

**THE PRIME MINISTER**  
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**SOCIALIST REPUBLIC OF VIET NAM**  
**Independence - Freedom – Happiness**  
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No. 1241/QĐ-TTg

*Hanoi, July 22, 2011*

**DECISION**

**APPROVING THE NATIONAL PROGRAM ON GENDER EQUALITY  
DURING 2011-2015**

**THE PRIME MINISTER**

*Pursuant to the December 25, 2001 Law on Organization of the Government;*

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

*Pursuant to the Political Bureau's Resolution No.11/NQ-TW of April 27, 2007, on women affairs in the period of accelerated national industrialization and modernization;*

*Pursuant to the Government's Decree No. 48/2009/ND-CP of May 19, 2009, providing measures to assure gender equality;*

*Pursuant to the Prime Minister's Decision No. 2351/QĐ-TTg of December 24, 2010, approving the national strategy for gender equality during 2011-2020;*

*At the proposal of the Minister of Labor, War Invalids and Social Affairs,*

**DECIDES:**

**Article 1.** To approve the national program on gender equality during 2011-2015 with the following principal contents:

1. Objectives of the program: To strongly improve awareness about gender equality in order to change the entire society's behaviors toward gender equality; to step by step narrow the gender gap and raise the status of women in some fields in which gender inequality or a high risk of gender inequality is still prevalent, contributing to the successful achievement of the objectives of the national strategy for gender equality during 2011-2020.

2. Target groups and scope of the program:

a/ Target groups of the program: state agencies; economic organizations, non-business units, people's armed forces units; political organizations, socio-political organizations, socio-political-professional organizations, social organizations, socio-professional organizations; families and citizens.

b/ Scope of the program: The program shall be implemented nationwide.

3. Contents of the program:

a/ The project on communication to raise awareness and change behaviors toward gender equality (Project 1).

- Objectives of the project: To raise awareness about gender equality through communication for 70% of cadres, civil servants, public employees, laborers, officers, non-commissioned officers, soldiers and salaried personnel of armed forces, students and pupils at all levels or grades, and residents in all population clusters.

- Scope of implementation of the project: The project will be implemented nationwide.

- Contents of the project: To organize refresher courses to improve skills of communication about gender equality for speakers, reporters and editors of communication agencies; to study, formulate and develop programs and publish communication products on gender equality; to organize activities and campaigns of communication to raise awareness about gender equality suitable to the characteristics of each target group or population area; and to conduct surveys on public awareness about gender equality.

- Project-implementing agencies: The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with the National Committee for the Advancement of Women in Vietnam, the Ministry of Information and Communications, the Ministry of Justice, the Ministry of Culture, Sports and Tourism, the Ministry of Health, the Committee for Ethnic Affairs, the Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, the Central Committee of the Ho Chi Minh Youth Union, the Vietnam General Confederation of Labor, the Central Committee of the Vietnam Peasants' Association, the Vietnam Chamber of Commerce and Industry and local administrations in, implementing the project.

b/ The project to raise the capacity and effectiveness of state management of gender equality (Project 2).

- Objectives of the project: To provide training in gender equality knowledge and skills for 100% of cadres specializing in gender equality and women's advancement work, policy advisors and makers and legal affairs officials in ministries, sectors, central agencies or local administrations and gender equality collaborators in hamlets, villages and street quarters; to build and use a database on gender equality and a set of indicators for supervision and evaluation of the enforcement of the Law on Gender Equality.

- Scope of implementation of the project: The project will be implemented nationwide.

- Contents of the project (consisting of three sub-projects):

- + The sub-project to build capacity for cadres and collaborators specializing in gender equality work, policy advisers and makers and legal affair officials (Sub-Project 1): To formulate a program and compile materials for training in gender equality activities; to organize short-term and long-term training courses; to provide capacity building refresher courses; to organize study visits and exchange of experiences for gender equality managers and cadres under plans.

- + The sub-project to provide pilot supports for a number of central agencies and provincial-level People's Committees to fully implement the process of integrating gender equality issues into legal documents they elaborate (Sub-Project 2).

- + The sub-project to develop and use a database on gender equality and a set of indicators for supervision and evaluation of the enforcement of the Law on Gender Equality (Sub-Project 3).

- Project-implementing agencies: The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Home Affairs, the Ministry of Justice, the Ministry of Planning and Investment, the National Committee for the Advancement of Women in Vietnam, other related agencies and local administrations in, implementing the project.

- c/ The project to build capacity for female deputies to the National Assembly and People's Councils at all levels, female managers and leaders at all levels; female candidates for election of deputies to the National Assembly and People's Councils

at all levels of the 2016-2020 tenure, and female cadres planned for promotion (Project 3).

- Objectives of the project: To take measures to support women in raising their capacity for holding managerial or leading positions in state management agencies and non-business units at the central and local levels; to step by step create sources of female cadres to participate in the management and leaderships of Party agencies, people-elected, administrative agencies, non-business units and socio-political organizations at all levels from now to 2020, in order to achieve the target set in the national strategy for gender equality during 2011-2020.

- Target group of the project: Female deputies to the XIII<sup>th</sup> National Assembly, female deputies to People's Councils at all levels of the 2011-2016 tenure; female managers and leaders at all levels; female cadres planned for promotion; persons responsible for making and implementing policies directly impacting female cadres.

- Scope of implementation of the project: The project will be implemented nationwide.

- Contents of the project:

- + To study and assess impacts of the system of regulations and policies on female cadres.

- + To provide initial supports for the planning of female managers and leaders: To survey and appraise the actual situation of female managers and leaders at central and local -levels. To propose measures and policies related to the training of source female cadres, the planning, training and appointment of female cadres, and create favorable conditions for agencies to arrange and appoint female cadres to key

positions in central or provincial-level agencies; to prepare candidates for elections of deputies to the National Assembly and People's Councils at all levels.

- + To provide supports for building and raising capacity for central and local agencies responsible for making and implementing policies directly impacting female cadres.

- + To organize activities to raise capacity for managers and leaders at all levels and officers planned for promotion to managerial or leading positions in state management agencies and non-business units; to create sources of female cadres to join Party Committees at all levels, people-elected agencies and socio-political organizations.

- + To organize activities to raise gender equality activity capacity for female deputies to the XIII<sup>th</sup> National Assembly and female deputies to People's Councils at all levels of the 2011-2016 tenure.

- + To set up forums and networks for exchanging experiences among female deputies to the XII<sup>th</sup> National Assembly and People's Councils at all levels.

- Project-implementing agencies: The Ministry of Home Affairs shall assume the prime responsibility for, and coordinate with the Organization Commission of the Central Committee of the Communist Party of Vietnam, the Ministry of Labor, War Invalids and Social Affairs, the Committee for Ethnic Affairs, the National Committee for the Advancement of Women in Vietnam, the Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, other related agencies and local administrations in, organizing the first four activities of the project. The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with related agencies in, organizing the last two activities of the project.

d/ The project to provide supports for the realization of gender equality in fields, sectors, areas and localities in which gender inequality or high risk of gender inequality is prevalent (Project 4).

- Objectives of the project: To develop and apply on a pilot basis five models of intervention to reduce gender inequality.

- Scope of implementation of the project: The project will be implemented in selected localities and units.

- Contents of the projects:

- + The model of supporting women to create jobs, start and develop their businesses in 10 job training and recommendation establishments (Model 1): Job and corporate management skill training for women wishing to establish businesses (of small or medium size); to support women in starting up businesses through lending business location, promoting and selling products, and providing soft loans.

- + The model of building on a pilot basis 10 nurseries in agencies, job-training centers, industrial parks or export-processing zones in order to facilitate women's participation in economic, cultural and social activities (Model 2): To provide supports for renting locations and initial equipment for establishing nurseries in selected agencies, job-training establishments, industrial parks and export-processing zones; to formulate a pilot mechanism of coordination among the State, enterprises and employees in organizing nurseries in industrial parks.

- + The model of prevention and reduction of impacts of gender-based violence in 63 communes (each province or centrally run city will select a commune) (Model 3): To set up and commence activities of clubs to prevent and reduce impacts of gender-based violence. To develop and provide technical and financial assistance

for some hotlines and "shelter houses" or "trustworthy addresses" for gender-based violence victims which are effectively operating in the community. To give counseling to and psychologically rehabilitate gender-based violence victims. To provide supports for violence victims to get access to anti-violence, health care and entertainment services and other social welfares so that they can integrate themselves with the community. To conduct communication and provide training to raise the awareness of the population, including the youth, about gender equality and gender-based violence.

+ The model of supporting 315 communes (each province or centrally run city will select five communes) in elaborating or amending communal rules or conventions to ensure gender equality (Model 4): To provide technical and financial assistance for elaborating, reviewing, amending or supplementing communal conventions or rules to ensure gender equality, paying attention to abolishing the preference of male children to female children and discrimination against female children in the inheritance division. To organize training courses and communication about gender equality for village chiefs, prestigious persons and all villagers. To organize study tours, conferences, seminars and talks for learning experiences in implementing and multiplying the model.

+ The pilot model of provision of services of counseling on or providing supports for gender equality for ethnic minority people in 30 mountainous and highland communes, wards and townships (Model 5): To survey and appraise the actual situation of gender equality in mountainous and highland communes. To provide on a pilot basis a number of information and counseling services (at communal postal and cultural centers and homes of prestigious persons in hamlets and villages) in order to raise gender equality awareness of some ethnic groups with gender inequality traditions and customs (underage or close-kin marriage). To develop communication products suitable to each ethnic group to gradually change



gender inequality traditions or customs. To organize study tours, conferences, seminars and talks for learning experiences in implementing and multiplying the model.

- Project-implementing agencies:

+ The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Health, the Ministry of Culture, Sports and Tourism, the National Committee for the Advancement of Women in Vietnam, the Central Committee of the Vietnam Women's Union, the Vietnam General Confederation of Labor and other related agencies and localities in, organizing the application of Models 1, 2 and 3.

+ The Ministry of Culture, Sports and Tourism shall assume the prime responsibility for, and coordinate with the Ministry of Justice, the National Committee for the Advancement of Women in Vietnam, the Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, the Vietnam Peasants' Association, the Vietnam Elderly People Association and other related agencies and localities in, organizing the application of Model 4.

+ The Committee for Ethnic Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs, the National Committee for the Advancement of Women in Vietnam, the Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, and other related agencies and localities in, organizing the application of Model 5.

e/ The project to support the provision and development of gender equality counseling and assistance services (Project 5)

- Objectives of the project: To establish and operate on a pilot basis four social work centers to provide services in support of gender equality activities.
- Target groups of the project: Agencies, organizations, families and individuals.
- Scope of implementation of the project: In some districts, towns and provincial cities representing areas, zones and regions throughout the country.
- Contents of the project: To support four social work centers in providing gender equality support services in a number of districts, towns and provincial cities (four provinces and centrally run cities representing the four regions of the North, Central Vietnam, the Central Highlands and the South will be selected ). To check the availability and accessibility of gender equality-promoting services of the social work centers selected for pilot application. To propose the addition of the function of providing gender equality support services to the selected centers. To provide resource and technical supports for development of gender equality assistance and counseling services. To study, elaborate and promulgate documents guiding the organization and operation of gender equality assistance and counseling service establishments.
- Project-implementing agencies: The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Home Affairs, the Ministry of Culture, Sports and Tourism, the National Committee for the Advancement of Women in Vietnam, the Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, the Vietnam General Confederation of Labor, the Vietnam Peasants' Association and related localities in, organizing the implementation of the project.

f/ Inspection and appraisal of the implementation of the program: Annually, to organize inspection and appraisal of. and periodically and extraordinarily report on,

the implementation of the projects. To organize the mid-term evaluation in 2013; to evaluate the effectiveness and impacts of each project and the program upon their completion in 2015.

#### 4. Program implementation measures:

a/ Enhancing the leadership of Party Committees at all levels and local administrations over gender equality issues and women's advancement. Incorporating gender equality targets in annual and periodical national and local socio-economic development plans. To intensify inspection and evaluation of annual, mid-term and final results of the implementation of gender equality targets under five-year plans of administrations at all levels and sectors. To introduce a mechanism of regularly reporting and informing gender equality work to leaderships at all levels.

b/ Stepping up public information, communication, dissemination and education to improve the gender equality awareness of cadres, civil servants, public employees, laborers, officers, non-commissioned officers, soldiers and salaried personnel in the armed forces and people. Regularly monitoring and inspecting cultural and information activities and products from a gender perspective.

c/ Mobilizing various resources from the State, the community and foreign countries for the implementation of the program. Prioritizing the allocation of budget funds for the achievement of national gender equality targets.

d/ Intensifying specialized and interdisciplinary examination and inspection of gender equality activities and violations of the law on gender equality. Raising the capacity of specialized gender equality inspectors from the central or local levels.

e/ Stepping up scientific research and international cooperation. Intensifying the exchange and sharing of experiences and expanding international cooperation; mobilizing and efficiently using aid sources.

5. Funds for the implementation of the program:

- Funds for the implementation of the program come from the central budget, local budgets, international aid, contributions of the society and community; and other lawful sources.

- Total funding of the program is VND 955 billion, of which:

- + The state budget: VND 790 billion {from the central budget VND 326 billion and from local budgets VND 464 billion}.

- + International aid, contributions of the society and community and other lawful sources: VND 165 billion.

- The Ministry of Labor, War Invalids and Social Affairs, the Ministry of Planning and Investment and the Ministry of Finance shall reach agreement on and determine funds from the central budget for the implementation of the national program on gender equality during 2011-2015 under the Law on the State Budget and guiding legal documents.

**Article 2.** Organization of implementation of the program

1. The Ministry of Labor, War Invalids and Social Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Finance, the Ministry of Planning and Investment, the Ministry of Information and Communications, the Ministry of Justice, the Ministry of Home Affairs, the Ministry of Culture, Sports and Tourism, the Committee for Ethnic Affairs, related agencies and organizations,

provincial-level People's Committees in, elaborating plans on implementation and coordination of activities of the program; manage and organize the implementation of the projects assigned to them under current regulations; assume the prime responsibility for, and coordinate with the Ministry of Home Affairs in, guiding the establishment and operation of social work centers to provide gender equality support services in a number of districts, towns and provincial cities; study and appoint sufficient officers in charge of gender equality work; form a contingent of collaborators and volunteers to participate in grassroots gender equality activities; consolidate committees for the advancement of women in ministries, sectors and localities; inspect and evaluate results of the implementation of the program, mid-term review and final review, and report the implementation results to the Prime Minister.

2. The Ministry of Information and Communications shall assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs in, guiding and directing the mass media agencies in stepping up and renovating activities of communicating and educating about gender equality policies and laws; intensifying inspection, examination and strict handling of information, press and publication activities with gender prejudice contents.

3. The Ministry of Culture, Sports and Tourism shall intensify inspection, examination and management of cultural products and entertainment activities to ensure that they are free from gender prejudice; assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs in, studying and proposing the building and development of the system of gender-based domestic violence prevention and combat services; and assume the prime responsibility for managing and implementing activities assigned to it in the program under current regulations.

4. The Ministry of Justice shall assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs in, developing a mechanism for coordinated evaluation of the incorporation of gender equality issues in legal documents they elaborate.

5. The Ministry of Home Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs and related agencies in, guiding ministries, sectors, provinces and centrally run cities in determining and arranging sufficient civil servants in charge of gender equality work as specified in the national strategy for gender equality during 2011 -2020; and assume the prime responsibility for managing and implementing activities assigned to it in the program under current regulations.

6. The Committee for Ethnic Affairs shall assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs and related agencies in, organizing the popularization, dissemination, education and mobilization of the implementation of gender equality policies and laws among ethnic minority people in order to raise the gender equality awareness of commune officials, village patriarchs and chiefs and prestigious persons in ethnic minority areas, deep-lying and remote areas and areas with exceptionally difficult socio-economic conditions; and assume the prime responsibility for managing and implementing activities assigned to it in the program under current regulations.

7. The Ministry of Planning and Investment shall assume the prime responsibility for, and coordinate with the Ministry of Finance, the Ministry of Labor, War Invalids and Social Affairs and related ministries and sectors in, mobilizing official development assistance sources for programs and projects to promote gender equality; incorporating gender equality objectives and targets in annual national socioeconomic development plans; guiding the incorporation of gender equality

objectives and targets in the identification and evaluation of the achievement of the objectives and targets in socio-economic development strategies, master plans and plans of sectors and localities.

8. The Ministry of Finance shall assume the prime responsibility for, and coordinate with the Ministry of Planning and Investment in, allocating central budget funds for the implementation of the program under the Law on the State Budget; assume the prime responsibility for guiding the financial management mechanism applicable to the program's projects; assume the prime responsibility for, and coordinate with the Ministry of Labor, War Invalids and Social Affairs in, elaborating documents guiding and inspecting the use of funds for the implementation of the program.

9. The Vietnam News Agency, the Radio Voice of Vietnam, the Vietnam Television Station, the People daily and other mass media agencies shall increase the time volume for broadcasting and the number of news and articles on gender equality and raise the quality of communication about gender equality.

10. Central agencies and organizations participating in the implementation of the program shall elaborate and organize the implementation of annual plans in performing their assigned tasks; guide localities in integrating local activities with the achievement of the program's objectives; and periodically report to the Ministry of Labor, War Invalids and Social Affairs on results of the implementation of the program for summarization and reporting to the Prime Minister.

11. Provincial-level People's Committees shall coordinate activities of the program in their respective localities; elaborate and implement annual plans on gender equality activities in accordance with this program and guiding documents of related ministries and functional sectors in line with local socio-economic development plans for the same period; integrate the effective implementation of

this program with that of other programs in their respective localities; step up interdisciplinary coordination in the implementation of gender equality activities; allocate local budgets and human resources for and regularly inspect the implementation of the program in their respective localities; and periodically report to the Ministry of Labor, War Invalids and Social Affairs on implementation results for summarization and reporting to the Prime Minister.

12. The Central Committee of the Vietnam Fatherland Front, the Central Committee of the Vietnam Women's Union, the Vietnam General Confederation of Labor, the Central Committee of the Vietnam Peasants' Association and other member organizations are requested to coordinate with related agencies in the course of implementation of this program; step up communication and education activities to improve their personnel's awareness about gender equality; and participate in supervising the implementation of the program.

**Article 3.** This Decision takes effect on the date of its signing.

**Article 4.** Ministers, heads of ministerial-level agencies, heads of government-attached agencies, heads of related agencies and organizations, and chairpersons of provincial-level People's Committees shall implement this Decision.-

**FOR THE PRIME MINISTER  
DEPUTY PRIME MINISTER**

**Nguyen Sinh Hung**