

WOMEN'S REPRESENTATION IN PUBLIC ADMINISTRATION IN VIET NAM



WHY IS EQUAL REPRESENTATION OF WOMEN AND MEN IMPORTANT IN PUBLIC ADMINISTRATION?

Justice - Women make up half of the population and therefore it is their right to have half of all decision-making positions.

Experience - Government action has gender-differentiated impacts because of the differences between women and men in the responsibilities they carry in the household, the type of work they do in the labour market and their access to key resources such as capital, property and credit. Women need to be in positions of influence to bring their experiences and perspectives forward.

Representation - Public administrative bodies are responsible to the public and therefore it is important that these offices are also representative of the public.

Positive model - The employment practices of government are an opportunity to demonstrate to other employers how standards should be implemented. Having equal representation of women and men in the administrative arm of the government is a positive model for all employers.

FACTS

How many government ministers are women?

- There are currently two women ministers (9%) out of 22 and ten women (8%) out of 128 vice-minister positions.ⁱ

How many directors in government ministries are women?

- 7% of all directors are women while 12% of vice directors are women.ⁱⁱ

How many women are in the labour force?

- 83% of working age women are in the labour force.

What are Viet Nam's targets for women's representation in administrative government?

- 80% of ministries, ministry level agencies, government-attached agencies and People's Committees will have women leaders by 2015. 95% of ministries, ministry level agencies, government-attached agencies and People's Committees will have women leaders by 2020.ⁱⁱⁱ
- Minimum of 30% enrolment of women in political theory and public administration courses.^{iv}
- Minimum of 40% of newly created jobs will be held by women.^v



Conference on Human Resource Development for International Integration – Innovative Approaches to Strengthen Women's Role

INTERNATIONAL COMPARISON

In the area of women's representation, how does Viet Nam compare to other countries?

- Labour force - Viet Nam ranks 13th internationally

For every 81 men employed, 74 women are employed

- Wage equality - Viet Nam ranks 53rd internationally

For every 100,000 VND earned by a man, a woman earns 69,000 VND

- Numbers of female legislators, senior officials and managers - Viet Nam ranks 83rd internationally

For every 78 senior male officials, there are 22 senior female officials

- Women holding ministerial level positions - Viet Nam ranks 124th out of 129 countries



Madame Nguyen Thi Kim Ngan, current Secretary of the Central Communist Party, Vice Chair of the National Assembly

WAY FORWARD

What can be done to meet the government's targets on women's representation in administration?

- Establish an equal retirement age for both women and men
- Use a merit-based hiring system
- Nominate women civil servants for further training
- Encourage women to take more senior positions
- Promote the important role of men in child-care and household management
- Showcase strong, capable women who are leading government offices
- Hold offices accountable to meet minimum targets set by government on women's representation
- Raise awareness of the low representation of women in administrative government
- Bring men on board - this is an issue for women and men to address together

WHAT WILL YOU DO?

For more information on women and leadership in Viet Nam, go to www.lanhdaonu.vn

ⁱ Official website of Vietnam Government, "Ministries and Ministry-level agencies", available at <http://chinhphu.vn/portal/page/portal/English/ministries>, updated in 27.07.2012

ⁱⁱ Review of Government of Viet Nam official websites

ⁱⁱⁱ Objective 1, Target 2 of National Strategy on Gender Equality (2011-2020)

^{iv} Resolution No. 11-NQ/TW of the Political Bureau of the Communist Party

^v Objective 2, Target 1 of National Strategy of Gender Equality (2011-2020)

^{vi} World Economic Forum, 2011. Global Gender Gap Report 2011

^{vii} *ibid*

^{viii} *ibid*

Photo: UNDP/2010-2011

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