

# **Resolution 11-NQ/TW of the Political Bureau of the Communist Party of Vietnam dated 27/4/2007 on the Work for Women in the Period of Accelerating Industrialization and Modernization**

## **I. Situations of women and the work for women in the recent period**

Throughout the whole revolutionary process, the Vietnam Communist Party has always paid attention to directing the work for women and implementing the goal of gender equity. In the renovation period, the Party's policies and lines on the work for women and gender equality is reflected in all resolutions made by the Party congresses, the Party Central Committee's meetings, the Political Bureau and the Party Secretariat on mass mobilization, advocacy for women and women cadres. The Government of Vietnam has enacted numerous policies to create conditions for women's development and promote gender equity.

Implementing the policies of the Party and State, in the past years, campaigns for women and gender equality have recorded considerable achievements. Women of different strata have brought into full play their solidarity and creativity at work and studying and have made outstanding successes in the areas of politics, economics, culture, society, security, national defense, and have contributed significantly to the home building to ensure wealth, equality, progress, happiness, and to the assurance of political security and social order of the country. The social awareness of gender equality has been raised. Women are more respected and equal, and their status in the society and in the family has been improved. Gender equality in Vietnam has been evaluated by the United Nations as a good example in the implementation of the Millennium Development Goals. The Women's Union at different levels has been very creative in renovating the content and operational methods to contribute to the effective implementation of the policies and orientations of the Party and the Government on women.

However, confronting the demands from the industrialization and modernization of the country and international economic integration, the situation of women and the work for women still face limitations, and also new situations are posing new challenges.

Due to the limited educational and professional levels, many women have fewer opportunities for work and employment and income than men. In many businesses or industrial parks, women's jobs are often unstable and the working and living conditions are not satisfactory; while the payment policies, social security and labour protection are not sufficient. The number of rural unemployed women and migrant women moving without control to the cities is on the rise. In the mountainous and remote areas, the percentage of illiterate and poor women is very high, and the local women are tied by the backward customs and practices. Old, single and disabled women living in difficulties have not received proper attention.

The market mechanism and the industrialization have made positive effects on one side, but on the other side they have been creating more social problems related directly to women. Women are facing more difficulties and challenges when they have to perform the role of the mother and the first teacher for a child in the context of fast-changing social and family conditions in Vietnam. The ethical virtues and other good traditional values have somewhat been eroded, while the pragmatic lifestyle has been growing among a group of women. The situation of abortion among female teenagers and young women, and the expansion of HIV/AIDS among women and children are on the rise. Domestic violence, sex work, trafficking in women and children, marrying foreign men for economic benefits are going on in a complicated way. Discrimination against women and girls still exists in various forms.

The percentage of women being leaders, managers is low and does not match the capacity and development of female labor force. There is a lack of female cadres, in some fields the already low percentage of female officials is even decreasing.

The work for women still has weaknesses. The leadership, policies and methods of motivating and mobilising women are not concrete, close to each target group, each area, region, and do not meet the new demands.

The main reasons are:

- The awareness of many local communist party's committees and authorities on gender equality, on women's role and capacity is still limited. Gender prejudices still exist consistently in the common social awareness due to the effects of the Confucian ideology and backward feudal practices.
- Many party's committees and local authorities lack attention to directing and encouraging the implementation of the Party's policies on women motivation, and have not been actively studied, forecast and resolved in a timely manner the emerging woman-related social issues. The policy of increasing female officials is not well understood and implemented fully in the planning, training, recruitment, recommendation and promotion. There is still somewhat the thought of "leaving totally" the work for women to the Women's Union.
- The institutionalization of viewpoints, policies and orientations of the Party on the work for women and female cadres is not sufficient and incomprehensive. The policy to care for and protect the mother and child, to build up the family still has many shortcomings.
- The activities of women's union at different levels have not yet dealt well with the practical issues, especially social issues of high concerns relating to women. The consultation and recommendation to the Party and the Government on the work for women in each period of time has been limited. Many women still have a feeling of inferiority, or wish to keep it as status quo, not actively motivating themselves to

overcome their situation. Among women themselves, there is still the situation of constraining, not supporting each other.

In order to promote in a comprehensive way the country's renovation cause, fulfilling the objectives of "prosperous people, a strong nation, a fair, democratic and civilized society", the Party pays special attention to the motivation of the national great unity, encouraging the efforts of the people, including women. It is necessary to promote the Party's leadership, the renovation of women's cause so that women can participate in bigger numbers and more actively, contributing more to the development of the family, the community, the country and ensuring gender equity. Women's cause in the future needs to make these attitudes, objectives fully understood and focusing on implementing well the following tasks and solutions:

## **II/ Viewpoints, objectives, tasks and solutions**

### **1/ Viewpoints**

1.1- Promoting the role and great potential of women in the industrialization, modernization, construction and defense of the country; enhancing women's status and implementing gender equality in all political, economic, cultural and social areas is one of the important tasks and goal of Vietnam's revolution in the new era.

1.2- The work for women needs to be appropriate to each target group, area and region and should motivate the ownership, potential, creativity and highest contributing ability of women of different classes to create the national great unity strength for the country's development. At the same time, it is necessary to attend to women so that they can enjoy progresses in all aspects. Their legitimate rights and benefits should be attended to so that women can enjoy the best conditions to fulfill their roles of good citizens, workers, mothers and first teachers of their children.

1.3- Building up and developing firmly the personnel of female cadres to meet the big role of women is an objective requirement and an important content in the personnel strategy of the Party.

1.4- The work for women is the responsibility of the whole political system, the society and each family. In that regard, the core leadership is the party's organizations and the direct and main responsibilities are given to the governmental authorities at different levels, and the active role belongs to women, with the key elements being the Vietnamese Women's Union at different levels.

### **2/ Objectives**

By year 2020, women will be improved in all aspects, having higher educational levels, professional skills and knowledge to meet the requirements of the industrialization, modernization and economic integration; they have jobs, and their material, cultural and

spiritual life can be improved considerably; they can participate more in social activities and be equal in all areas; they can contribute more and more to the society and the family. It is also hoped that Vietnam will become one of the countries which are the most progressive in gender equality in the region.

### **3/ Tasks and solutions**

#### **3.1- Raising awareness of the work for women and gender equality:**

- Fully understanding the attitudes, objectives for the work for women in the new situation in order to raise the awareness and liability of different level party's committees, authorities, socio-economic organizations with a view to making a considerable and positive change in the effectiveness of the work for women in each sector, each locality and agency.

- The Party's, Government's and Fatherland Front's agencies, unions and social organizations, the mass media need to strengthen the information, communication and education to raise the awareness of gender and the conscience of responsibility to implement gender equality for their staff, party members and the people. The woman disrespectful attitudes, acts and behavior of discrimination, abuse and insult to women must be condemned and fought against. Gender education and the Law on Gender Equality should be included in the training curricula at the political schools and school and training institutions of the national education system.

- The Vietnamese Women's Union, the National Committee for the Advancement of Women should exert efforts in fulfilling most appropriately their advisory role and carrying out necessary measures to increase women's awareness of gender equality, overcoming the feeling of inferiority, the acceptance of status quo, the behavior of constraining each other, and promoting the ownership, the unity and the great efforts to overcome difficult situations among women so that they can contribute more and more to the family and the society.

#### **3.2 - Formulating, competing and implementing successfully the legal system and policies on gender equality, making favorable conditions for women's development.**

- Implementing successfully the Law on Gender Equality, formulating, amending, adjusting and improving the legal system and policies to ensure better women's legitimate rights, especially in the areas of labour and employment, education and training, vocational training, business, civil relations, land use, environment, social security, and marriage-family, health care, and protection of mothers and children.

The National Assembly, governmental agencies at different levels should create a favorable mechanism for the Vietnamese Women's Union, the Committee for the Advancement of Women at different levels to actively participate in the formulation of legal documents, strategies, programmes, development projects of the country, relevant ministries, sectors and localities.

- The Government and relevant sectors should study the situation and issue specific policies to create more favorable conditions for women's development, such as:

- + Policies to support women in training, accessing information, scientific and technological application, new technologies; policies to encourage vocational training for female workers to meet the demands of the labour market and making the best of women's strengths; practical measures to increase fast the percentage of women trained at vocational schools, colleges and universities.

- + Favorable policies to support women in the development of small and medium businesses. Vocational training policies and employment generation for the redundant female workers upon the equalization of state owned enterprises, or rural women without any farmland, or poor/disabled women. Policies on housing, cultural and spiritual life for women workers working at the industrial parks.

- + Policies to support, making favorable conditions for ethnic minority women, mountainous and remote areas for the eradication of illiteracy, universalization of primary education, vocational training, poverty reduction, information access and cultural enjoyment. Policies to support elderly, single, disabled and disadvantaged women.

- Strengthening the universalization and education of laws, monitoring and supervising the implementation of laws and policies relating to women and gender equality. Promoting the role of the National Assembly, the Fatherland Front, the unions, social organizations, especially the Vietnam Women's Union, the Vietnam Confederation of Trade Unions, the National Committee for the Advancement of Women, in monitoring and supervising the implementation of laws and policies for women and female workers in different economic sectors.

3.3- Building up the family to be wealthy, equal, progressive and happy. Building Vietnamese women into those who are healthy, intellectual, skilful at work, active and creative, leading a cultural lifestyle and kind-hearted.

- Strengthening the education of ethics, healthy lifestyle and conscience of responsibilities toward the family and the society; fighting for eradication of backward practices and customs, encouraging savings, fighting against waste; fighting effectively against the evil of sex work, trafficking in women and children, domestic violence; preventing illegal marriages to foreign men, or marrying for gains.

- Paying attention to the counseling, mediation for marriages and families. Promoting civilized lifestyles, building up neighborhood relations, attending to and assisting difficult and victimized families, the elderly, disabled people, orphaned children, etc.

- Formulating a fundamental policy system to develop Vietnamese families in the period of industrialization, modernization with the criteria of "wealth, equality, progress and happiness". Special attention should be given to the areas of population, family planning;

health care, prevention and fight against diseases and HIV/AIDS; protecting, caring and educating children; developing family support services; improving living environment; issuing support maternal policies for poor women without social securities; policies for the development of the kindergarten and nursery school system; improving the knowledge and skills of bringing up children for mothers.

- Studying and implementing the education for the family building up to assure “wealth, equality, progress and happiness”, and educating ethical virtues for Vietnamese women in the period of industrialization and modernization. The Vietnamese Women’s Union shall work with relevant sectors, agencies and sectors, other mass organisations to motivate and instruct women to exert their efforts to reach the criteria of health, intellect, professional skills, activeness, creativity, cultural lifestyle and a kind heart.

3.4- Building up a team of highly-skilled female scientists, leaders, managers to meet the demands from pushing up the industrialization and modernization.

- Planning, training and utilizing female cadres:

- + The party committees have the responsibility to direct the formulation of a plan for female cadres in the personnel master plan of the Party at different levels, in each sector and locality. For female cadres, together with the plan formulation, it is necessary to pay attention to the training to be more active about personnel development; recommendations, promotions need to ensure the standards for each post, and the capabilities to fulfill the tasks, making the best use of female cadres’ strengths and advantages. Implementing the equal principle between men and women regarding the ages for the planning, recommendations and promotions.

- + Formulating and implementing the training programme for female cadres in each area linked with the planning. It is necessary to ensure the percentage of female participants in the training courses at the political training schools, public administration courses of over 30%. Carrying out the selection of female cadres for training among the ethnic minorities, religious groups and other areas that have low percentages of women. Universalizing computer science among the female cadres at different levels.

- + Efforts to be made so that by year 2020, the percentage of female participants in the party committees will reach 25% or over; female members in the National Assembly and the People’s Councils at different levels will reach 35% to 40%. Agencies and organizations having 30% or more women must have women among their leaders. The high-ranking agencies of the Party, the National Assembly, and the Government have an appropriate percentage of women relative to the goal of gender equality.

- The policies for the development of female cadres:

- + Formulating, adjusting, amending and implementing well the policies for the development of female cadres in scientific research, administration and management. There should be specific policies for the planning, training, promoting and rotating

female cadres, especially those who are intellectuals, workers, ethnic minorities, religious women. There should also be incentive policies for the female cadres working in the mountainous, remote, island areas, as ethnic minority women or those with small children.

+ The generation of new female cadres needs to be placed in the national strategy for human resource development. Priority should be given to women recruitments with education qualifications of college, university or post graduate degrees. Paying attention to the training and development of talented women.

Promoting the development of female party members to make a balance among the regions. Attention should be given to the assignment and division of work so that female party members can exert their best efforts in the training and get improved.

The Women's Union at different levels, female cadres and party members need to be more active and creative in advising, recommending and creating more sources of female cadres, or introducing outstanding women to become party members. Reducing the attitude of accepting the status quo, constraining each other, not supporting right among female cadres.

3.5- Building and strengthening the Vietnam Women's Union to be really strong and able to exert to the full use their key role in mobilising women.

- The party's committees need to enhance the comprehensive direction and guidance on the construction, strengthening, operational quality and effectiveness improvement of different levels of the Women's Union. Assigning competent members with good virtues and prestige to be directly responsible for the Union's work and be candidates for the leaders of the Women Union at that level.

- The Vietnamese Women's Union at different levels needs to renovate their content and operation methods to reduce the red tape, orienting the activities to the localities, residential places, caring for the legitimate rights of their members, not showing off, running after vanity achievements; promoting the active advisory role to recommend to the Party and the Government on the policies relating to women; implementing well the function of monitoring and social feedback; joining the fight against red tape, corruption and waste.

- The Union needs to expand its activities to cover more women on the democratic and voluntary principle; diversifying the forms of coverage to develop the membership in all areas. Encouraging overseas Vietnamese women to be united, develop and work for the country.

- Strengthening the training, capacity, knowledge and political virtue building; enhancing the skills of motivating the public for the members of the Union at different levels. Establishing and developing the Vietnam Academy of Women to meet the demands for

scientific research on women and the training for the Union's members, female cadres in the period of accelerating the industrialization and modernization.

### **III/ Implementation:**

1- The party's committees have the responsibility to organize the training and dissemination of this Resolution to all party members, formulating workplans and examining the implementation of the Resolution at their organization.

2- The Party's committees in the National Assembly and the Government shall specify and realize the content of the Resolution into specific laws, policies; formulating action plans and directing relevant ministries, sectors, local authorities to implement the Resolution.

3- The Party's committees in the Vietnam Fatherland Front, mass organisations and social organizations shall formulate their action plans for the implementation of the Resolution, organizing the universalization of the Resolution among their members different social strata.

4- The party's committee shall carry out annual evaluations of the implementation of the Resolution. The Communist Party Secretariat shall direct the National Review in the years of 2010, 2015 and Final Review of the Resolution implementation in 2020.

5- The Communist Party Central Commission for Mass Mobilisation shall lead and work with the party's committees in the Vietnam Women's Union, the Communist Party Organization Commission, the Communist Party Inspection Commission, the Vietnam Fatherland Front to monitor the implementation of the Resolution and make annual reports to the Political Bureau and the Secretariat of the Communist Party./.