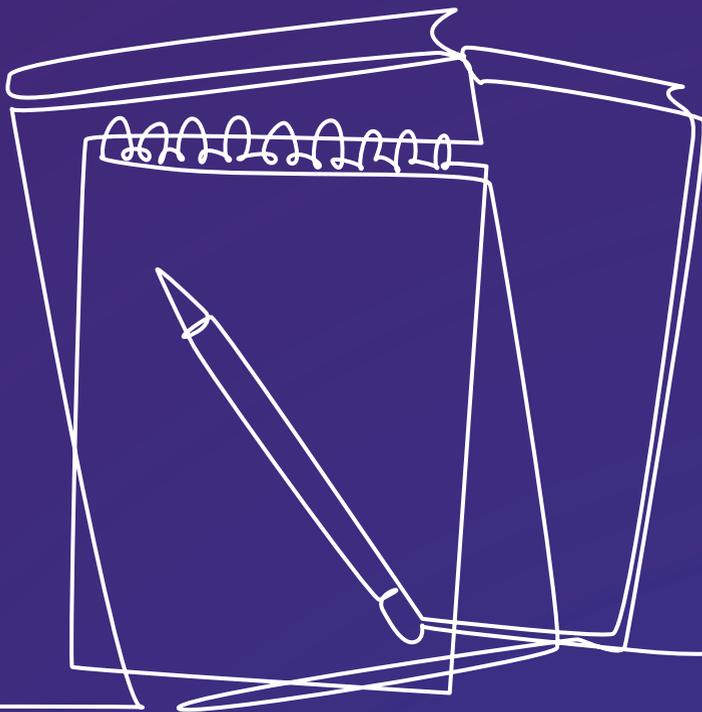
The above achievements and results reflect the strong commitment of the Party and the State to gender equality work and the great efforts made by the staff working on gender equality throughout the

country, the active participation and the support from the entire political system, officers and the population. These are conditions to ensure the success of gender equality work in the upcoming period.

The NSGE 2011-2020 could have been more successful had the shortcomings been remedied and challenges overcome, as outlined in the report. However, these shortcomings and challenges bring valuable lessons for the development and implementation of gender equality strategies in the subsequent periods. Lessons learned mainly include:

- The role of the leaders/heads and accountability
- Resource investment
- Appraisal/review, evaluation, monitoring and reporting
- Inter-sectoral and intra-sectoral collaboration
- The task of collecting information on the implementation of objectives, targets and solutions
- The formulation of objectives, targets and solutions.

The underachieved objectives, targets during this period will continue to be addressed in the coming period coupled with the emerging issues.



5. ANNEXES

5.1. CONSOLIDATED RESULTS OF EXPEDITING THE OBJECTIVES AND TARGETS UNDER THE NSGE 2011-2020

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation																
<p>Objective 1:</p> <p>To increase women's participation in leadership and managerial positions to gradually narrow the gender gap in the political sphere</p>	<p>Target 1:</p> <p>Women's proportion in all levels of Party Committees for the 2016 - 2020 tenure will be from 25% or higher; proportion of female National Assembly deputies, female members of People's Councils at all levels tenure 2011 - 2015 will be from 30% or higher and above 35% for the 2016 - 2020 tenure.</p> <p>Results: (beginning of tenure)</p> <table border="0"> <tr> <td>Party Central Executive Committee</td> <td>10.0%</td> </tr> <tr> <td>Party Committees under Central control</td> <td>13,3%</td> </tr> <tr> <td>District level</td> <td>14,3%</td> </tr> <tr> <td>Grassroots level</td> <td>19,07%</td> </tr> <tr> <td>Proportion of female NA deputies</td> <td>27,31%</td> </tr> <tr> <td>Proportion of female members of provincial People's Councils</td> <td>26,54%</td> </tr> <tr> <td>Proportion of female members of district People's Councils</td> <td>27,85%</td> </tr> <tr> <td>Proportion of female members of commune People's Councils</td> <td>26,59%</td> </tr> </table>	Party Central Executive Committee	10.0%	Party Committees under Central control	13,3%	District level	14,3%	Grassroots level	19,07%	Proportion of female NA deputies	27,31%	Proportion of female members of provincial People's Councils	26,54%	Proportion of female members of district People's Councils	27,85%	Proportion of female members of commune People's Councils	26,59%		x	
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Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation								
	<p>Target 2:</p> <p>by 2015, 80% and by 2020, more than 95% of Ministries, ministerial agencies, Government agencies, People's Committees of all levels will have key female leaders</p> <p>Results:</p> <table> <tr> <td>Ministries and ministerial-level agencies (2020)</td> <td>47,0%</td> </tr> <tr> <td>Provincial People's Committees (2019)</td> <td>32, 1%</td> </tr> <tr> <td>District People's Committees</td> <td>32, 6%</td> </tr> <tr> <td>Commune People's Committees</td> <td>21,9%</td> </tr> </table>	Ministries and ministerial-level agencies (2020)	47,0%	Provincial People's Committees (2019)	32, 1%	District People's Committees	32, 6%	Commune People's Committees	21,9%		x	
Ministries and ministerial-level agencies (2020)	47,0%											
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District People's Committees	32, 6%											
Commune People's Committees	21,9%											
	<p>Target 3:</p> <p>by 2015, 70% and by 2020, 100% of Party and State agencies, socio-political organization will have key female leaders if the proportion of female staff, civil servants, public employees and workers in those agencies or organizations is 30% or higher</p> <p>Results:</p> <table> <tr> <td>Ministries, sectors</td> <td>44,5%</td> </tr> <tr> <td>Provincial level</td> <td>44,5%</td> </tr> <tr> <td>District level</td> <td>53,7%</td> </tr> <tr> <td>Commune level</td> <td>35,6%</td> </tr> </table>	Ministries, sectors	44,5%	Provincial level	44,5%	District level	53,7%	Commune level	35,6%		x	
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Commune level	35,6%											

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
<p>Objective 2.</p> <p>To reduce gender gaps in the spheres of economy, labour, and employment; To increase access of poor rural women and ethnic minority women to economic resources and the labour market.</p>	<p>Target 1:</p> <p>Annually, ensure at least 40% for each sex (male and female) out of the total number of newly employed people</p> <p>Results:</p> <p>Males: 52.7%</p> <p>Females: 47.3%</p>	x		
	<p>Target 2:</p> <p>The proportion of businesswomen will reach 30% by 2015 and from 35% upwards by 2020.</p> <p>Results: 24%</p>		x	
	<p>Target 3:</p> <p>The proportion of rural women workers under 45 years old who undergo professional and technical training will reach 25% by 2015 and 50% by 2020.</p> <p>Results: 17.4%</p>		x	
	<p>Target 4:</p> <p>The proportion of women in poor rural areas and ethnic minorities in need of preferential loans from employment programs, poverty reduction programs and official credit sources will reach 80% by 2015 and 100% by 2020</p> <p>Results: 100%</p>	x		

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
<p>Objective 3: To improve the quality of female human resources, gradually ensure equal participation between men and women in the sphere of education, and training</p>	<p>Target 1: By 2020, the literacy rate among women aged between 15 and 60 will be equal to that of men (98%). This rate will be 94% in the 14 provinces with disadvantaged economic conditions and 90% among ethnic minority areas</p> <p>Proportion of literacy among females aged between 15-60: 97.3%, of which:</p> <p>Proportion of females in 14 provinces of disadvantaged socio-economic conditions: 92.8%</p> <p>Proportion of literate EM people: 93.6%</p>	x		
	<p>Target 2: The rate of women with a master's degree will be 40% by 2015 and 50% by 2020. The rate of women with a doctoral degree will be 20% by 2015 and 25% by 2020</p> <p>Results: Proportion of women with a master's degree: 44.2%</p> <p>Proportion of women with a doctoral degree: 28%</p>	x		

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
<p>Objective 4: To ensure gender equality in access to and benefits from healthcare services</p>	<p>Target 1: The sex ratio at birth shall not exceed 113 male infants per 100 female infants by 2015 and 115/100 by 2020 Results: 111.5</p>	x		
	<p>Target 2: Reduce maternal mortality related to childbirth to 58.3 per 100,000 live births by 2015 and to below 52 per 100,000 by 2020 Results: 46/100.000</p>	x		
	<p>Target 3: Increase the proportion of pregnant women having access to care and prevention of mother-to-child transmission of HIV services to 40% by 2015 and 50% by 2020 compared to 2010 Results: 52%</p>	x		
	<p>Target 4: Reduce the abortion rate to 27 per 100 live births by 2015 and to below 25 per 100 by 2020 Results: 13.8/100</p>	x		

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
<p>Objective 5: To ensure gender equality in the sphere of culture and information</p>	<p>Target 1: <i>Strive to have at least 2 specialized columns communicating on gender equality per month on the grassroots information system in communes, wards, townships by 2020</i></p> <p>Results: 100%</p>	x		
	<p>Target 2: By 2015, there will be 90% and by 2020, 100% of radio and television stations at national and local levels having specialized themes/columns on gender equality awareness raising</p> <p>Results: 100%</p>	x		

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
Objective 6: To ensure gender equality in family life, gradually eliminating gender-based violence	Target 1: Shorten the women's time gap in doing housework by 2 times as compared with men by 2015 and by 1.5 times lower by 2020 Results: Women's time spent on housework is 18.9 hours as compared with 8.9 hours by men, which is more than 2,1 times higher than that of men		x	
	Target 2: 40% by 2015 and 50% of detected domestic violence survivors by 2020 will be counselled on psychological and legal matters, get support and care at the support facilities for domestic violence survivors. Up to 75% of the detected perpetrators of domestic violence not being to criminal liability will be counselled at domestic violence counselling centers Results: 7.838 people (domestic violence survivors who get counselling, support and care)			x
	Target 3: By 2015 and sustaining up to 2020, 100% of the returned victims of trafficking through being returned, rescued, the detected victims of trafficking who managed to return by themselves will be entitled to the support and community reintegration services Results: 100%	x		

Objective	Target	Achieved	Under-achieved	Insufficient data/grounds for evaluation
<p>Objective 7: To enhance state management capacity of gender equality</p>	<p>Target 1: By 2015, 80% and by 2020, 100% of draft legal normative documents that are identified to have contents related to gender equality or to contain gender inequality, gender discrimination issues will be mainstreamed with gender equality issues</p>		x	
	<p>Target 2: By 2015 and sustaining up to 2020, 100% of the members of Drafting Committees and Editorial Teams that draft the legal normative documents identified to have gender equality related issues or to contain gender inequalities, gender discrimination will be provided with training of knowledge on gender, gender analysis and gender mainstreaming</p>	x		
	<p>Target 3: By 2015 and sustaining up to 2020, the provinces/cities under central control will appoint a sufficient number of staff working on gender equality; form a pool/team of collaborators, volunteers to participate in gender equality and the advancement of women activities</p>	x		
	<p>Target 4: By 2015 and sustaining up to 2020, 100% of staff, civil servants and public employees working on gender equality and the advancement of women at all levels and sectors will receive professional/specialized training at least once</p>	x		

5.2. LIST OF REVIEWED DOCUMENTS AND REFERENCES

The documents mostly pertaining to NSGE 2011-2020

- Decision No. 2351/QD-TTg dated 24/12/2010 of the Prime Minister approving the National Strategy on Gender Equality for the period 2011-2020.
- Decision No. 800/QD-TTg dated July 2, 2018 of the Prime Minister adjusting and supplementing a number of contents in the National Strategy on Gender Equality in the period 2011-2020.
- Decision No. 1241/QD-TTg dated July 22, 2011 of the Prime Minister approving the National Program on Gender Equality for the period 2011-2015.
- Decision No. 1696/QD-TTg dated October 2, 2015 of the Prime Minister approving the National Action Programme on Gender Equality for the 2016-2020 period.

Guiding documents of the Communist Party of Viet Nam and legal documents on gender equality and women's work

- Directive No. 21-CT/TW dated January 20, 2018 of the Secretariat of the Central Committee of the Communist Party of Viet Nam on continually promoting the women's work in the new situation.
- Resolution No. 11-NQ/TW dated April 27, 2007 of the Politburo on women's work in the period of accelerated industrialization and modernization of the country.
- GEL 2006.
- Decree No. 48/2009/ND-CP of May 19, 2009 providing for measures to ensure gender equality.
- Socio-Economic Development Strategy 2011-2020
- Decision No. 1252/QD-TTg dated September 26, 2019 of the Prime Minister approving the Plan to enhance the effective implementation of the International Covenant on Civil and Political Rights and recommendations of the United Nations Commission on Human Rights.

Reports on gender equality work and implementation of the NSGE

- Government Report No. 474/BC-CP dated October 6, 2020. Report on the implementation of the national objectives on gender equality in 2019 and the period 2011-2020.
- Review report on 10-year implementation of the GEL.
- Annual reports of ministries, sectors and provinces/cities
- Preliminary Review report on 5-year implementation of the NSGE.
- Review report on 10-year implementation of the NSGE of some ministries/sectors .
- Review report on 10-year implementation of the NSGE of 52 provinces and cities.
- Review report on 10-year implementation of the NSGE of the VFU.
- Review report on 10-year implementation of the NSGE of the VGCL.
- National Review Report on 25-year implementation of the Beijing Declaration and Platform for Action (the submitted version in accordance with the dossiers approved in Official Letter No. 8857/VPCP-QHQQT dated October 1, 2019 of the OoG).
- Decision 622/QD/TTg promulgating the National Action Plan to implement the 2030 Agenda for Sustainable Development. The Action Plan defines Viet Nam SDGs (VSDGs) up to 2030.
- Decision No. 2013/QD-TTg dated 12 Nov 2011 of the Prime Minister approving the Vietnam Population and Reproductive Health Strategy for the period of 2011-2020.
- Population Strategy of Viet Nam to 2030.
- Decision No. 122/QD-TTg dated January 10, 2013 of the Prime Minister approving the National Strategy for people's health protection, care and improvement in the 2011-2020 period, with a vision to 2030.
- Decision No. 56/2011/QD-TTg dated October 14, 2011 of the Prime Minister on the enactment of the set of National Gender Development Statistical Indicators.

Reports and research documents

- Population and Housing Census 2019
- Findings of the survey to collect information on socio-economic development status among 53 EM groups in 2019
- Report on 10-year implementation of the Gender Equality Law
- Annual/periodic statistics for the period of 2011-2019 related to the objective of the NSGE (<https://www.gso.gov.vn>)
- Results of national surveys and thematic surveys related to objectives.
- Outcome Evaluation of the 5-year implementation of the Vietnam Population and Reproductive Health Strategy for the period of 2011-2020.
- Report on 20 years of HIV treatment - Ministry of Health
- General Statistics Office (2016): Gender Statistical Information in Viet Nam 2016
- Health Statistical Yearbooks 2015, 2016, 2017, 2018

International reports/documents

- WEF GGGR 2020 http://www3.weforum.org/docs/WEF_GGGR_2020.pdf
- UNDP Human Development Report 2019

5.3. THEMES AND QUESTIONS FOR SEMINARS IN PROVINCES/CITIES

Contents of seminars with provincial/district levels in Can Tho, Khanh Hoa and Hai Duong

Information provision requests

1	DoHAs	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Situational Report on implementation of NSGE: Objective 1 (gender equality in participation in leadership and management) and objective 7 (state management on gender equality)
2	DoHs	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Final Review Report on NSGE implementation: Objective 4 (health care)
3	DoETs	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Report on gender issues in the field of education - Provision of data disaggregated by males and females on the ratios of school boys and girls at all levels of education; school drop-out rates
4	DoLISAs	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Report on NSGE implementation situation (in coordination with various other departments.) - Reports related to implementation and outcomes of the NSGE 2011-2020 in the fields of economic-labour-employment in provinces/cities (Objective 2) - Statistics (statistical yearbook, statistics of various sectors), sex-disaggregated statistics from investigations, surveys and studies in the fields of economic-labour-employment in provinces/cities

5	DoCSTs	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Relevant reports on communications on gender equality and exercising of gender equality in the family life
6	Provincial Women's Unions	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Reports on the activities in coordination with Departments in implementation of the 7 objectives under the NSGE <p>Report on communication activities on gender equality during 2018 and 2019.</p>
7	Provincial Radio and Television Stations	<ul style="list-style-type: none"> - Performance Final Review Report for 2018 and 2019. - Reports on Radio and Television broadcasting specialized columns during 2018 and 2019.

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