

# GENDER EQUALITY AND UNDP VIET NAM



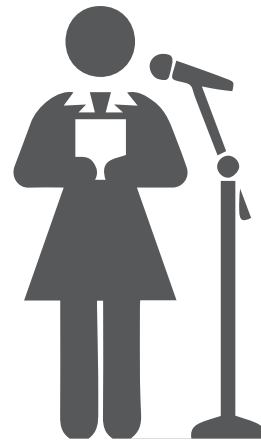
Empowered lives. Resilient nations.

## AN ENABLING ENVIRONMENT FOR A GENDER RESPONSIVE ORGANIZATION

Build UNDP as a **GENDER RESPONSIVE ORGANIZATION** by institutionalizing systems, removing discriminatory practices and attitudes and cultivating a positive work culture

### ACHIEVEMENT:

- **Gender Equality** and Women's Empowerment Strategy and Action Plan 2017-2021
- **A safe work environment free from discriminatory attitudes and practices:** Work and Life Balance policy; Zero-Tolerance to Sexual Harassment and Abuse of Authority Policy
- **Staff gender parity among CO staff:** more women than men in most categories.



- **A dynamic and active Gender Focal Team**, effectively addressing the identified gaps and challenges.
- **Strong leadership** from the senior management team on gender equality issues
- **Gender equality target** well incorporated in staff Performance Management and Development (PMD)
- **Gender-responsive communication strategy**, including a Gender Sensitive Language Guide

### FOCUS AREAS:

**Increase staff understanding of gender equality**, gender mainstreaming, ability to **advocate** for and **promote** gender equality among varied audience

**Enhance institutional mechanisms and structures** to mainstream gender in all country office operations

**Improve implementation of gender sensitive** human resources and management policies at the country office

Indicators



CO national Officers (FTA)

Male 30%

Female 70%

CO General Support (FTA)

Male 26%

Female 74%

International Staff (IP)

Male 58%

Female 42%

Total Staff: 81

Male 26%

Female 55%

## A GENDER RESPONSIVE COUNTRY PROGRAMME

A twin track approach across the country programme to best achieve gender equality results:

- Mainstreaming of gender throughout a programme
- Implementing women empowerment specific interventions.

### ACHIEVEMENT:



#### GENDER EQUALITY AND WOMEN'S EMPOWERMENT

- Gender equality targets have been included as a subset of the Government of Viet Nam issued MDG accelerated targets for Ethnic Minorities from 2016-2030



61%

is GEN2 and GEN3

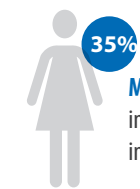
GEN2: gender equality is a significant objective; GEN3: gender equality is a principal objective.

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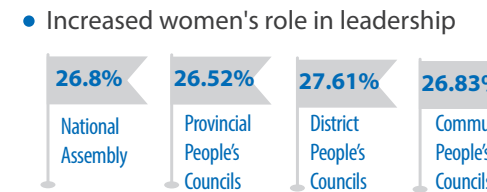
# **gender equality and related statistical indicators** in the revised Statistics Law 2015



### LEGISLATION PROCESS AND PUBLIC SECTOR



**35%** Minimum % women candidates run in the national & sub-national elections in 2015 Law on Elections in Viet Nam



- Increased women's role in the number of women candidates on the election ballot. Viet Nam is ranked **55th** internationally in terms of women in elected positions 2016 election: **National Assembly has a Chairwoman.**



**>17000** online pledges generated by #HowAbnormal campaign



- Supported the establishment of the **Vietnamese centre for Women in Politics and the Public Administration**



### MULTI-SECTORAL STRATEGIES, MECHANISMS AND RESOURCES

- Women have been empowered to effectively address climate change adaptation, mitigation and disaster risk management
- Inclusion of a representative from Viet Nam Women's Union in the National Central Committee for Floods and Storm Control in 2013
- Gender equality principles have been included in the Disaster Management Law, the upgraded Disaster and Needs Assessment (DANA) tool includes gender-disaggregated disaster data
- Guideline for Mainstreaming Gender and Social Safeguards in Provincial REDD+ Action Plan (PRAP) in 2015 developed by the UN-REDD
- Gender principle has been included within the approved Law on Environmental Protection 2014

### WHAT WE DO IN 3 PROGRAMME AREAS

**POVERTY ERADICATION AND GREATER SOCIOECONOMIC EQUITY**  
Promote gender equality by accelerating inclusive economic growth and applying Multi Dimensional Poverty Index to address urban and rural poverty more holistically

**LOW-CARBON, RESILIENT AND ENVIRONMENTALLY SUSTAINABLE DEVELOPMENT**  
Promote gender equality by supporting gender sensitive policies in climate change, ecosystem and disaster risk management areas. Support women and vulnerable households to better adapt to climate change impacts

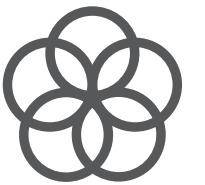
**INSTITUTIONAL ACCOUNTABILITY, PEOPLE'S VOICE AND ACCESS TO JUSTICE**  
Support the promotion of women in leadership roles in the political, judicial and administrative spheres, ensure increased access to justice for vulnerable women, and combat barriers and stereotypes including those on gender and sexual orientation.

## STRATEGIC PARTNERSHIPS FOR GENDER EQUALITY RESULTS



### ACHIEVEMENT:

- UNDP Viet Nam has been engaged in different levels of partnership to guarantee that work in Viet Nam remains coordinated and productive.
- These partnerships include UN agencies, International and local NGOs/CSOs, the private sector and government at central and local levels.



## WHAT WILL BE DONE TO SUPPORT PROMOTION OF GENDER RESPONSIVE PARTNERSHIPS:



Identify effective partnerships (government, CSO or private sector), thorough institutional assessments of potential partners



Build the capacities of national counterparts, partners and stakeholders to address gender issues



Convene all stakeholders to share information, promote collaboration & effectively advocate for promotion of women's voice, increase their political participation and improve their representation in the government



Prioritize gender equality and women's empowerment in the Country Office Resource Mobilization Strategy



Conduct training on gender mainstreaming for project management unit staff



Ensure gender parity in decision making and leadership positions in all UNDP projects

