

Integrating population, gender and employment, labor force planning

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The relationship between population, labor and employment

- Population, labor and employment have close relationship
- In this relationship, labor plays the intermediate role. It is labor that creates human power. Creating jobs is to attract labor to balance labor demand and supply
- Population not only influences labor demand but also labor supply, and then employment.

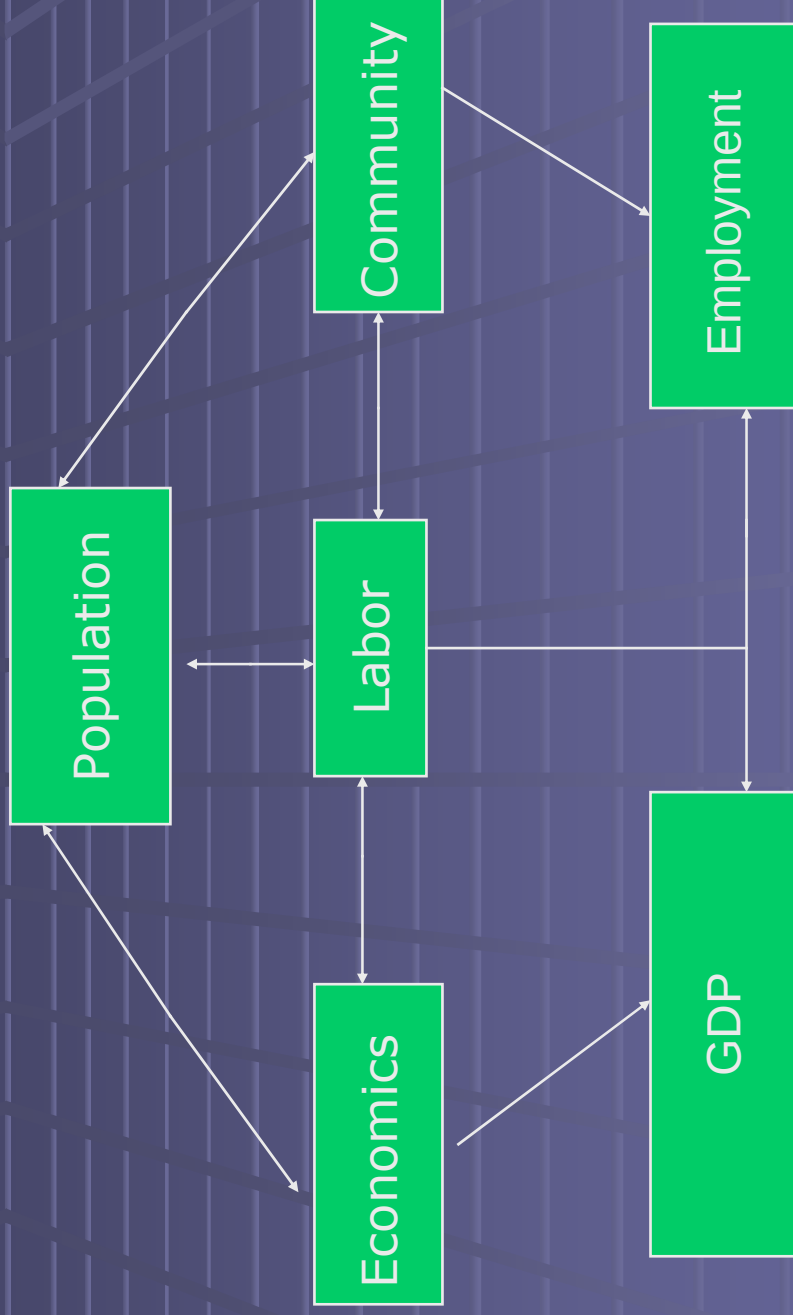
- Both Population and employment rate are under the influence of social, economic, political and historical, especially economic factors.

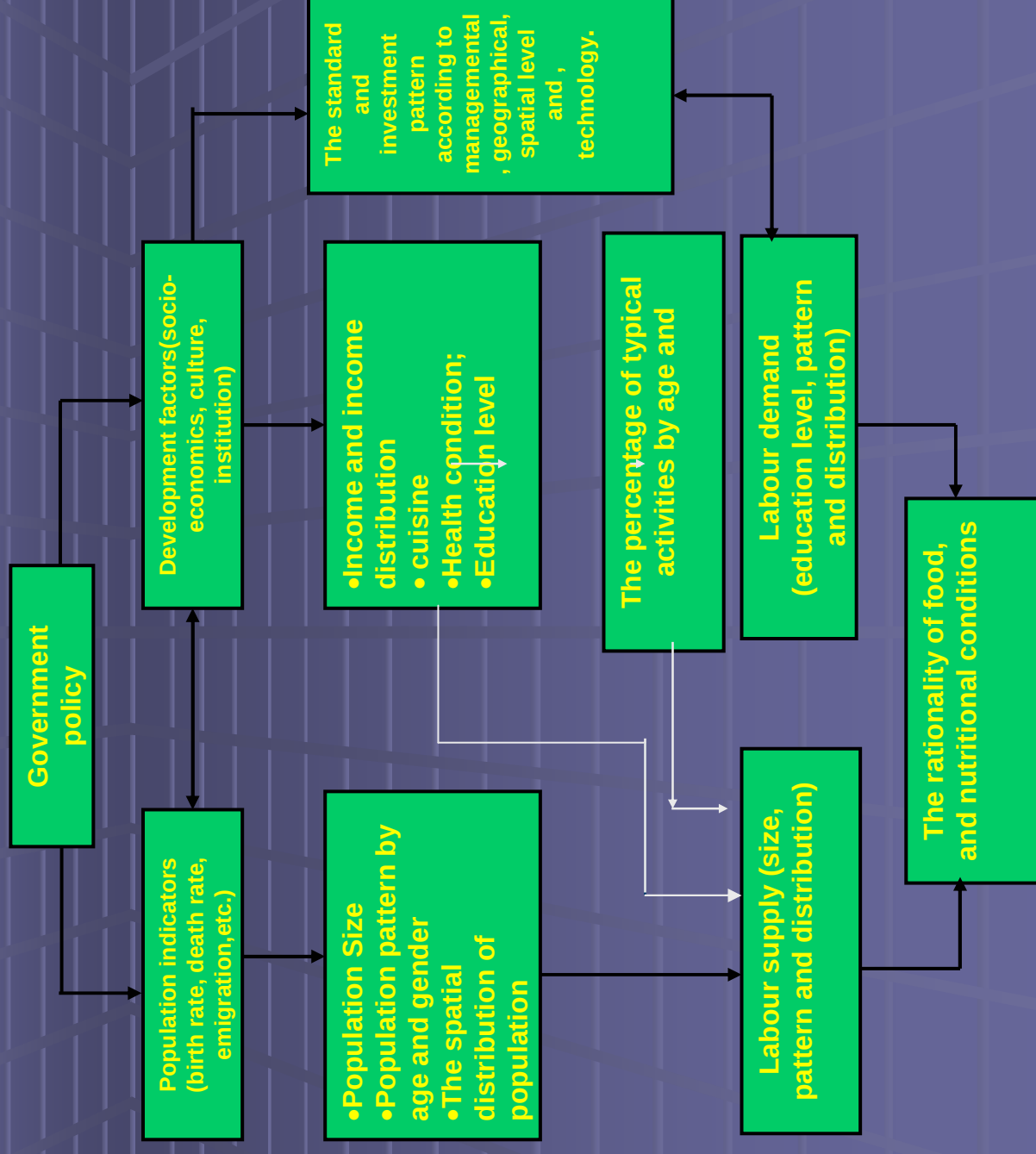
The relationship between labor and employment

- The nature of the relationship is the supply and demand law of labor.
- Human resources is labor supply (the ability of providing labor power) while employment is labor demand (the ability of attracting labor)

- To foster the relationship between labor and employment must base on human resources and economic situation of the nation, the specific region, and development period to create the maximum number of jobs and meet the job demand of labor

The relationship between human resource and employment





Integrating population factors and labor and employment planning

Integrating population factors and labor and employment planning is to take population issues into account when labor and employment policy are made or implemented.

In such way, programs or policies are considered seriously and to all facets in the reciprocal relationship between population-development and labour - employment to ensure sustainable and

Integration process

- Stage 1: Planning (condition analysis, target and solution determination, program design, bid running and expenditure estimation)
- Stage 2: Plan implementing
- Stage 3: Plan controlling
- Stage 4: Plan evaluating

Labour and employment planning need to reflect three major factors:

- Determine the total of social labor supply in the projected years
- Determine the total of labor demand
- Balance labor demand and supply and suggest solutions to make the most use of human resources in the projected years

- Gender:

is to mention the interrelationship between male and female in the participation and benefit from program results

1. What is integration?

- The cooperation of different activities to make it fit with and support one another and then create the unity and sustained development.
- The careful consideration of interrelationship between above mentioned factors and development

2. Integrating gender and planning

- To ensure the equal participation and reception of male and female in socio-economic development plan
- To be a strategic measure to create the inevitable equality between male and female in the process of designing, implementing, monitoring and evaluating plan

Gender should be integrated in development planning

1. The role of gender in national economy:

- Female is in weak side, easily affected by policies and their opinion is underestimated in development planning
- The integration is an urgent require to enhance the efficiency of planning and the maintenance of sustained affect
- Integration is to set the main target and promote the efficiency of human resource management.

The need of Integrating into Development Planning

2. The investment scheme and efficiency of socio-economic development

3. The demand of long-term maintenance of development achievement

- Women play an important role in people development. Their education level directly influences the decrease in birth rate, children school year, etc.

What is the integration of gender and policy formulation?

1. To ensure the equality of male and female in the participation and reception of social and economic development.
2. To examine the interrelationship between gender and development

How to integrate gender and development planning

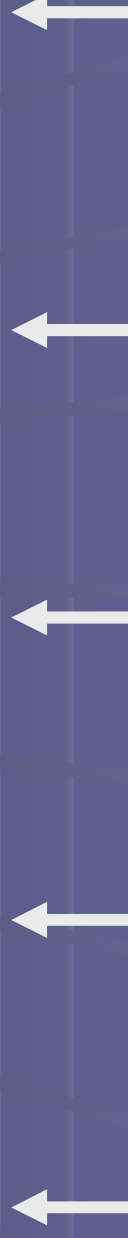
- To attach the targeted subjects, subject addresses and conditions to the specific goals or issues.
- To show the direct and indirect factors influenced on specific subjects' issues, on specific areas and then to work out suitable solutions.

The effect of the core issue



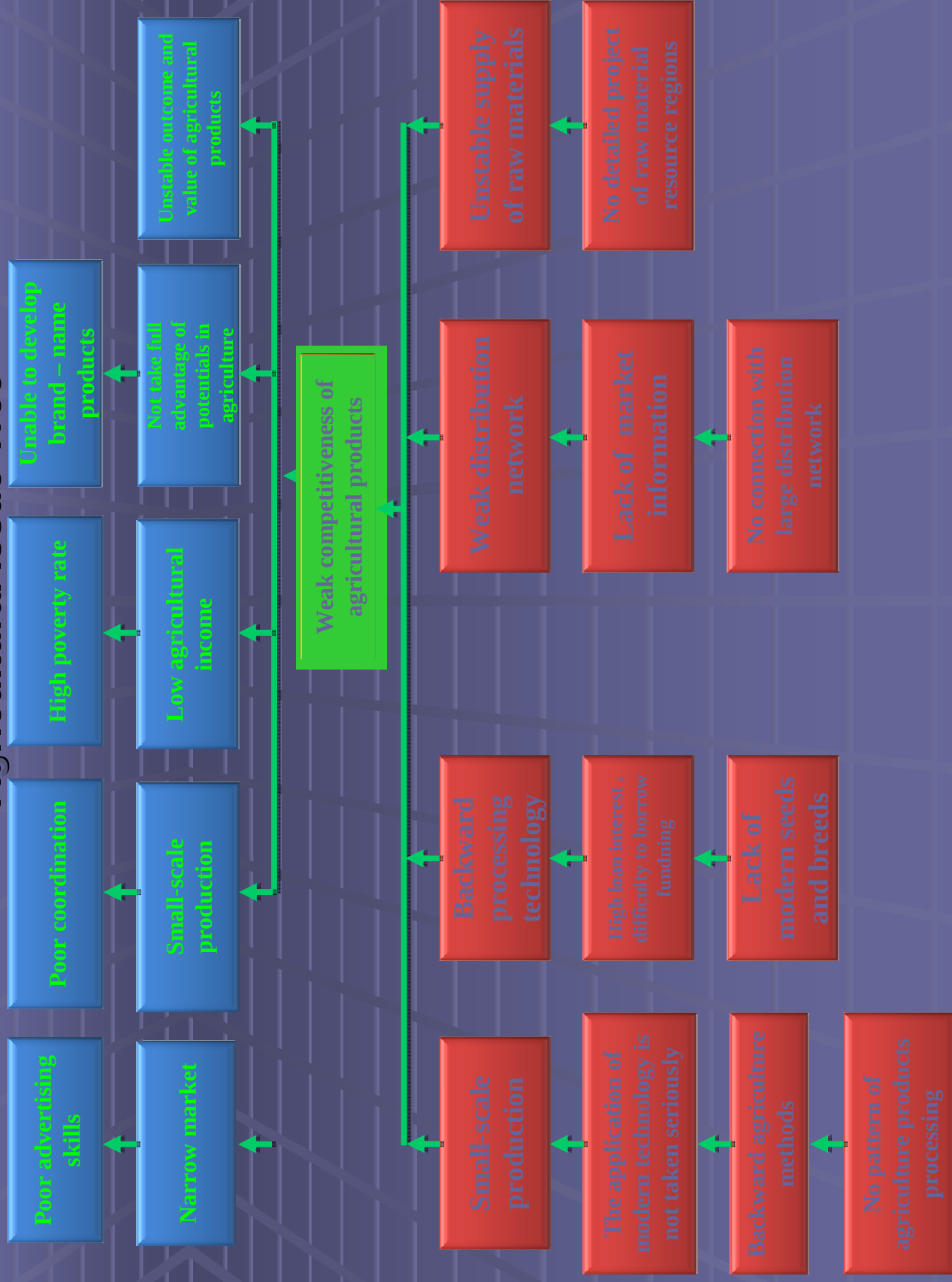
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The core issue



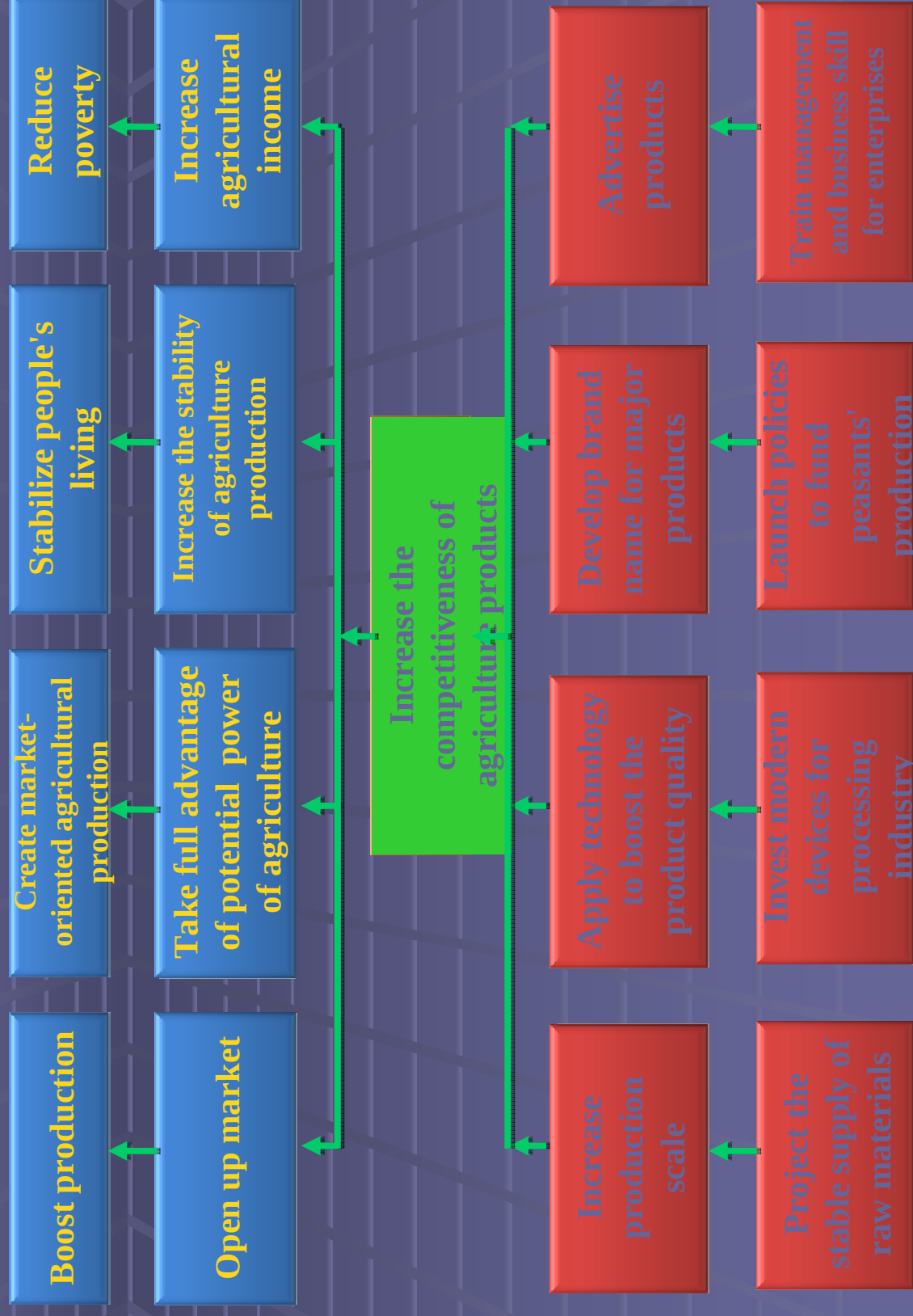
The causes of the core issue

Agricultural Issue Tree



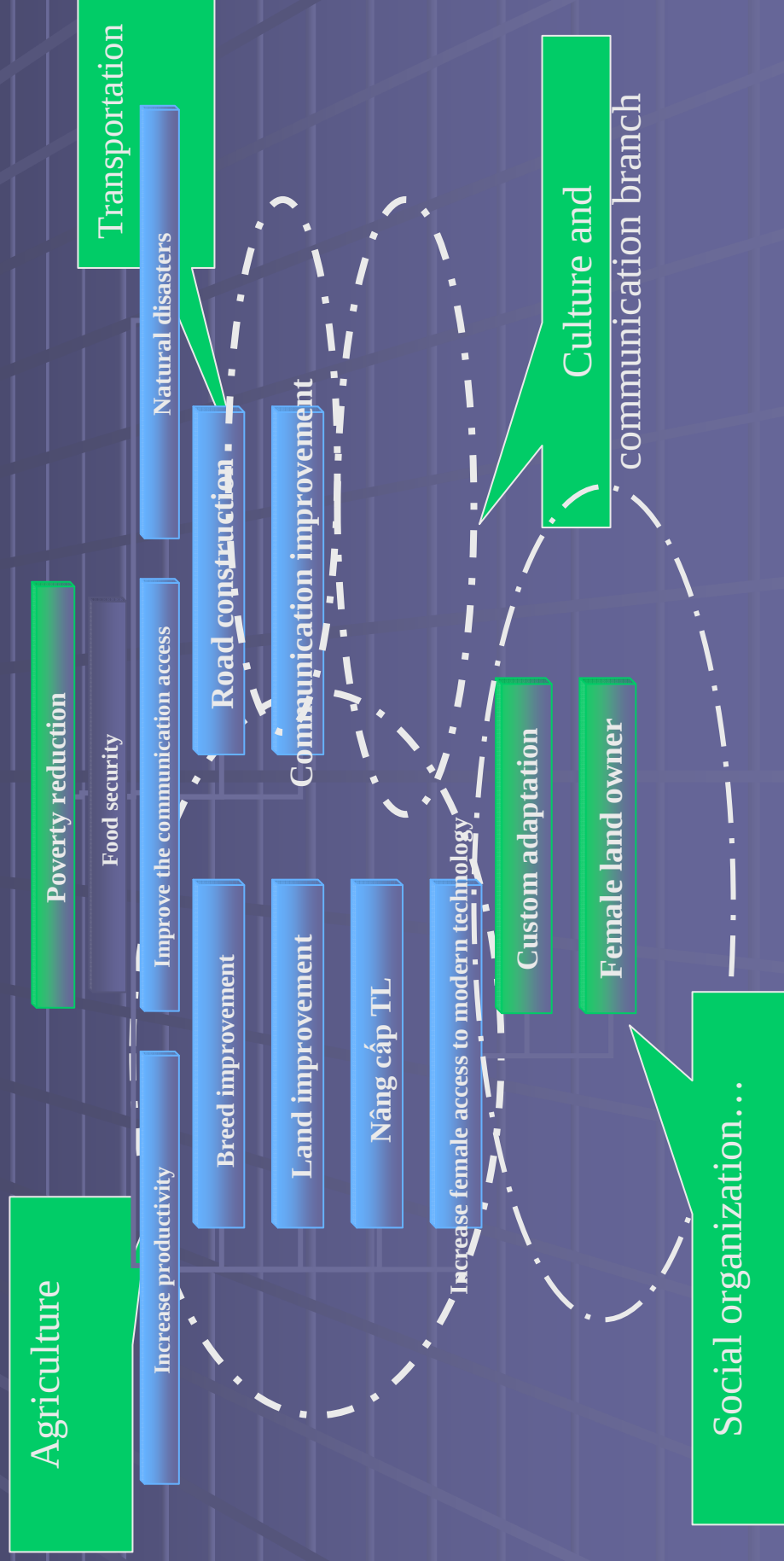


The Target Tree – Agriculture





Grouping target trees: Example



a. From the role and social status of female

1. Female is commonly supposed to be easily affected by economic crisis
2. The rate of female tend to increase faster than that of male labor (especially in agriculture and service industry)
3. Female has low income

1. To solve the economic inequality

- Inequality in job opportunities, job types, income and promotion chances
- The redundancy of labor affects female harder than male
- The rate of redundancy on female workers in state-owned enterprises and collective unit are much more than that of male

2. Reduce the pressure of working time and intensity for female

- Market oriented administration are favorable for private-owned enterprise development. As a result, the pressure of labor contribution to production output of family unit increase, which leads to the pressure on female labor.
- The quality of female labor is still low.

3. Break down the barrier for female development

- Female has little access to bank credit (because the certificate of land ownership and other properties officially owned by male)
- Female are not fully informed of loan borrowing and policies and technology.
- Female has to spend more time doing housework, child caring, thus female has few chances for pursuing career, increasing education level, etc.
- Male dominates the skilled and highly paid jobs

What needs to be concentrated in this period?

- Gender integration need to aim at 5 targets in national strategy for advancement of women in Vietnam
- Gender integration should be closely attached to the social and economic development targets of locals and government agencies.

Specific movements:

1. About economics

- Create jobs and reduce poverty rate for women
- Promote agriculture and rural development
- Increase women's access to bank credit

Target 1. Jobs

- Target 1: 50% of women get a job
- Target 2. Reduce the female unemployment rate in urban areas to < 6% (now 6.14%)
- Target 3. reduce 50% poor households having women as breadwinners (*additional target*)
- Target 4. 80% poor households having women as breadwinners able to borrow loan from government poverty reduction; 50% of bank borrower from are female (*additional target*)
- Target 5. Increase 35% trained female workers, manual workers accounts for 21%

Employment planning and gender factors

- In specific targets, job demand, income of both male and female workers should aim at stabilizing labor pattern and balancing gender's benefits.
- Change people's awareness, and break down the job allocation by gender.

Employment planning and gender factors(Cont)

- Encourage female participate in male – dominating fields.
- Encourage male share women's responsibility in some female-dominating fields
- Instruct the equality standards in employment

Employment planning for 2006-2010 period and gender

- Promote the productivity and efficiency of labour usage.
- Continue labour structure transference
- Reduce the rate of rural unemployment to 5%
- → create equal income for male and female

The requirement for gender equality standards in labor-employment

- Fully reflect all facets of gender equality in labor-employment
- Describe the similarities and differences between male and female
- Describe the male and female relationship in job market
- Instruct targets and the evaluation of labour and employment and gender

Figures to evaluate gender equality in labor and employment

- In macro scope, determine labor pattern and gender (by I, II, III)
- Figure out the number of labor which need jobs (by gender)
- Design activity plans for labor equality

b. Employment equality figures

Figure 1. The employment rate for over 15 year old age group.

Jobs: Any labour activity that creates income without the prohibition of the law is considered as a job (Article 19, Law of Labor, 1994)

- + ***The employed (participating in economic activities)***
- + The employed with enough jobs: people have paid jobs during the assigned time period
- + ***People with insufficient amount of jobs:*** the intermediate state of being employed and being unemployed (working hours are under 35 hours or less than assigned working time for some special jobs)



figure 2. Paid Jobs by money or object

the employed female workers

The rate of paid female workers = _____ x 100

the total No of employed female workers

figure 3. The unemployed rate



No of urban unemployed working-aged male (female)

The rate of unemployed male/female = _____ x 100
(urban areas) No of urban employed male or female in urban areas

figure 4. New Jobs



(Jobs created in a specific period, normally in a specific year)

New jobs = The total of jobs in the following year - the total of jobs in the previous year

c. Figures reflect the benefited groups from the working achievement

Figure. The proportion of annual average income between female and male

The proportion of annual average income between female and male

$$\frac{\text{the total average income per year of female (VND)}}{\text{the total average income per year of male (VND)}}$$

* Note:

- + Base on the same occupation and education level
- + Lack of adequate information for checking
- + should base on population census

d. Figures reflects labour quality

Figure. The proportion of trained labour (male/female)(%)
(Evaluate labour quality through elementary training and job certificate)

The proportion of
trained labour (male/female) = $\frac{\text{the No of trained labour in reported year}}{\text{the No of trained employed labour in the reported year}} \times 100$

*** Note:**

- + Distribution by rural/ urban regions, local/provincial level
- + Distribution by economic sectors
- + General office of statistics measures

e. Figures reflect the equality in opportunity access to bank credit

** Base for deciding targeted figures*

- The total number of households receiving loan
- The number of households having women as breadwinners receiving loan

No of households having women
as breadwinners receiving loan

The percentage of household having
women as breadwinners receiving loan =

(%)

** Note:*

The total number of households receiving loan

- + Set up communication network and gender integration in funding
- + Attach to labour-employment program