



POLICY REVIEW OF GENDER EQUALITY IN VIETNAM PERIOD 2011-2020

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1. The legal basis toward gender equality in Vietnam

Vietnam has made significant progress in promulgating the legal basis related to gender equality for last more than two decades. This demonstrates the strong political determination of the Communist 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).

With the opinion that gender equality is an indispensable 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 with the involvement of different ministries, sectors and provinces/cities for implementation.

In 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, a very important legal document, the Gender Equality Law, was promulgated. It is the first time

the concept of gender equality has been formally stipulated in a legal normative document. It said: "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" (Article 5, Clause 3, Gender Equality Law, 2006). This concept has since been 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, Ministry of Labor, Invalid and Social Affairs (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, 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 stipulated Decision No. 2351/QĐ-TTg approving the National Strategy on Gender Equality for the period 2011-2020 (NSGE 2011-2020) with an 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". After a period of implementation, the Prime Minister issued Decision No. 800/QĐTTg on 2 July 2018 adjusting and supplementing some contents of the NSGE. 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, other 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 2011-2020 nationwide.

2. The objectives and targets on Gender Equality for the period 2011-2020

The NSGE 2011-2020 set out 7 objectives and 22 specific targets. They covered most of spheres of life: politics, economy and employment, education and training, access to healthcare services, culture and information, housework and gender-based violence and management capacity on gender equality of governance system. The details area as follows:

Objective 1: To increase women's participation in leadership and managerial positions to gradually narrow the gender gap in the political sphere.

- Target 1: 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
- Target 2: 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
- Target 3: 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

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

- 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 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

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 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

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

Objective 5: To ensure gender equality in the sphere of culture and information

- Target 1: 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
- 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

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, the detected victims of trafficking who managed to return by themselves will be entitled to the support and community reintegration services

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 contents 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 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
- 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

3. Results of implementing objectives and targets

As stated under Report of the Government 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 achievability¹. Two out of the seven objectives under the NSGE had all targets met, which are objectives #4 and #5.

Objective 1: All three targets are under-achieved

For the 10 years, from 2011 to 2020, 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 countries². As indicated in the Global Gender Gap Report for the 10 years from 2011 to 2020, the gender gap index of Viet Nam (ranked by performance in four areas: politics, economy, education, health) has been unstable and

¹ 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.

² WEF (2020): Global Gender Gap Report

tended to go down, from 79th out of 135 countries covered by the report (2011) to 83/145 (2015) and 87/153 (2020).

Objective 2: After the ten-year implementation period 2011-2020, only two targets have fulfilled the set plan (Targets 1 and 4), while two targets underachieved (Target 2 and Target 3).

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%³, reaching the set target.

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)⁴. As such, this target was not met having been set at 30% by 2015 and 35% by 2020 in the NSGE 2011-2020.

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.

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 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 promptly⁵. Thus, this target achieved what was set out in the NSGE by 2020.

Objective 3: All two targets have been achieved.

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.

According to the Population and Housing Census in 2019, the rate of women with a master's degree was

³ MoLISA, 2019 Performance Review Report and ways forwards in 2020

⁴ GSO, 2019. Findings from Enterprise Surveys in 2015, 2017 and in 2018.

⁵ Vietnam Bank for Social Policies' Report on loan turnover to female customers.

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.

Objective 4: All four targets have been achieved.

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 birth⁶. 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- 39⁷. 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.

Objective 5: Basically, the two targets under the Objective on a guarantee of GE in the sphere of culture and information have been fulfilled.

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.

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 society⁸.

Objective 6: 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.

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.

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

⁶ UNFPA. Sex ratio at birth in Viet Nam as per the 2019 Population Census data

⁷ UNFPA. Sex ratio at birth in Viet Nam as per the 2019 Population Census data

⁸ Government 2016, 2017, 2018. Reports submitted to the National Assembly regarding the implementation of national objectives on gender equality in 2016, 2017, 2018

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 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 shelter⁹. A 2015 study also revealed that the majority of women who experienced domestic violence did not seek help from any agency or organization¹⁰. 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.

Objective 7: After a 10-year implementation of this objective, all the four targets have been fulfilled

Staff have been assigned to work on gender equality at the provincial, district and commune levels as prescribed¹¹. However, the contingent of staff working on gender equality has been constantly changing, with the majority being multi-tasked¹². 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.

4. Overall 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.

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

⁹ MoLISA, GSO and UNFPA (2020). Summary Report: Findings of the National Study on Violence against Women in Viet Nam in 2019 – Journey for Change

¹⁰ ISDS (2015). Factors determining gender inequalities in Viet Nam. Hanoi: Hong Duc Publishing House.

¹¹ 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.

¹² 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.

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.

According to the United Nations Human Development Report 2019, Viet Nam has made outstanding progress in the gender development index (GDI), reflecting¹³ 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. 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 socioeconomic empowerment.

5. Limitations and challenges

Apart from the aforementioned significant achievements, gender inequality still persists in areas of the social life of Viet Nam. 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. 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 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 socioeconomic sector. However, the contingent of officers working 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.

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. Socioeconomic development plans only addressed gender equality broadly, with no

¹³ 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)

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.

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/cities¹⁴.

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Decision No. 1241/QĐ-TTg dated July 22, 2011 of the Prime Minister approving the National Program on Gender Equality for the period 2011-2015.

Decision No. 1696/QĐ-TTg dated October 2, 2015 of the Prime Minister approving the National Action Programme on Gender Equality for the 2016- 2020 period.

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.

Gender Equality Law 2006

Decree No. 48/2009/ND-CP of May 19, 2009 providing for measures to ensure gender equality.

Decision No. 1252/QĐ-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.

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.

Decision 622/QĐ-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/QĐ-TTg dated 12 Nov 2011 of the Prime Minister approving the Vietnam Population and Reproductive Health Strategy for the period of 2011-2020.

¹⁴ 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-dongcua-quoc-hoi.aspx?ItemID=33854>

Decision No. 122/QĐ-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/QĐTTg dated October 14, 2011 of the Prime Minister on the enactment of the set of National Gender Development Statistical Indicators

UNDP Human Development Report 2019

UNFA Review of 10 years of implementing the law on gender equality

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WEF (2020): Global Gender Gap Report

Annex 1: Summary of NSGE implementation in the period 2011-2020

Objective	Target	Achieved	Under-achieved	Insufficient data/ground for evaluation
Objective 1: To increase women's participation in leadership and managerial positions to gradually narrow the gender gap in the political sphere	<p>Target 1: 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: Party Central Executive Committee: 10% 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: 26.9%</p>		X	
	<p>Target 2: 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: Ministries and ministerial-level agencies (2020): 47% Provincial People's Committees (2019): 32.1% District People's Committees: 32.6% District People's Committees: 21.9%</p>		X	
	<p>Target 3: 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: Ministries, sectors: 44.5% Provincial level: 44.5% District level: 53.7% Commune level: 35.6%</p>		X	

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.	Target 1: Annually, ensure at least 40% for each sex (male and female) out of the total number of newly employed people Results: Males: 52.7% Females: 47.3%	X		
	Target 2: The proportion of businesswomen will reach 30% by 2015 and from 35% upwards by 2020. Results: 24%		X	
	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. Results: 17.4%		X	
	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: 100%	X		
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 Results: Proportion of literacy among females aged between 15-60: 97.3%, of which: Proportion of females in 14 provinces of disadvantaged socio-economic conditions: 92.8% Proportion of literate EM people: 93.6%	X		
	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 Results:	X		

	Proportion of women with a master's degree: 44.2% Proportion of women with a doctoral degree: 28%			
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 Results: 111.5	X		
	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	X		
	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%	X		
	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	X		
Objective 5: To ensure gender equality in the sphere of culture and information	Target 1: 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 Results: 100%	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 Results: 100%	X		
Objective 6: To ensure gender	Target 1: Shorten the women's time gap in doing housework by 2 times as	X		

equality in family life, gradually eliminating gender based violence	<p>compared with men by 2015 and by 1.5 times lower by 2020</p> <p>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</p>			
	<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> <p>Results: 7.838 people (domestic violence survivors who get counselling, support and care)</p>			X
	<p>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</p> <p>Results: 100%</p>	X		
Objective 7: To enhance state management capacity of gender equality	<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>	<p>X</p>		
	<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>	<p>X</p>		