

THE PRIME MINISTER

No.: 2351/2010/QĐ-TTg

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, 24 December 2010

DECISION
ON APPROVAL OF THE NATIONAL STRATEGY
ON GENDER EQUALITY 2011 – 2020

THE PRIME MINISTER

Pursuant to the Law on Organisation of the Government dated December 25th, 2001;

Pursuant to the Law on Gender Equality dated November 29th, 2006;

Pursuant to the Decree No. 70/2008/ND-CP dated June 4th, 2008 of the Government providing details for the enforcement of relevant stipulations of the Gender Equality Law;

Pursuant to the Decree No. 48/2009/ND-CP dated May 19th, 2009 of the Government stipulating for measures to ensure gender equality;

Pursuant to the Resolution No. 11-NQ/TW dated April 27th, 2007 of the Political Bureau on the work for women in the period of accelerating industrialization and modernization of the country;

Pursuant to the Resolution No. 57/NQ-CP dated December 1st, 2009 of the Prime Minister issuing the Government's Programme of Action for the period to 2020 on implementation of the Resolution No. 11-NQ/TW dated 27th April 2007 of the Political Bureau on the work for women in the period of accelerating industrialization and modernization of the country;

At the proposal of the Ministers of MOLISA,

DECIDES:

Article 1. Having approved the National Strategy on Gender Equality (NS on GE) period 2011-2020 with the following main contents:

1. Standpoints:

a) The NS on GE is an important part of the Socio-Economic Development Strategy of the country, a foundation of the human development

strategy of the Party and the State. Gender equality is one of key factors for enhancing the quality of life of each individual, family and the society as a whole.

b) Strengthen the direction and guidance of the Party's committees, authorities at different levels, the collaboration of socio – political organizations, social organizations, socio – political occupational organizations, economical organizations, specialized units, the participation of each individual, family and community into gender equality work. Maximizing all resources' mobilization for effectively implementing gender equality.

2. Objectives of the Strategy.

a) General objective:

By 2020, basically, ensure essential equality between men and women on opportunities, participation and enjoyment in political, economic, cultural and social sectors, so that contributes to the rapid and sustainable development of the country.

b) Specific objectives:

* Objective 1: Strengthen women's representation in leadership and management positions in order to gradually reduce a gender gap in politics.

- Target 1: Efforts to be made so that the rate of women representing in the Party's committees at different levels will reach 25% and above for the term of office between 2016 and 2020; the rates of female members of the National Assembly and People's Councils at different levels will reach 30% and above for the term of office between 2011 and 2015 and more than 35% for the term of office between 2016 and 2020.

- Target 2: Efforts to be made so that by 2015, 80% of Ministries, the ministerial-level agencies, the agencies attached to the Government, the People's Committees at different levels must have women among their leaders and by 2020, 95%.

- Target 3: Efforts to be made so that by 2015, 70% of the Party's and State agencies and socio – political organizations with women making up 30 per cent and above of their labour force must have women among their leaders and by 2020, 100%.

* Objective 2: Narrow the gender gap in the economy, employment and labour; Increase the access of poor women in rural areas and ethnic minority women to economic resources and labour market.

- Target 1: Annually, ensure at least 40% of each sex (men and women) in the total number of people finding newly created jobs.

- Target 2: The rate of women who are entrepreneurs will reach 30% by 2015 and 35% and above by 2020.

- Target 3: The rate of rural female labourers under 45 years of age who are vocationally and technically trained will reach 25% by 2015 and 50% by 2020.

- Target 4: The rate of female labourers in poor rural areas and ethnic minority regions in need who get concessionary loans from programs for employment and poverty reduction and other formal credit sources will reach 80% by 2015 and 100% by 2020.

* Objective 3: Improve female human resource, gradually ensure equal participation of men and women in education and training.

- Target 1: The literacy rate of men and women aged from 15 to 40 in isolated, remote, ethnic minority and extremely difficult regions will reach 90% by 2015 and 95% by 2020.

- Target 2: The rate of women who have master's degree will reach 40% by 2015 and 50% by 2020. The rate of women who have PhD's degree will reach 20% by 2015 and 25% by 2020.

* Objective 4: Ensure gender equality in accessing and receiving health care services.

- Target 1: The sex ratio at birth will not exceed 113 boy-babies/100 girl-babies by 2015 and 115/100 by 2020.

- Target 2: Reduce the maternal mortality ratio below 58,3/100.000 live births by 2015 and below 52/100.000 live births by 2020.

- Target 3: Increase the rate of pregnant women, who have access to services for caring and preventing HIV transmission from the mother to the child, up to 40% by 2015 and 50% by 2020 in comparison with 2010.

- Target 4: Reduce the abortion ratio below 27/100 live births by 2015 and below 25/100 live births by 2020.

- * Objective 5: Ensure gender equality in culture and information.

- Target 1: By 2015, reduce 60% of gender-biased culture and information products and by 2020, 80%. Increase broadcasting time for programmes, columns and quantity of propagandic and educational products on gender equality.

- Target 2: By 2015, 90% and by 2020, 100% of national and local radio and television stations shall have their column, special subject for awareness raising on gender equality.

- * Objective 6: Ensure gender equality in family; step by step eliminate gender based violence.

- Target 1: Reduce the time engaging in housework of women in comparison with men by two times by 2015 and by 1.5 times by 2020.

- Target 2: By 2015, 40% of identified victims of domestic violence shall receive counseling services on legislation and health and shall have support and care from helping centers for domestic violence victims and by 2020, 50%. By 2015, 70% of identified perpetrators shall be counselled at the domestic violence prevention counselling centers and by 2020, 85%.

- Target 3: By 2015, 100% of trafficked victims, who return by themselves or by authorities or who are rescued, shall enjoy supporting and community integration services and this rate shall be maintained up to 2020.

- * Objective 7: Enhance capacity of state management on gender equality.

- Target 1: By 2015, 80% of draft legal documents with contents related to gender equality or with gender inequality issues, gender based discrimination shall be gender-mainstreamed and by 2020, 100%.

- Target 2: By 2015, 100% of members of Drafting Boards, Editing Teams responsible in formulating the draft legal documents with contents related to gender equality or with gender inequality issues, gender based discrimination shall be provided training on gender knowledge, gender analysis and mainstreaming skills and this rate shall be maintained up to 2020.

- Target 3: By 2015, provinces and centrally-run cities shall have full time staff on gender equality; Set up a network of collaborators, volunteers working on gender equality and women's advancement and these shall be maintained up to 2020.

- Target 4: By 2015, 100% of cadres and staff working on gender equality and women's advancement at all levels and sectors shall be professionally trained at least one time and this rate shall be maintained up to 2020.

3. Key measures to implement the Strategy.

a) General measures:

- Strengthen the direction, guidance, supervision the Party's committees, authorities at different levels on gender equality. Enhance capacity on the State management on gender equality. Improve the system of policies and legislations on gender equality. Mainstream gender equality issue into draft legal documents with contents related to gender equality or with gender inequality issues, gender based discrimination. Mainstream gender equality issue into processes of developing and implementing programmes, plans of action of ministries, branches; in developing and implementing strategies, projects, plans on socio-economic development of localities. Strengthen the monitoring and evaluation on implementation of gender equality legislation. Develop an interdisciplinary collaboration mechanism to effectively implementation gender equality.

- Promote information, propaganda, dissemination and education to raise awareness on gender equality for cadres and staff, labourers and people.

- Develop and implement the National Programme on Gender Equality period 2011 - 2015 and period 2016 - 2020 to support Ministries, branches, local authorities to address urgent gender equality issues.

- Develop a good quality service system to support men and women to have the same opportunities, equally participate and enjoy achievements of all fields of social life. Intensify socialization and inter-disciplinary collaboration in conducting activities on gender equality.

- Mobilize and utilize effectively financial resources for gender equality activities; allocate State Budget for gender equality activities according to currently decentralized State Budget procedures; Allocate priorly resources to branches, areas and regions with gender inequalities or high risks of gender

inequalities, rural and poor areas, mountainous areas with backward practices and ethnic minority areas.

- Increase researches on gender equality in all fields. Build up a database on gender equality to serve the purpose of researching and policy making. Develop a set of indicators for monitoring and evaluating the implementation of GEL.

- Accelerating multilaterally and bilaterally international cooperation on gender equality.

b) Specific measures:

* Group of measures to implement the specific objective 1:

- Reviewing the Party's and legal policy documents on the ages for training, retraining, promotion, appointment and retirement. Identify irrationalities and disadvantages to women in the implementation of those documents to make amendments and supplement in accordance with the Law on Gender Equality.

- Realize long-term female leadership and management preparation plan with concrete targets and measures to implement.

- Strengthen the propaganda on gender equality in mass media to raise awareness on the female cadre work to contribute to get rid of prejudice and unsuitable perceptions on the roles of men and women in the family and the society. Diversify images of women with various roles and professions.

- Strengthen the monitoring and inspection of the implementation of legal provisions on gender equality, firstly provisions on the ages for training, retraining, promotion, appointment.

- The ministries, branches and local authorities continue to do pilot competitive examinations for leadership positions and then learn lessons and initiatives to increase the rate of female leaders and managers.

- Support capacity enhancement for young female leaders by implementing capacity building programs and projects.

* Group of measures to implement the specific objective 2:

- Reduce costs related to get access to employment opportunities and job-seeking time of employees by establishing labour market information

system, counseling on employment and investment opportunities. Build up a database on labour market and vocational training with sex-disaggregated information. Having specific measures to encourage investment in information services on labour, investment and financial markets at low cost, with reliable and updated information.

- Improve social insurance policies and expand target groups covered by various types of social insurance, particularly new labour groups; implement concrete measures to meet the needs of women and men participating into voluntary and unemployment insurance, focusing on the most vulnerable groups, such as migrant, poor laborers in rural areas and ethnic minority regions.

- Ensure conditions for women to fully and equally access economic resources such as land for cultivation, access to credit, market information, legislation and policy information and equal opportunities to participate in production and business sectors.

- Policies and programs on vocational training should focus on rural areas and ethnic minority regions; attracting more female laborers; improving vocational skills, managing manners, developing cottage industries, agricultural product processing, consumer goods production, as well as expanding services to enhance livelihoods in rural areas. Provide support policies to vocational training centers for rural labourers, especially those attracting more female laborers.

- Ensure agricultural - fishery - forestry extension activities financed by the State budget to attract an appropriate rate of female learners. Define and implement specific targets for women's participation in training and retraining for people in rural areas and suburbs, ethnic minority regions and support them to apply advanced techniques to improve quality and competitiveness of agricultural and processed products

- Intensify monitoring of the implementation of policies on female laborers in order to ensure effectiveness and equity of the policy on vocational training, social insurance, occupational and health safety and retirement.

* Group of measures to implement the specific objective 3:

- Gender equality should be included in the training curricula at the national education system, especially in the secondary and primary schools. Gender also should be included in the training curricula on state management and advanced political theories in order to raise awareness of key leaders.

- Provide specific policies for some targeted groups: policies, scholarships to support girls and women to improve their qualifications, especially those encourage girls and women in rural areas and ethnic minority regions; specific policies for nursery education in isolated, remote and difficult regions; policies to attract male teachers to primary and nursery schools.

- Review the current training curricula to eliminate their messages and images with gender biases.

- Mainstream gender issue into educational policies, programmes and plans; establish a sex and nationality disaggregated database at all education levels and grades.

* Group of measures to implement the specific objective 4:

- Strengthen services on reproductive and sexual health for both women and men. Particularly provide flexible, accessible and free services on reproductive health for women and men in ethnic minority regions.

- Expand counseling network on reproductive health for men. Intensify training for medical staff in anthropology specialty at provincial hospitals.

- Intensify communications to raise awareness on reproductive and sexual health for both men and women. Increase the participation of men in family planning programmes. Extend communication activities to adolescents on sexual health and safe contraceptive methods.

- Mainstream gender issues into health policies, programs and plans.

* Group of measures to implement the specific objective 5:

- Raise gender awareness for people who produce culture and information products. Eliminate messages and images with gender biases in the culture and information products.

- Intensify propaganda and education on gender in mass media with diversified and flexible types of activities appropriate to each target group and each area.

- Regularly monitor and supervise culture and information activities and products from gender lens.

* Group of measures to implement the specific objective 6:

- Promote the development of model on cultural familyy with a criterion on gender equality.

- Focus on establishment of models of happy, equal and non-violence family clubs; attract men to actively participate in their activities.

- Establish and do pilot models on counseling and supporting in combating and prevention of gender based violence and human trafficking; multiply the successful models.

* Group of measures to implement the specific objective 7:

- Establish full time staff on gender equality at different levels; develop networks of collaborators, freelances on gender equality and women's advancement, especially at commune and village levels. Establish a network of gender specialists in all fields of social life.

- Cultivate skills on gender analysis, evaluation and mainstreaming for policy making cadres and those who are directly involved in formulating socio-economic development plans. Conduct training courses or workshops on gender knowledge, gender analysis and gender mainstreaming for Drafting board's and Editing team's members who are responsible in formulating the draft legal documents with contents related to gender equality or with gender inequality issues, gender based discrimination

4. Phases to implement the Strategy:

a) The phase I (2011 - 2015):

- Increase the effectiveness of the state management on gender equality.

- Promote propaganda and education activities to raise awareness on gender equality.

- Conduct supporting and promoting activities to implement gender mainstreaming into processes of formulation and implementation of policies, legislations, programmes, projects of the Ministries, branches and local authorities.

- Conduct supporting activities to implement gender equality in areas and regions with big gap on gender equality.

- Build up models on gender equality. Build up a database on gender equality; establish a set of indicators for monitoring and evaluating the implementation of the GEL.

- Conduct a mid-term evaluation of the implementation of the Strategy.

b) The phase II (2016 - 2020):

- Based on the mid-term evaluation of the implementation of the Strategy in the phase I (2011-2015), adjust policies appropriately to deploy comprehensively measures to gain successfully objectives of the Strategy. Concentrate resources to the identified areas having difficulties during the implementation of the Strategy at the phase I.

- Multiply good models and continuously develop new models on gender equality.

- Develop, utilize effectively the database on gender equality for policy planning and making.

- Promote to share information, lessons learned, good initiatives, effective models on gender equality.

- Summarize and evaluate the implementation of the Strategy.

5. Projects of the Strategy:

- Project for communication to raise awareness and change behavior on gender equality.

- Project for improving capacity and effectiveness of state management on gender equality.

- The project for improving capacity of National Assembly female members, female members of People's Council at all levels, women in leadership and management positions at all levels; female candidates to the National Assembly, People's Council at different levels for the term of the office 2016 - 2020, female cadres who are planned for promotion.

- Project for supporting implementation of gender equality in the fields, sectors, regions and local areas with gender inequalities or high risks of gender inequalities.

- Project to support establishing and developing gender equality counseling and supporting services.

Article 2. Organising the implementation of the Strategy

1. In collaboration with the Ministry of Planning and Investment, Ministry of Finance and other related ministries, branches, the Vietnam Women's Union at central level, the socio – political organizations and the People's Committees of the provinces and centrally-run cities, the Ministry of Labour, Invalids and Social Affairs shall preside over the deployment of the Strategy in the whole country, ensure its incorporation with other related strategies presided by other ministries, branches; develop and submit to the Prime Minister a National Programme on Gender Equality period 2011 - 2015 and period 2016 - 2020; developing and implementing annual plans on gender equality in accordance with this Strategy and Socio-Economic Development Strategy period 2011 - 2020; reviewing policies and legal documents to amend and supplement them within their respective competence or suggesting the State competent agency to amend and supplement them in accordance with gender equality principles; providing guidance, supervising and summarizing the implementation of the Strategy and reporting periodically to the Prime Minister; Making a preliminary summing-up of the implementation of the Strategy at the end of 2015 and summarizing it at the end of 2020.

2. In collaboration with the Ministry of Finance, Ministry of Labour, Invalids and Social Affairs and other related ministries, branches, the Ministry of Planning and Investment shall preside over the mobilising official development assistance (ODA) for programmes and projects on gender equality; incorporate targets and indicators on gender equality into national annual and 5-year socio-economic development plans; provide guidance to incorporate targets and indicators on gender equality in setting up targets and indicators of the strategies, programmes and plans on socio-economic development of branches and localities and evaluating their implementation.

3. In collaboration with the Ministry of Planning and Investment, the Ministry of Finance shall preside over the allocation of budgets, based on the annual State budget, for implementation of programme and projects on gender equality after their approvals; providing guidance, supervising and inspecting the use of budgets for approved programme and projects on gender equality in a manner of observance of the Law on State Budget and other related legislations.

4. In collaboration with the Ministry of Labour, Invalids and Social Affairs and other related ministries, branches, the Ministry of Justice shall

preside over assessments on mainstreaming gender equality issues in formulation of the legal documents with contents related to gender equality or with gender inequality issues, gender based discrimination.

5. In collaboration with the Ministry of Labour, Invalids and Social Affairs, the Vietnam Women's Union at central level and other related agencies, the Ministry of Home Affairs shall preside over developing, submitting to the Government for promulgation, guidance and implementation of provisions on planning and creating a source of female cadres, rates of women who can be appointed to positions of the Governmental agencies; reviewing, suggesting competent authorities to revise, supplement, prove guidance and implement the provisions on the ages of appointment, training, cultivation for female cadres and officers; providing guidance to the ministries, branches, provinces and centrally-run cities in making their annual regular staff plans on gender equality; identifying a number of regular staff on gender equality; integrating gender and gender equality knowledge into curriculum for governmental cadres and officers.

6. In collaboration with the Ministry of Labour, Invalids and Social Affairs, other related ministries, branches, the Vietnam Women's Union at central level and the People's Committees of the provinces and centrally-run cities, the Ministry of Health shall preside over the deployment of the Strategy on Population - Reproductive health period 2011 - 2020 after its approval; accelerating the propaganda, warning and active controlling the sex imbalance at births and addressing its underlying reason.

7. In collaboration with other related ministries, branches, the Ministry of Education and Training shall preside over the deployment of the Education Development Strategy period 2011 - 2020 after its approval; conducting training on gender, sex, reproductive health, gender equality for students; cultivating teachers and lecturers with knowledge gender, sex, reproductive health, gender equality; mainstreaming gender equality issue in its development programmes and plans.

8. In collaboration with MOLISA, the Ministry of Information and shall preside over the direction and providing guidance to mass media in accelerating and renovating communication and education activities on the Party's line, state legislation on gender equality; strengthening supervision and inspection to activities on information, press, publication, information in Internet on gender equality; penalising strictly publications and information products with gender biases.

9. In collaboration with MOLISA, other related ministries, branches, the Vietnam Women's Union at central level and the People's Committees of the

provinces and centrally-run cities, the MOSCT shall preside over the deployment of the VietNam Family Development Strategy period 2011 - 2020 after its approval; develop and deploy activities on combating and preventing domestic violence; mainstreaming gender equality issues in cultural institutions towards the family to be wealthy, equal, progressive, happy and sustainable.

10. In collaboration with other related ministries, branches, the Ministry of Public Security shall preside over the development and deployment activities on combating and preventing human trafficking.

11. In collaboration with MOLISA, the Ministry of Science and Technology shall preside over the development and direction on implementation research activities on gender equality.

12. In collaboration with MOLISA, other related ministries, branches, the Committee of Ethnic Minorities shall preside over the propaganda, dissemination, education, campaign on implementation of gender equality legislation for ethnic minority people; developing, submitting to the competent agency for promulgation, guidance and implementation of specific policy supporting gender equality activities in the remote, isolate areas, areas of ethnic minority groups and areas with extremely difficult socio-economic conditions; mobilize ethnic minority people to promote their good practice, customs and traditions according to gender equality goals.

13. The VietNam News Agency, VietNam Voice Radio, VietNam Television and other mass media shall increase the broadcasting time, number of articles and enhance the quality of communication on gender equality in their programmes, columns and specific subjects.

14. The Ministries, the ministerial-level agencies, the agencies attached to the Government shall participate in the implementation of the Strategy within their assigned functions and tasks; develop and implement annual and 5-year plans of action on gender equality in accordance with the Strategy; accelerating interdisciplinary co-ordination, especially in mainstreaming gender equality issues into policy planning and making; regularly monitoring and evaluating the implementation of this Strategy in their agencies.

15. The People's Committees of the provinces and centrally-run cities shall deploy the Strategy in their localities under guilines of the MOLISA and functioning ministries, branches; develop and implement annual and 5-year plans of action on gender equality in accordance with the National Strategy on Gender Equality period 2011 – 2020 and their socio-economic development plans in the same period; being creative and active in mobilizing resources for

implementation of this Strategy; incorporating this Strategy's implementation with other related Strategies within their localities; Place full time staff on gender equality within their localities; accelerating interdisciplinary co-ordination, especially in mainstreaming gender equality issues into planning and making socio-economic development policies in their localities; regularly monitoring the implementation of this Strategy in their localities; doing annual report on the implementation of this Strategy in their localities as currently stipulated.

16. Requesting the Vietnam Fatherland Front Central Committee, the Vietnam Women's Union at central level and their affiliations, within their functions and tasks to participate in deploy this Strategy; accelerating the propaganda and education to raise awareness on gender equality within their organisations; participating in policy and legislative formulation, in State management on gender equality; participating in supervising the implementation of legislation on gender equality; considering to place Women's Union members to work as freelancers, propagandists on gender equality at grassroots level.

Article 3. This Decision shall come into force after 15 days from the date of its signature.

Article 4. The Ministers, the Heads of the ministerial-level agencies, the Heads of the agencies attached to the Government, the Presidents of the People's Committees of the provinces and centrally-run cities shall have to implement this Decision./.

**FOR THE PRIME MINISTER
VICE PRIME MINISTER
Nguyen Sinh Hung**