



Vietnam Gender Assessment

**World Bank, ADB, DfID, CIDA
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(Revised by VML 20 July 2009)**

Structure of the Presentation

- **Methodology** and analytical framework
- **Key findings:** - Economic development
 - Human development
 - Governance & politics
- **Priority issues:** - Gender issues
 - Existing environment (factors)
 - Recommendations: + closing gender gaps; + meeting the need of women & men

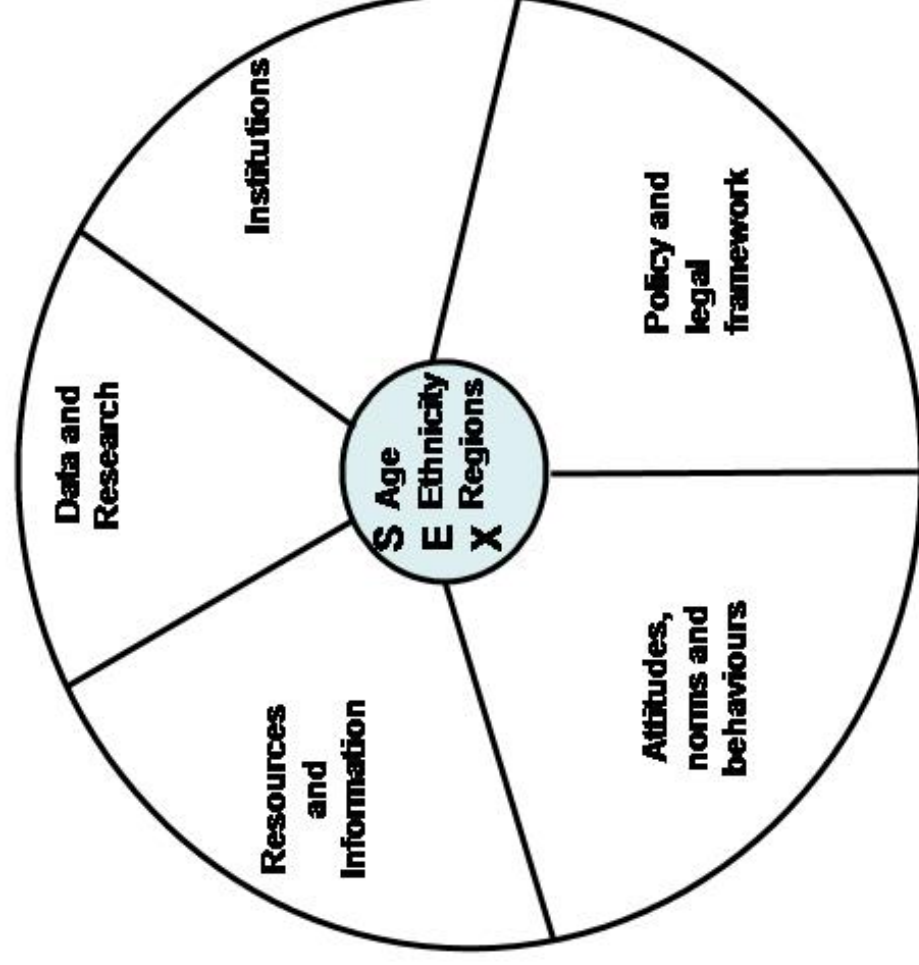
Methodology

The VGA is based on secondary data from:

- *ADB Gender Situational Analysis*;
- Bank led analysis of the two available datasets (VHLS2004 and WVS);
- *Survey of Women and Men* by the Vietnam Academy of Social Sciences (VASS); and
- UNDP/WB-commissioned gender policy framework report.

Analytical Framework

Figure 1. Determinants of gender issues within the economic, social and culture environment.





Key findings

Economic Development

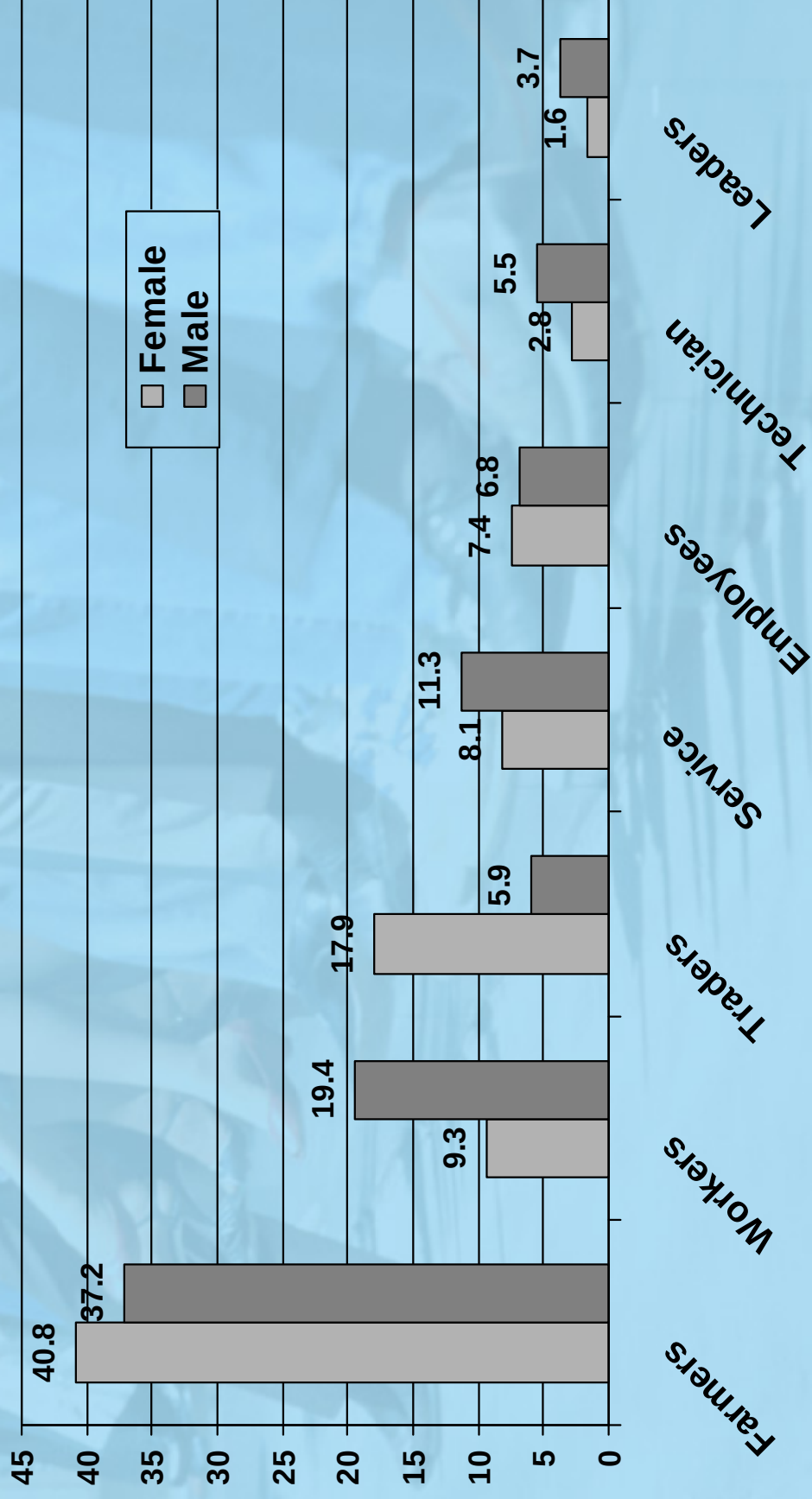
- Agricultural services do not meet women's needs, especially ethnic and rural women.
- Women, especially ethnic women lack security of land tenure.
- Women in general lack access to formal sources of capital.
- Gender inequality in employment and vocational training.

Key findings

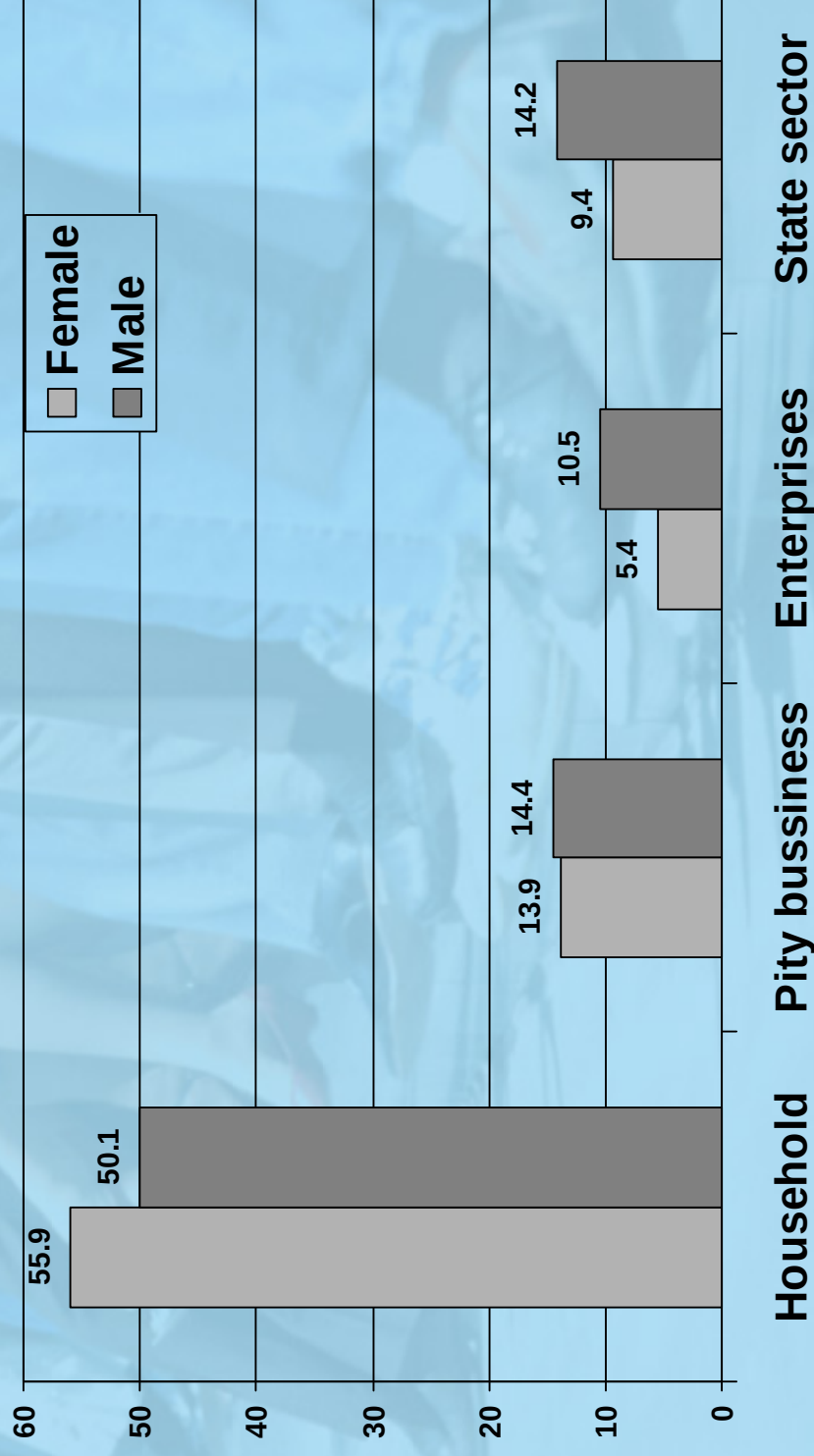
Economic Development (cont'd)

- Women's work in the informal sector is under valued and under remunerated.
- Women in the informal sector lack employment/social protection
- Women provide most care services, ie. Child care, caring for the sick and elderly.
- Women migrants lack access to information and basic social services.
- Gender difference in retirement ages and negative implications for men and women

Female work: Farmers, traders, employees Male work: Workers, services, technician, leaders (VASS 2005)

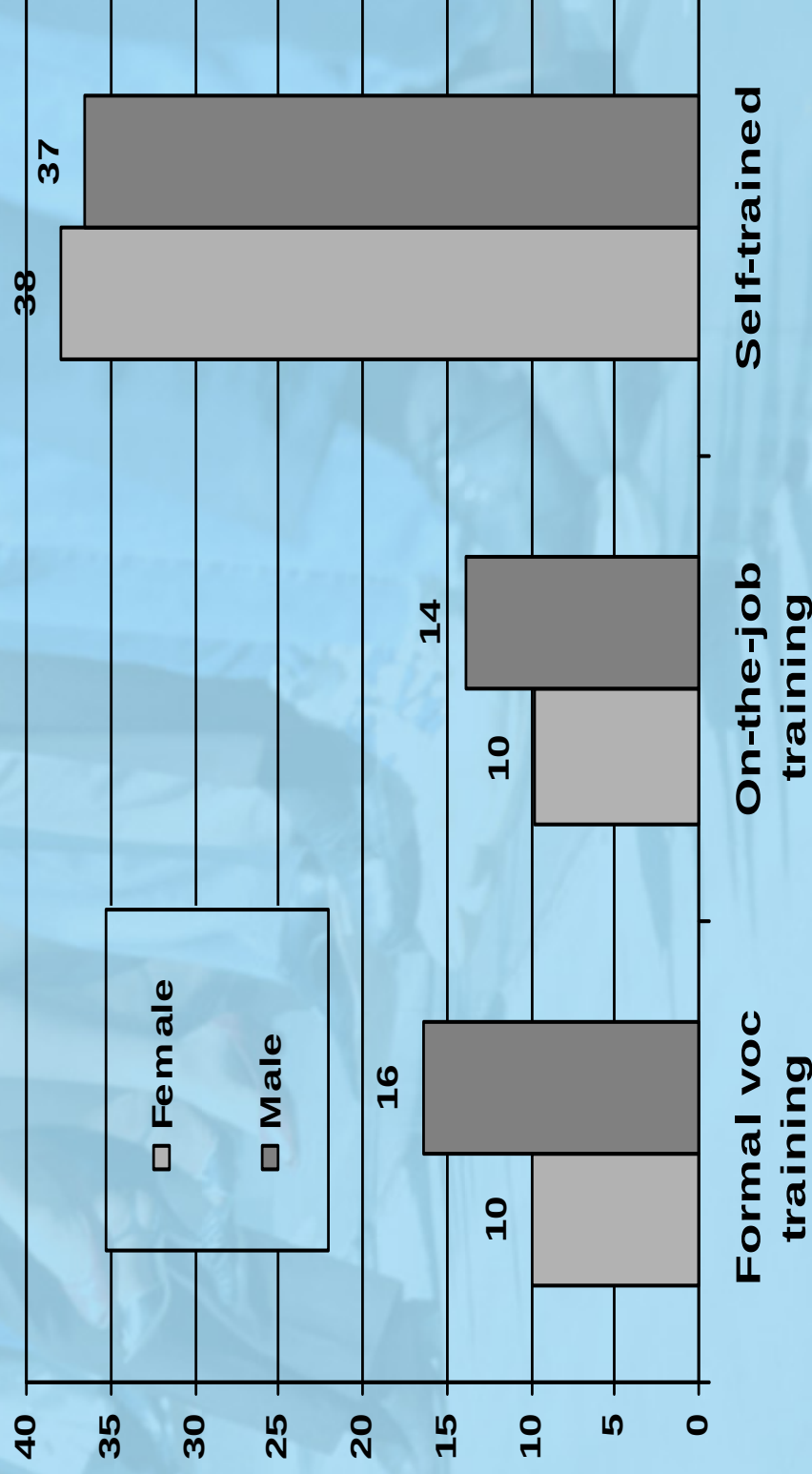


Male and female employees by economic sectors (VASS 2005)



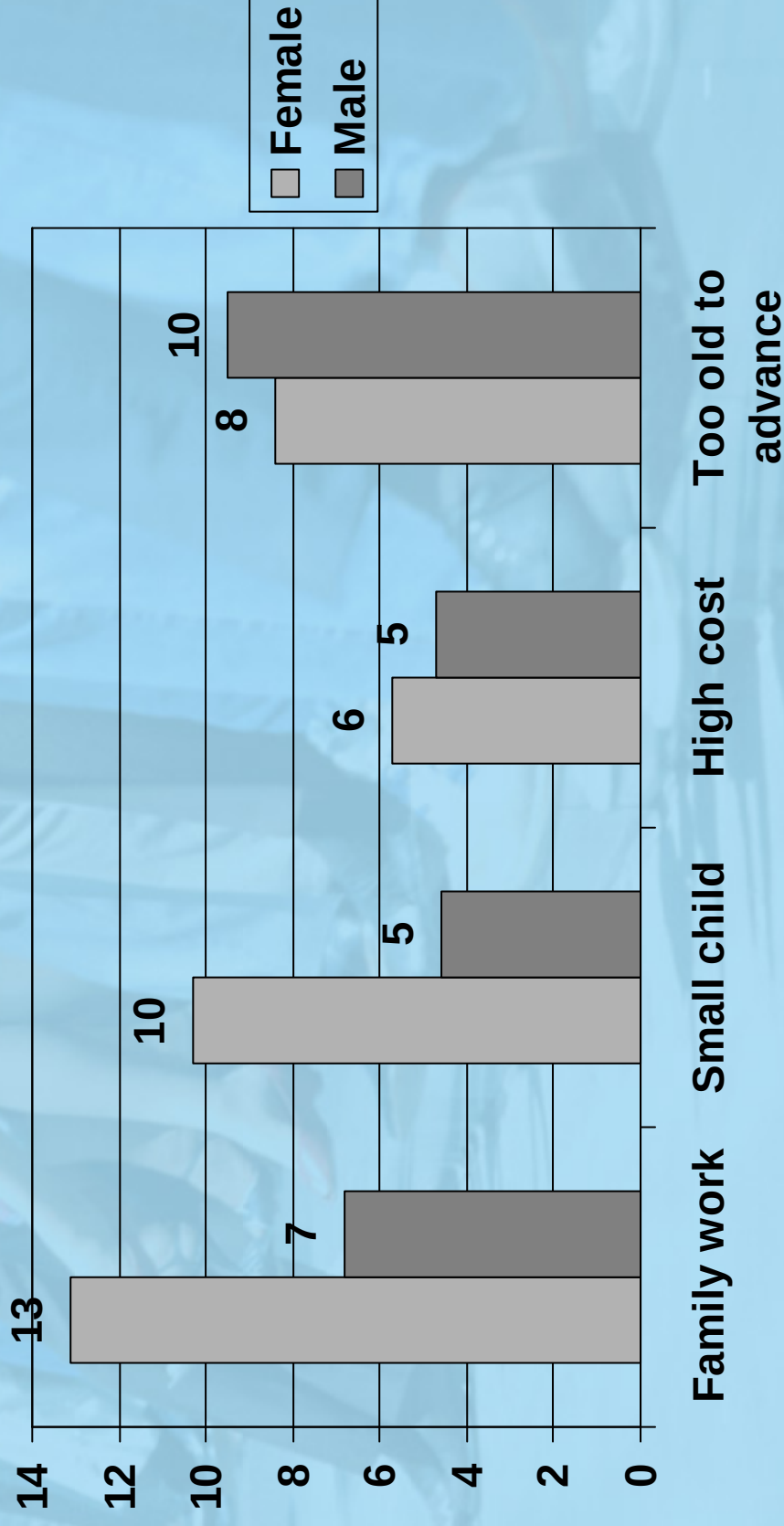
Type of vocational training received

(% of men/women, VASS 2005)



Reasons for not taking vocational training courses

(% of respondents, VASS 2005)



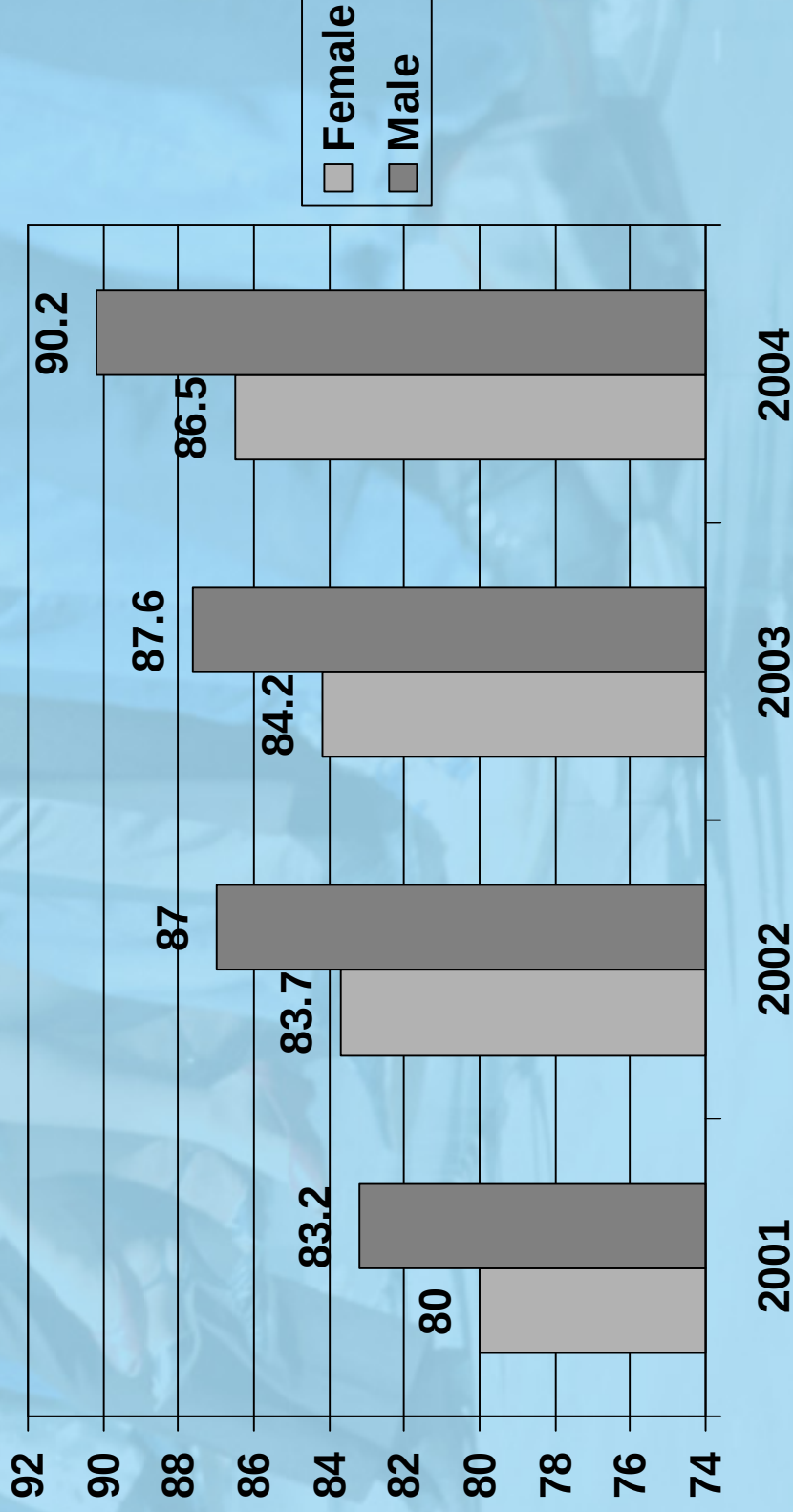
Key findings

Human Development

- High enrolment rate for both men and women, but gender gap is widening at higher education
- Wide variation between regions in gender gap in education
- Ethnic groups and people in remote areas still lack access to education and health services.
- Private and public education and health services are of a poor quality.
- There is no system in place for managing gender based violence effectively.
- Risk behavior is an emerging problem among Vietnamese people. Risk may include: migration for work (trafficking-prone migration for work); unprotected sex; careless driving; drug and alcohol use. Young people are typically affected by these issues

Upper secondary school enrolment by sex

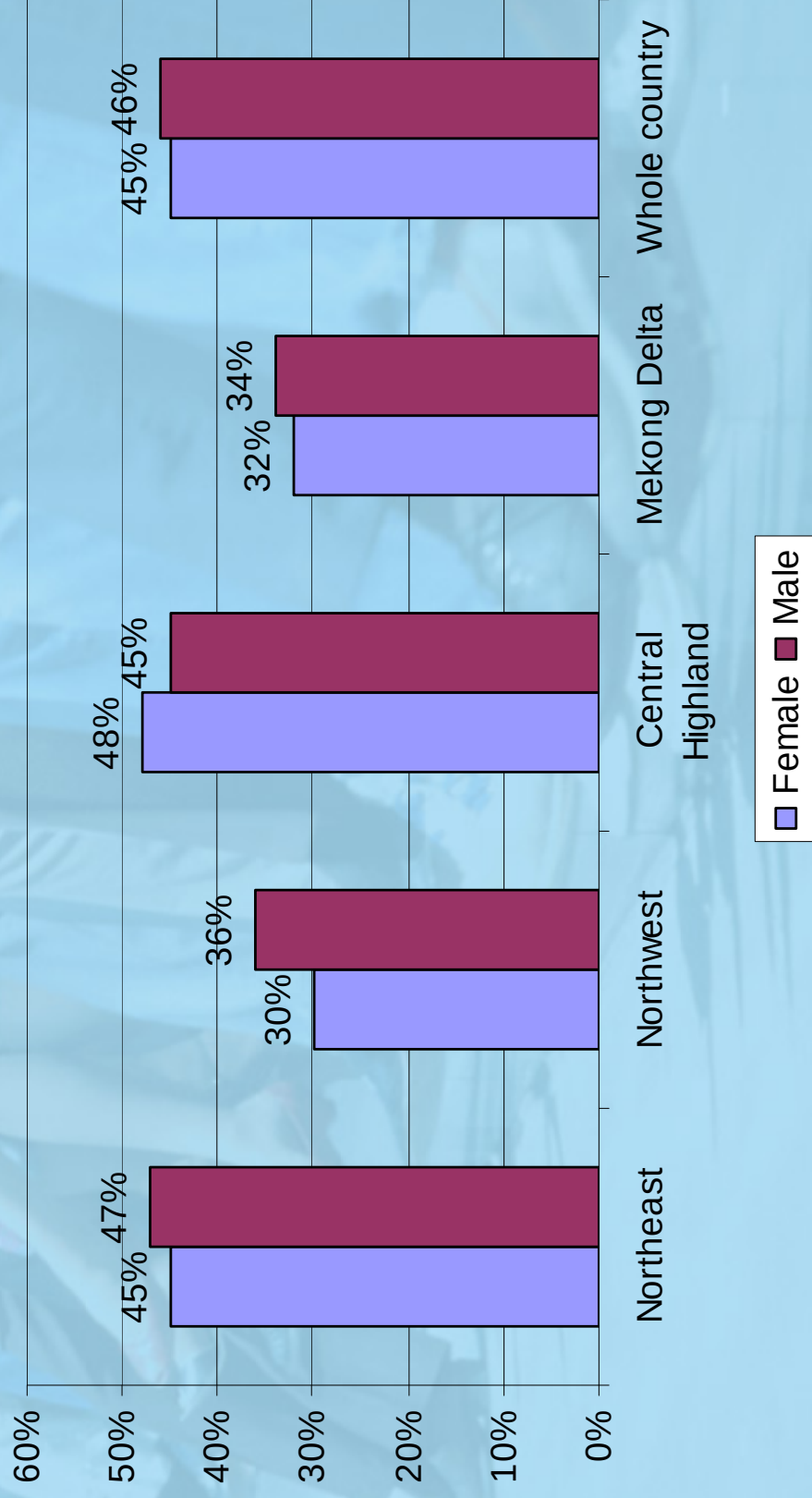
(Gender statistics 2005)



Enrolment rate at upper-secondary school 2003-2004 by sex

and regions

(GSO 2004: Gender Statistics at the Beginning of 21th Century, p. 26)

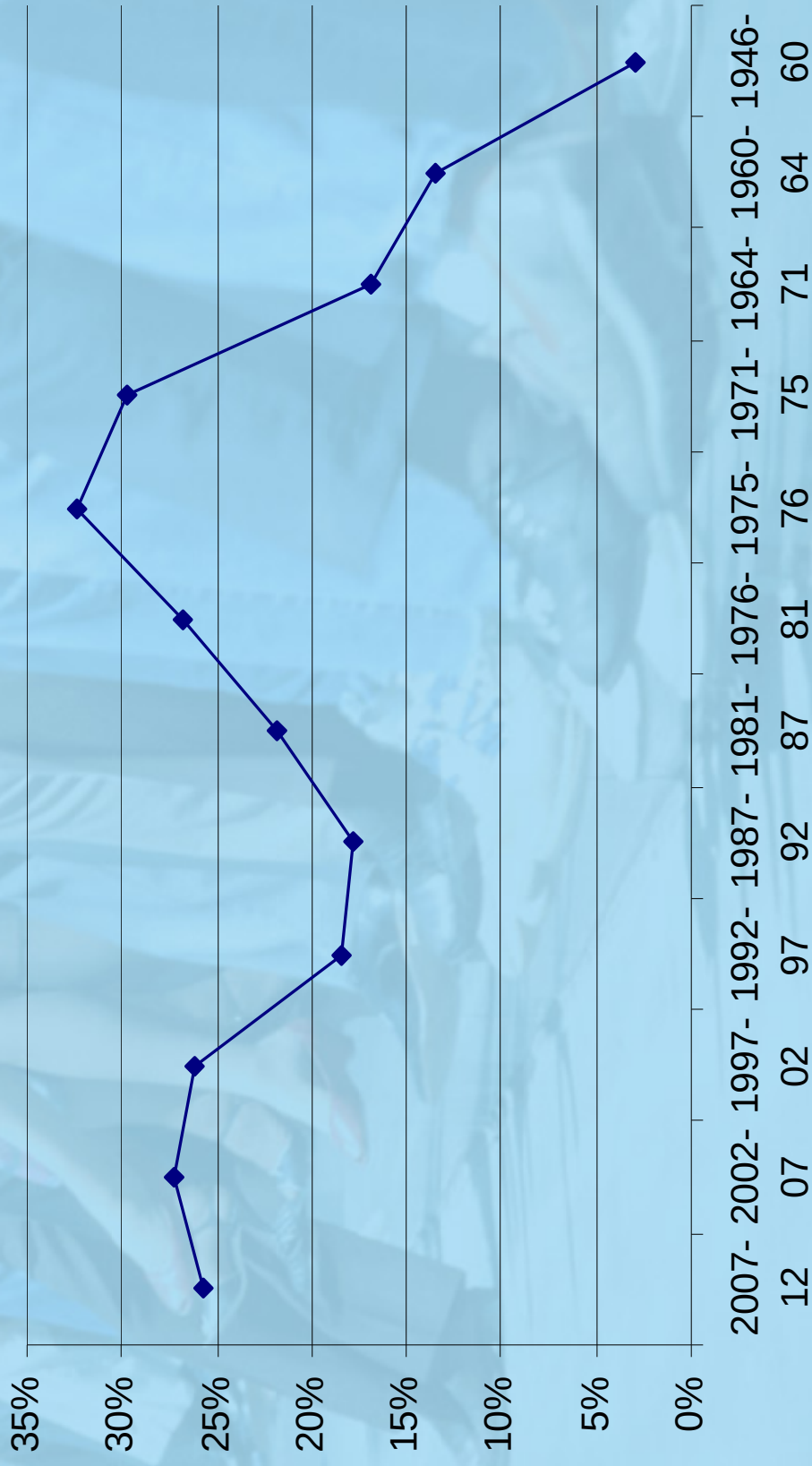


Key findings

Governance and politics

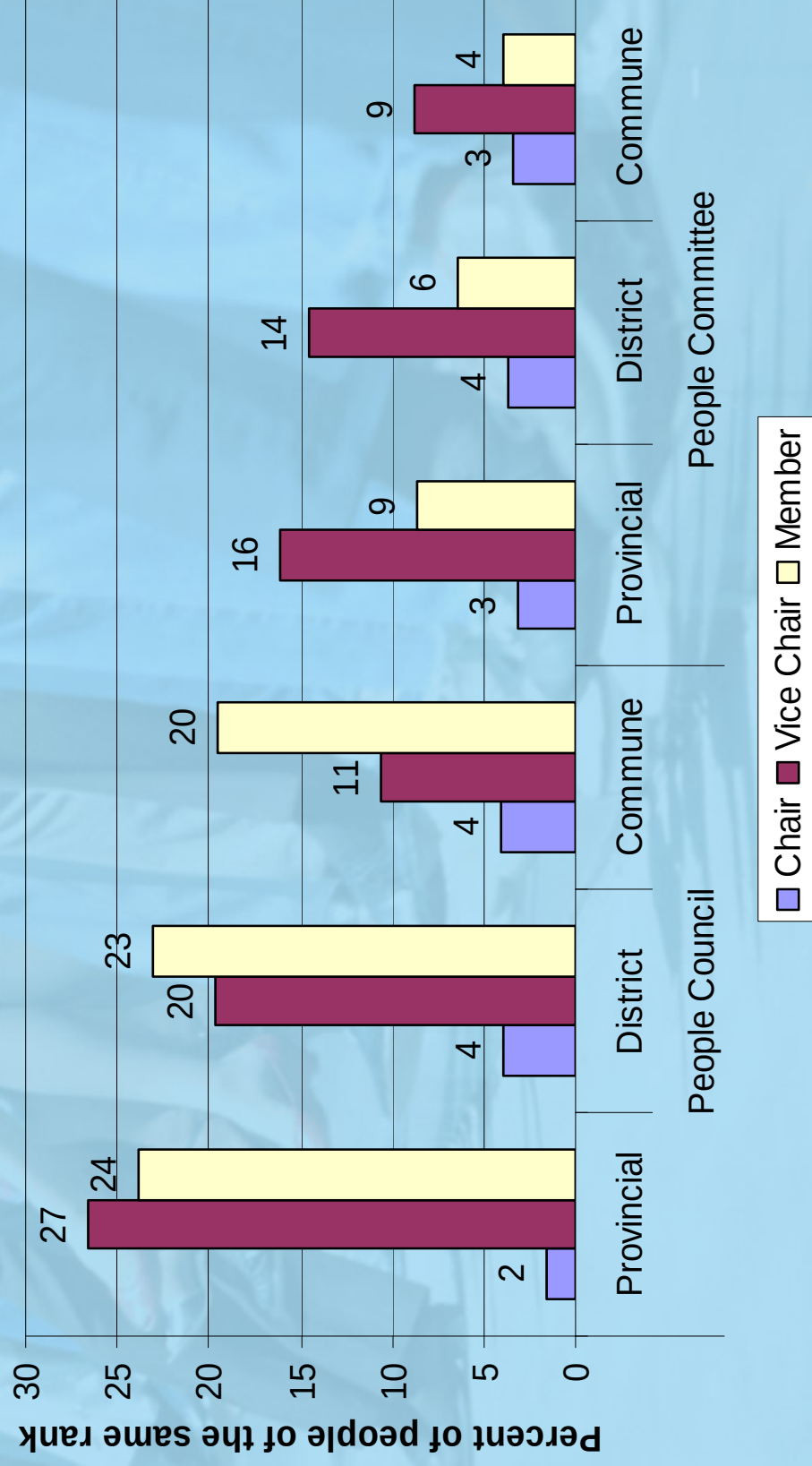
- Women's participation in leadership / politics is not increasing.
- Women are not usually leaders at higher levels within the public / private sector. There seems to be a glass ceiling preventing women from becoming leaders.
- National agencies working on gender are under resourced.
- National agencies working on gender are women's agencies.
- Government allocates all gender activities to two agencies.
- Lack of transparent and fair recruitment and promotion to ensure gender equality.

Women in Vietnam National Assembly (Information Center, National Assembly 2007)



Percent of women members of People Council and People Committee for the term of 2004-2009

(MOHA, cited from VWU Document of X National Women Congress 2007, p. 116-117)



Priority Gender Issues

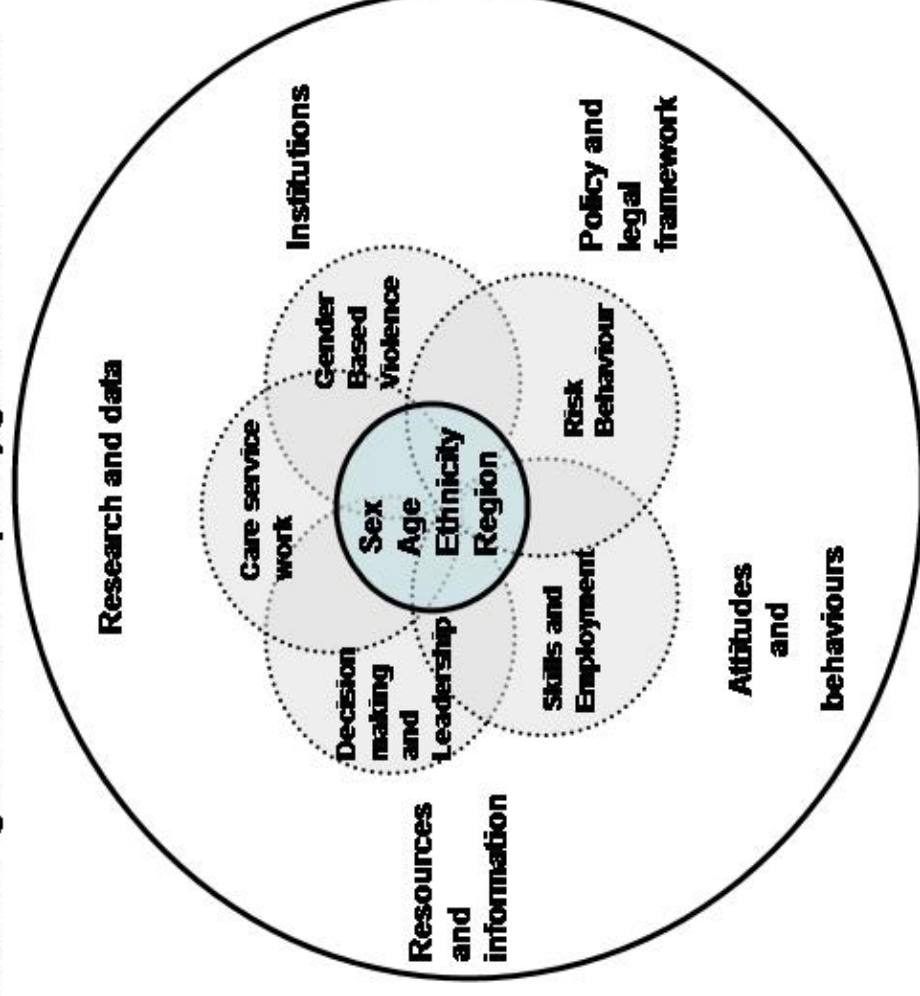
Priorities have been identified through the analysis of the existing environment.

Five priorities emerged:

- Decent employment and career opportunities and skills development for women.
- Women's care service work is undervalued and unregulated;
- The gendered dimensions of risk behavior;
- The ineffective management, and understanding of gender based violence; and
- Women's low participation in decision-making and leadership

Gender issues in the existing environment

Figure 2. The enabling environment and priority gender issues in Vietnam.



1. Women's employment and skills

- Women have poor access to decent jobs, promotion, and skill development.
- Disputable gender differences in Labor law (particularly the retirement age for men and women)

Women's employment, skills and the environment

Research and Data

- Lack of research on informal sector.
- Lack of personnel management systems within public and private sectors.

Policies

- Policies different treatments on basis of sex.
- Lacking policies for informal work.
- Gender equality policies are not well implemented at lower levels.

Institutions

- Lack of institutional capacity for integrating gender into development activities
- Work place associations/unions are weak and do not meet men's and women's needs.
- Lack of vocational education and training options for women especially in rural areas.

Women's employment, skills and the environment

Resources and Information

- Lack of resources for women's skill development.
- No resources for women entrepreneurs.

Attitudes

- There is a perception that it is not worth investing in women who are over 40 years.
- Recruitment is often tied to loyalties rather than merit.
- Women are perceived as unskilled, or less skilled than men.

Key Recommendations

Strategic and systematic changes in the area of **human resource management** within the public administration to ensure that decision making processes for recruitment, promotion, training opportunities and benefits are transparent, fair and improve opportunities for women. Eg MARD.

Review **retirement age policy** and make it more gender equitable

Up scale gender responsive **budgeting and planning** initiatives at all levels of government to ensure that a commitment to gender equity is clearly demonstrated.

Recommendations

Improve the quality and increase the availability of **information** related to the jobs, services and living conditions provided to women who want to migrate for work in Vietnam and abroad.

Expand the numbers of people covered by **social insurance** schemes, especially women working in small scale enterprises.

Recommendations (cont'd)

Allocation of resources for training and skills development which promote the participation of women in employment, especially ethnic minorities, women in rural areas, young women working in the informal sector and migrant men and women.

2. Women's care work

- Care work is often women's work
- Women's care work is unregulated and under paid.
- Women's care work makes them vulnerable to exploitation.
- There are few formal care service providers in Vietnam.
- Women are both the clients and providers of care work.
- The demand for care work is increasing due to lifestyles, increased life expectancy and changing health problems.

2. Women's care work

Resources and Information

- Few resources have been allocated to care work.
- Reduction in the national budget for childcare

Attitudes

- Traditional attitudes and behaviors position women within Vietnamese society as carers.
- Care work is usually carried out in the home or by family members.
- Paid domestic work is considered stopgap not a career.

2. Care work and the environment

Research and Data

- There is a lack of information on women engaged in paid care work. This is largely due to the informal nature of women's paid care work.

Policies

- Except for childcare policies, there are no comprehensive policies for care work. The national budget does not attribute a monetary value to women's care work in urban and rural areas.

2. Care work and the environment (cont'd)

Institutions

- Few public and private institutions and services provide adequate low cost care work.
- The situation is worse in rural areas
- Care provided by the VWU, public health system or education system is considered inadequate and insufficient to meet the needs of men and women.

Key Recommendations

Conduct *research* on care work focus on the numbers of women/men engaged in the industry, the working conditions and the needs.

Develop *policies* which seek to professionalise and regulate paid care work, inc. certification, registration or licensing of care workers in the informal sector.

Key Recommendations (cont'd)

Increase the availability and quality of low cost care **services**, esp. in rural areas and industrial zones.

Provide **professional training** on different care work professions such as aged care, child care and caring for the disabled. This training can be available for existing workers to attain qualifications or for people interested in becoming carers.

3. Gender Based Violence

- Domestic violence has not received due attention as a social problem at grassroot levels of administration
- Trafficking has been identified as a problem.
- People have limited awareness and understanding of gender based violence.
- Vestiges of traditions.

3. Gender based violence and factors in the environment

Research and data

- There is limited information and data on domestic violence.
- There is a lack of data on the incidences of trafficking, and the impacts of trafficking on families, victims and those who have returned.

Policies

- Domestic Violence Law 2007.
 - Decree 08/2009/ND-CP on implementation of DVL
- Gender Equality Law 2006.
 - Decree 70/2008/ND-CP on implementation of GEL
 - Decree 48/2009/ND-CP on measures for Gender equality (IEC, policy development, confirmative actions supporting women in state sectors and in remote and EM areas, finance for GE)

3. Gender based violence and factors in the environment (cont'd)

Institutions

There are few institutions working abroad for Vietnamese victims of trafficking.

- There are very few services dealing with domestic violence and trafficking.

Information and resources

- There is a lack of information and resources dealing with gender based violence in Vietnam.

Recommendations

Improve *existing services*, such as health, policing and courts, which deal with domestic violence through provision of training, information and support and resources.

Recommendations (cont'd)

Develop *new services* to meet the needs of sufferers and abusers of domestic violence. Services should be culturally responsive but may include, legal support, welfare, information and counselling and shelter.

Allocate resources to disseminating research findings and information on domestic violence as an international problem.

4. Risk Behavior

- Abortion rate one of the highest in the world.
- Injecting drug use is increasing among young men.
- HIV is an emerging problem.
- Risks associated with young men and women migrating to urban areas.
- Risks associated with unmarried and young men and women having unprotected sex.

4. Risk Behavior and the Environment

Research and data

- There is little quantitative or empirical research on risk taking behaviors among men and women.

Policies

- Policies related to risk behavior including HIV and reproductive health are not adequately address problem of young people who engage in risk behaviors

4. Risk Behavior and the Environment

(cont'd)

Institutions

- Institutions such as education and health institutions cannot meet the needs of groups who engage in risk taking behaviors.

Information and resources

- There is a lack of information on sexual and reproductive health issues reaching young single women and men, and ethnic groups.

4. Risk behavior and the environment (cont'd)

Attitudes, norms and behaviors

- Social evils concept promotes the idea that HIV positive people are not part of the mainstream. HIV AIDS is perceived as a problem for drug users and sex workers.
- The acceptability of men engaging in extramarital sex places men and women at risk of STIs and HIV.
- Stigma attached to HIV AIDS.
- Culturally accepted behaviors associated with masculinity including drinking alcohol, having sex with sex workers, smoking and riding motorbikes.

4. Risk behavior and the environment (cont'd)

- Women often place the health of their family members before their own, especially when the health concern is stigmatized or considered socially undesirable.
- Understanding of health issues such as smoking, sexual and reproductive health is limited.
- A young woman's value is traditionally tied to her virginity.
- Reproductive and sexual health problems are perceived as diseases due to promiscuity or being "dirty".

Recommendations

Focus reproductive and sexual health and HIV/AIDS policies and programs to adolescents and unmarried women and men.

Improve the quality of sex disaggregated *data collection and gender analysis* of HIV/AIDS related statistics.

Recommendations

- Increase the number and quality of *social services*, which deal with domestic violence, sexual and reproductive health and HIV/AIDS, including services that provide information, counseling, shelter and support.
- *Allocate resources* for information about sex and injecting drug use to young men and women who may not be classified as at high risk of HIV/AIDS.

5. Women in decision-making and leadership

- Women are not well represented, especially at local government.
- Outside of the public sector there is limited support for gender equity.
- Women's organizations have limitations.

5. Women in leadership and environment

Research and data

- National organizations have data on gender issues.
- There have been no comprehensive investigations of the success of CFAWs.

Policies

- Good policies, POAs, SEDP for gender equity.
- No temporary measures.

5. Women in leadership and factors within the environment

- **Institutions**
- Institutions are not supporting women in leadership. Women are not being supported through training opportunities, promotion.
- Women are not competing on an equal playing field with men.
- Broad mandates for each organization which leads to a lack of clarity in terms of scope.
- Both organizations have a lack of technical expertise and human resources.
- Civil society and NGOs working on gender equality are few.
- The location of the NCFAW within the structure of government is debated.
- There is inconsistent support from leadership level within ministries for CFAWs.

5. Women in leadership and factors (cont'd)

- **Information and resources**
- There is a lack of resources being allocated to increase women's role in leadership.
- **Attitudes, norms and behaviors**
- Women's organizations have a broad reach and are respected in society.
- Organizations working on gender issues are perceived as women's networks, which exclude men.
- Some men believe that gender equality is a women's issue.
- Male culture of politics often restricts women's participation.

Recommendations

Revise laws and policies to remove sex based discrimination, for example retirement age, promotion and training, recruitment for men and women are equal.

Provide specific *policies* to close the gender gap in leadership and politics, such as targets, quotas and forward planning.

Monitor and evaluate the success of temporary measures through the collection and management of sex disaggregated data.

Recommendations

- Increase the promotion and visibility of women as leaders which aim to break negative stereotypes.
- Increase *resources* for activities which encourage women in leadership such as funds for women candidates during elections and funding for more full time positions within the parliament.