

Annex I. POA-2 implementation and directions for POA-3

POA Objectives	POA-2 Indicators (by 2005)	Achievement by 2005	POA-3 indicators (by 2010)
1. WOMEN'S EQUAL RIGHT IN LABOR AND EMPLOYMENT	1.1 Women make up 40% of people receiving new jobs	46.5 % Overachieved	1.1 Women make up 50% of people receiving new jobs
	1.2 Rural women are productive for 75% of total working time	80% Overachieved	
	1.3 Decrease unemployment rate of women in urban area to 5–6%	6.14% Underachieved	1.2 Decrease unemployment rate of women in urban area below 6%
			1.3 Decrease 50% of women headed poor households
	1.4.1 80% of poor women-headed households get loans from poverty reduction program	70% Underachieved	1.4 .1. Reach at least 80% of women-headed poor households who have demand and meet required conditions to borrow capital from the national poverty reduction program
	1.4.2 Women make up 50% of total credit borrowers See 2.3	45%	1.4.2 Women make up 50% of total number of borrowers from Social Policy Bank 1.5 Increase percentage of women laborers to be trained to 35%, among which 21% in vocational training
2. WOMEN'S EQUAL RIGHT IN EDUCATION	2.1 95% of illiterate women under 40 years old become literate	85.1% of illiterate women under 40 become literate Underachieved	2.1 95% of illiterate women under 40 years old become literate; increase literacy rate for ethnic minority women
	2.2 30% of women in total postgraduate students	30.1 % On target	2.2 35% of women in total postgraduate students
	2.3 Increase percentage of women laborers to be trained to 30%, among which 20% in vocational training	20.45 % and 15.46 % Underachieved	See 1.5
	2.4 30% of officials getting political, administrative, computer, and foreign language training are women	Over 30% On target 82.7% (by 2003)	2.3 Percentage of women officials getting professional, foreign language, computer training is equivalent to ratio of women working in such areas 2.4 100% of girls from 11–14 years old finish primary school and enroll in grade 6

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		86.5% at secondary school and 45.2% at high school	2.5 Increase enrollment rate of girls at secondary school to 90% and high school to 50%, of which particular attention should be paid to girls in remote and ethnic minority areas
3. WOMEN'S EQUAL RIGHT IN HEALTH CARE	3.1 Women's average life expectancy increases to 71	71 On target	3.1 Women's average life expectancy increases to 72
	3.2 55% of pregnant women getting three prenatal health checks	53.4 % Underachieved	3.2.1 60% of pregnant getting three prenatal health checks 3.2.2 90% of pregnant women get health check before delivery
	3.3 Reduce maternal mortality rate to 80/100,000	85/100,000 Underachieved	3.3.1 Reduce maternal mortality rate to 60/100,000 3.3.2 Reduce abortion cases by 25%
	3.4 90% of women have access to healthcare services	90% On target	3.4 95% of women have access to healthcare services
		In 11 years, HIV-infected pregnant women increased nearly 20 times from 0.02% in 1994 to 0.37% in 2005	3.5 Limit to 0.5% the pregnant women infected with HIV
	3.5 100% of health stations have midwife	93% Underachieved	3.6.1 100% of health stations have midwife 3.6.2 80% of health stations have doctors
			3.7 95% of healthcare centers provide sufficient medicines and materials for pregnant care; 90% of healthcare centers have sufficient technical facilities for pregnant care; 90% of village healthcare staff have sufficient medicine and facilities for birth-giving services

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4. ENHANCE THE ROLE AND POSITION AND INCREASE THE PARTICIPATION OF WOMEN IN LEADERSHIP AND DECISION MAKING	4.1 15% of Executive Party Committee members at all levels will be women	7.5%(central)11.75% (provincial) 14.74% (district) 15.08% (commune) Underachieved	
		37.24% of party members are women	4.1 40% of new party members are women
	4.2 30% deputies in National Assembly are women	27.3% at the XI Congress Underachieved	4.2 30% National Assembly members at the XII Congress are women
	4.3 Female participation in People's Council committee is 28% at provincial/city, 23% at district, and 18% at commune level 4.4 40% of state agencies and political and socio-political organizations have women leaders	23.8% (underachieved); 23.01% (on target) and 19.53% (overachieved) Data not available - At central level: 12% of minister level, 9% of vice minister, 6% of department head, 14% of department deputy head, 25% of division head, and 33% of division deputy head are women. - At local level: 3.2% of PPC chair, 3.7% of DPC chair, 3.42% of CPC chair are women; 16.8% of PPC vice-chair, 13.9% of DPC vice chair and 8.84% of CPC vice chair are women Data not available	4.3 Female participation in People Council committee is 27% at provincial/city, 25% at district, and 23% at commune level 4.4 Each ministry/sector, state agencies (where appropriate), and each people's committee at different levels has at least one woman leader. 15% of leaders at division and department level are women
	4.5 All education, health, culture, and social organizations and enterprises having above 30% women out of total workforce will have women leaders	From 1998-2005, 4,527 cases of trafficked women and girls were discovered, of which 3,862 were	4.5 All education, health, culture, and social organizations and enterprises having above 30% women out of total workforce will have women leaders 4.6 Reduce trafficking cases by 50% nationwide, 20% at focused areas; 50% of trafficked women and girls are discovered, cured, and trained

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		trafficked overseas; in 2005, 209 cases were discovered and 449 women and girls were trafficked overseas	
5. CAPACITY BUILDING FOR THE MACHINERY FOR THE ADVANCEMENT OF WOMEN	5.1 100% of cadres working for the advancement of women will receive relevant technical training 5.2 100% of leaders at ministries, departments, sectors and mass organizations at central level are educated with gender knowledge	56.50% Underachieved 58.2% Underachieved 63% of ministries and sectors and 76.2% of provinces and cities From 2001-2005, NCFAW supervised 115/149 ministries/sectors and provinces, cities reached 77% 97% of provinces/cities and 92.6% of ministries/sectors	5.1 100% of cadres working for the advancement of women will receive relevant technical training 5.2 100% of leaders at ministries/branches, provinces/cities are educated with gender knowledge 5.3 100% of ministries, sectors, provinces, and cities integrate gender equity objectives/targets into their 5-year and annual development plans or socio-economic development plans 5.4 100% of agencies under supervision on activities for advancement of women; enhance efficiency in gender inequality settlement through supervision 5.5 100% ministries/sectors and people's committee at all levels allocate budget for women's advancement activities