

Draft

National Plan Of Action for the Advancement of Women in Vietnam (2001-2005)

The National Plan of Action for the Advancement of Women from 2001 to 2005 (POA2) is the plan for implementing the first five years of the National Strategy for the Advancement of Women from 2001-2010 (the Strategy). The POA2 is also a crucial component of the National Socio-Economic Development Strategy for the first 5 years of the 21st century. It also represents the strong commitment of the Party and the State of Vietnam to the successful implementation of the Global Platform for Action for the Advancement of Women.

I. Overall objective

Stabilize and Improve women's living standards. Increase women's qualifications in all fields. Ensure basic conditions for women to participate and benefit fully and equally in all aspects of political, economic, cultural and social life.

II. Specific Objectives

Objective 1: Implement women's equal rights in the area of labour and employment to improve women's economic status and living standards

Targets:

- 45-50% of the 7 to 7.5 million new job-placements are women
- 30 - 35 % women workers receive professional training
- Reduce the rate of women's unemployment in urban area to 5%
- Rural women are productive for 75% of the total working time
- Women represent 30% of total exported workers

Actions to be taken:

1.1 Promote employment and poverty reduction for women

1.1.1 The Ministry of Planning and Investment (MPI) shall, in collaboration with Ministry of Labour, Invalids and Social Affairs (MOLISA) *set quotas for women out of the total number of workers, people receiving new jobs, people participating in vocational training and*

households targeted for poverty reduction. These quotas should be considered as legal indicators to assess the ministries' and provinces' fulfillment of national plans.

- 1.1.2 The Government Committee for Organization and Personnel (GCOP) shall advise the Government *in amending the government's staff recruitment policy* to ensure fairness for women workers; develop and implement regulations on *setting appropriate proportions of women officials* at all levels.
- 1.1.3 MOLISA shall *take appropriate actions in implementing policies for women workers*, which were stated under the Labour Law. In order to ensure gender equality and feasible conditions in the reality, MOLISA shall, in collaboration with Viet Nam Social Insurance, *propose to amend and revise key policies such as recruitment, maternity leave, labour safety, vocational training, retirement and social insurance.*
- 1.1.4 MOLISA shall take a key role in *mainstreaming gender into national programmes such as HEPR, labour export, etc.*
- 1.1.5 MARD shall carry out research on *situation of women workers during the transition of agricultural structure*, and take appropriate actions to reduce migration, which includes women's migrants which caused by the shortage of employment in rural areas.

1.2 Strengthen actions to implement policies for women workers

- 1.2.1 MOLISA shall strengthen *labour inspection activities* and *reform all behaviors that degrade the dignity of women and violate women worker's rights, safety and security.*
- 1.2.2 MOLISA shall review and revise *the list of toxic occupations* to ensure women's equal rights in the competitive labour market.
- 1.2.3 The Viet Nam Chamber of Commerce and Industry (VCCI) shall advocate for businesses to implement all policies and regulations applicable to women workers.
- 1.2.4 MOLISA shall, in collaboration with Vietnam Labour Union (VLU) conduct a survey on the situation of non-resident women workers in Industrial Export Zones, Industrial Zones, and in big cities, in order to propose appropriate solutions to improve their problems.
- 1.2.5 The VLU shall implement appropriate methods to increase responsibilities and strengthen capacities of the Labour Union and Women's Unit at all levels in order to protect women worker's rights and benefits in all business sectors.
- 1.2.6 MOLISA shall, in collaboration with The General Statistics Office (GSO) *develop a database and maintain information system on labour market and sex-disaggregated labour market ta*
- 1.2.7 The Ministry of Agriculture and Rural Development shall take a leading role in proposing policy and giving guidelines on measures to protect female workers in the rural and agriculture sector

Targets:

- Women represent 50% of all students at all vocational training and job-promotion centres.
- 80% poor women headed households receive loans from the HEPR programme.
- 100% of the newly issued Land Use Certificates include women's name.
- Women represent 40% of the participants in agricultural extension services.

Actions to be taken:

- 1.3.1 The General Department of Vocational Training shall *identify gender indicators and guide gender mainstreaming activities in vocational planning* in all sectors and areas

- 1.3.2 The General Department of Land Administration (GDLA) shall guide the process of *issuing Land Use Certificates* including women's name as stated in the laws.
- 1.3.3 The GDLA shall take a leading role in studying and submitting a proposal for amending and guiding the implementation of the Land law in order to ensure women's rights to land use.
- 1.3.4 The State Bank of Viet Nam (SBV) shall take appropriate actions to *ensure women's easy access to credit programmes*, to promote production, job creation and poverty education
- 1.3.5 The Ministry of Trade shall, in collaboration with VCCI, implement specific actions to stimulate women' access to the market, develop women's enterprises, and promote women's integration in regional and international economic co-operation.
- 1.3.6 MARD shall, in collaboration with the Ministry of Fisheries, implement appropriate actions to stimulate and facilitate women's participation agricultural extension, forestry and fish-breeding.
- 1.3.7 The Viet Nam Women's Union (VWU) shall, in collaboration with MOLISA, *develop a system of Vietnam Women's Union Vocational training and Job promotion centres*.

Objective 2: Ensure the realisation of women's equal rights in education and create conditions for women to enhance their qualification levels in all aspects

2.1 Increase women's access to education

Targets:

- 55% children at pre-primary school age and 14 % children at kindergarten age attend creches and kindergartens.
- 95% of women under 40 years old are literate.
- The rates of girls and boys attending primary and secondary schools is commensurate with the sex rate.
- The rate of girl drop-outs is reduced to 2.5% at primary schools and 4.5% at secondary schools. The rate of girl's repeating a grade is reduced to 1.5% at primary schools and 1% at secondary schools.
- Over 40% of the students in universities, colleges, and technical schools are women.
- 30% of post-graduate students are women.

Actions to be taken:

- 2.1.1 Ministry of Education and Training (MOET) shall, in collaboration with the Vietnam Education Promotion Association, VWU and other social organisations, promote women's education, encourage women to participate in education, further training, literacy and post-literacy programmes for women, and develop non-public pre-primary schools.
- 2.1.2 MOET shall issue documents to regulate *privileges for women's enrolment in secondary schools, boarding secondary schools in remote areas, and in universities, colleges, which have lower rates of female enrolment*.
- 2.1.3 MOET and relevant branches *shall propose appropriate policy recommendations to support poor women and girls* in education such as education promotion programmes and reduction of school fees.

- 2.1.4 The Youth Union (YU) and VWU at different levels shall encourage women (firstly their members) to attend illiteracy eradication classes and post illiteracy classes, and follow-up classes for primary and lower secondary education; consider the attendance rate and grade completion as the first criteria in the competition for awards granted to units.
- 2.1.5 The Central VWU shall, in collaboration with Ministry of Finance (MOF) and relevant ministries, establish "*Fund for Women's Education*" and launch the movement "*Improvement of Women's Qualification*" in all strata especially among young and middle-aged women.
- 2.1.6 MOET shall, in collaboration with Ministry of Culture and Information (MCI) organise a large scale propaganda on rights and benefits of women and girl-child's education.

2.2 Give priority to women in training and re-training courses, and increase their qualification levels

Targets:

- Rates of female post-graduates in different fields of study as follows:
 - + Social sciences and economics departments: at least 40% or more
 - + Natural sciences and other fields of studies: at least 30% or more
- The percentage of women attending all in-country and oversea training and further study in commensurate with percentage of women attending in professional activities accordingly.

Actions to be taken:

- 2.2.1 MPI shall, in collaboration with GCOP, regulate female quotas of at least 30% when planning all training for branches at different levels.
- 2.2.2 MOET and MOF shall issue an Inter-ministerial Circular to regulate female quota of at least 30% for all in-country and overseas training courses in order to be entitled to use of the State budget.
- 2.2.3 GCOP shall issue documents to regulate the female quota and policy on additional subsidies and other conditions to ensure women's participation in training courses for state cadres.
- 2.2.4 MOET shall, in collaboration with GCOP, MOLISA and other relevant ministries and branches issue a policy to provide an allowance of 50% of the salary for female staff in remote areas and in difficult conditions when attending post graduate education.
- 2.2.5 VWU shall, in collaboration with MOET and GCOP invest in developing a "**Women Cadre Training Centre**" and implement training courses to improve basic and necessary knowledge for women at local levels.
- 2.2.6 MOET shall, in collaboration with NCFAW, establish and implement the "*Targeted training programme for women*" in order to make key investment in developing female human resources and female leaders.

2.3. Adjust the pattern of sex-segregation in occupation-oriented training and mainstream gender into programmes and textbooks at different education levels.

Targets:

- *The rate of female students in natural sciences and technical fields of study, especially in some technical advanced occupations such as information technology, biological technology, and automation technology increases from under 20% to 25%.*
- *The rate of male student in the pedagogy, especially in the lower primary pedagogy increases to 30% in 2005.*
- 100% of members of the Textbook Committee at different levels are equipped with gender issues
- Verify gender contents in the textbook at all levels.

Actions to be taken:

- 2.3.1 MOET shall take appropriate actions to adjust the pattern of sex-segregation in training and mainstream gender into occupation-orientated and vocational activities.
- 2.3.2 MOET shall, in collaboration with other branches at different levels, implement propaganda, give advice and encourage girls in primary and secondary schools to select early on their field of occupation, which would meet the demands of the future labour market; encourage girls to study in the "A block" and high-tech fields of study.
- 2.3.3 MOET shall regulate to give privilege for men in the lower primary pedagogy.
- 2.3.4 MOET shall consider and make a proposal and build some key models of mainstreaming gender in curriculum at all education levels; disseminate gender knowledge for leaders, education managers, members of School Textbook Committee and Committee for School Textbook Appraisal.
- 2.3.5 MOET shall review curriculum and textbook from the gender perspective; propose active measures to eliminate gender stereotypes; eliminate all forms of gender-based discrimination in schools.
- 2.3.6 MOET shall, in collaboration with ministries/branches, guide all education management and training schools, pedagogy schools to integrate gender into their curriculum for teacher and local leaders' training at different levels.

2.4 Promote gender equality in education management and participation in leadership

Targets:

- Each education management unit has at least one woman leader.
- The rate of women to be trained in politics, administration, information, foreign languages reaches 30%

Actions to be taken:

- 2.4.1 MOET shall provide guidelines to departments of education in all provinces and districts in *planning and training for women managers*; implement affirmative action to assign women cadres in leadership positions in the education sector at all levels.

- 2.4.2 MOET shall organise post-graduate training courses for women cadres who are entitled for leadership positions in universities, colleges, technical schools, provincial and district departments. Prior to entrance examination of post-graduate courses, preparatory training courses, especially in foreign language shall be organised for women students. MOET shall co-operate with GCOP to organise political training courses for women cadres in order to facilitate the promotion for women in leadership positions.
- 2.4.3 The Education sector shall provide specific training courses for women managers in provinces, cities, schools, and units based on the demand for increasing female staff's participation in the education.

Objective 3: Improve women's health

Targets:

- The average life expectancy for women reaches 71.
- Percentage of using modern contraceptive methods is 60%.
- 80% of pregnant women attend prenatal consultations.
- 55% of women receive 3 good quality pre-natal consultations.
- 70% of births take place in medical sites
- 90% of women able to access health care services.
- 100% of health care stations shall have an women obstetric-paediatric assistant doctor of which 50% are at mid-level

Actions to be taken:

3.1 Raise awareness on women health care

- 3.1.1 Ministry of Health (MOH) shall, in collaboration with the National Committee for Population and Family Planning (NCPFP) and relevant organisations, *implement IEC in order to raise awareness and enhance responsibilities of people working in the health care sector in particular and people in general; and to change behaviours and habits of people and women in health care provision and family planning for women.*
- 3.1.2 MOH and NCPFP shall *plan to develop the network for health care and reproductive health care counselling, family planning, to serve all people; provide counselling on sex and safe sex for adolescents; implement effective actions to encourage men to use contraceptive methods.*
- 3.1.3 VWU and Women's Units at different levels shall *take appropriate actions to educate women on taking care of themselves and their families, on preventing diseases and to participate actively to primary health care and hygiene movements and programmes.*

3.2 Increase quality and quantity of the health care services and family planning services for women

- 3.2.1 MOH shall make a detailed plan to *strengthen the health care system, targeting women and children, in both its institution and capacity, and especially increase the capacity of mobile health care units in mountainous and remote areas.*

- 3.2.2 MOH shall organise periodical gynaecological examinations for women, especially poor women. A policy on fee exemption of for health checks and cures for poor women shall be issued.
- 3.2.3 MOH shall, in collaboration with MOF, increase the budget allocation for preventive health care. Priority must be given to women and children' health care, and at local levels.
- 3.2.4 MOH shall provide adequate and accessible prenatal, delivery and postnatal services for women.
- 3.2.5 MOH shall, in collaboration with NCPFP effectively implement **the "National Strategy for Reproductive Health Care"** for the period 2001 - 2010 approved by the Government.
- 3.2.6 MOH shall, in collaboration with NCPFP, improve the provision system for family planning services to satisfy people's demand; provide women with more opportunities to select suitable and modern contraceptive methods; advise men to use contraceptive methods actively.
- 3.2.7 MOH and the National HIV/AIDS, Drug and Prostitution Committee shall implement activities to limit the spread of HIV/AIDS and sexually transmitted diseases (STDs) among women and children.

3.3 Improve state administration for health care activities for women

- 3.3.1 MOH shall, in collaboration with relevant organisations, develop and implement a proposal to diversify the health insurance system and allow women working in non-state sectors and rural women to participate in the health insurance system. MOH shall, in collaboration with MOLISA implement the health insurance policy for the poor including poor women.
- 3.3.2 MOH shall, in collaboration with relevant organisations conduct surveys on working conditions at work-places, collect data on occupational diseases, focusing primarily on pneumoconiosis (dust-related lung disease) and chemical-related diseases.
- 3.3.3 MOH shall review and revise policies targeting women workers and local health workers including obstetric health workers and midwives in order to improve the quality of health care activities for women and children.
- 3.3.4 MOH shall provide leadership training to increase qualification levels for women cadres, increase the rate of women leaders in Personnel and Organisation Units and in health care units, which target women and children at different levels.

Objective 4: Enhance the role and position and increase the participation of women in leadership and decision making

Indicators

- 15% (or higher) women in the party committees at different levels
- 30% women deputies in the National Assembly
- 28% women in People Council (PC) at province / city level, 23% women in PC at district level and 18% at commune level
- 80% of ministries, branches, central organisations, authorities, local branches have female leader/s participating in leadership
- All education, health, culture and social organisations, enterprises with 28% female staff have female leaders

Actions to be taken:

4.1 Planning for female leaders and managers

- 4.1.1 GCOP shall conduct surveys and assessments of the situation of women in the area of political participation.
- 4.1.2 GCOP shall develop and implement a *"10 year plan for developing the women leaders and managers in state administration."*
- 4.1.3 GCOP shall take a leading role, in collaboration with relevant organisations, to plan and nominate key female cadres at the central and provincial level; to prepare female candidates for the National Assembly and other political elections.
- 4.1.4 GCOP shall *guide, monitor and evaluate the implementation of the plan for women leaders at all levels and branches through Organisation and Personnel Units.*
- 4.1.5 GCOP shall guide and assign key women leaders in all Organisation and Personnel units of ministries, branches at different levels.

4.2 Finalise policies for women cadres

- 4.2.1 GCOP shall take a leading role in reviewing all existing legal documents and policies for women cadres and staff working in the state sector; implement regulations to ensure equality for women cadres.
- 4.2.2 GCOP in collaboration with relevant ministries shall make amendments and finalise legal articles and policies on women's participation in the leadership machinery within the government.
- 4.2.3 GCOP shall take a leading role in proposing a nation wide system of financial training allowance and support to women cadres.

4.3 Mainstream gender in HRD, personnel organisation activities and public administration

- 4.3.1 HCM National Political Academy, National Institute of Public Administration, University of Labour Union, cadre training schools of all branches at different levels shall *include gender issues in their curriculum.*
- 4.3.2 GCOP shall *mainstream gender in personnel organisation* and issue specific guidelines for Personnel Organisations at different levels; plan the female staff structure in key positions in order to be commensurate with conditions and characteristics of the state's female staff.
- 4.3.3 GCOP shall *increase awareness on gender equality* and gender mainstreaming for all state cadres and leaders of organisations and branches.
- 4.3.4 Personnel Organisations shall take affirmative action measures to *increase the rate of women in professional jobs to at least 30%.*
- 4.3.5 GCOP shall *establish a specific unit to monitor activities for women cadres* in Personnel Organisations at different levels.

4.4 Training for female cadres

- 4.4.1 GCOP shall take a leading role in establishing and implementing the "**Targeted programme for training women leaders**" and provide guidelines to branches at different levels to establish and implement **this programme**.
- 4.4.2 HCM Political Academy, NIPA and cadres training schools *shall take specific measures to increase the number of women trainees*.
- 4.4.3 GCOP shall take a leading role in conducting research, making recommendations to implement a *specific training programme* for women cadres. Substantial investment should be made for women's activities in remote and ethnic areas.
- 4.4.4 All state and social organisations and all provinces shall ensure appropriate rates of women's participation in training programmes, especially in overseas training programmes.

4.5 Increase overall responsibility and co-ordination for the activities for women cadres

- 4.5.1 Party committees shall enhance their leadership role in activities for women, especially in implementing directive No.37-CT/TW on activities for women' cadres.
- 4.5.2 Leaders of organisations and units are responsible for taking a leading role in establishing, and implementing the development of the contingent of women leaders in their organisations and units.
- 4.5.3 The VWU shall co-operate with other branches at all levels in order to monitor, introduce, and train female cadres; monitor women's participation in national and local level politics and promote the contingent of women leaders.
- 4.5.4 The Vietnam Labour Federation shall lead the women's unit of the Trade Union at different levels to increase responsibilities, participate in establishing and monitoring the implementation of the development, planning and training for women cadres in organisations and units.
- 4.5.5 GCOP shall take a leading role in organising periodic monitoring of activities for women state cadres.

Objective 5: Ensure the realisation of women's rights and benefits and facilitate women's participation in the family and socio-economic activities.

5.1. Develop and gradually improve the legal system and socio-legal framework to establish and protect women's rights and benefits.

Targets:

- 100% of the draft legal documents relating to women are assessed by organisations representing for women.
- 100% of the ministries/branches, provinces/cities under the central management are monitored.

Actions to be taken:

- 5.1.1. The Ministry of Justice shall *review the legal system and take a leading role in making recommendations for revision in line with CEDAW.*
- 5.1.2. The People's Supreme Court shall, in collaboration with the People's Supreme Procuracy, provide guidelines on strict resolutions against violence to women's bodies and dignity: beating, discriminating, sexual harassment, trafficking (especially in girl children); as well as protect women' rights in personal identification and in claiming assets in marriage and family.
- 5.1.3 The Ministry of Justice shall, in collaboration with ministries and relevant branches, issue guidelines to implement civil cases, immediately implement valid judgement in order to protect women's rights and benefits (civil compensation in the penal judgement, property rights, child custody rights, right to receive financial support for children in the event of divorce.)
- 5.1.4 NCFAW shall, in collaboration with other relevant ministries and localities, organise periodic monitoring of implementation of policies relating to women.
- 5.1.5 All branches and localities shall take active measures to create conditions and opportunities and encourage women to participate in social activities and science-technology, culture-art, sport and participate in international and regional activities.

5.2 Increase women's capacity to access and use socio-legal tools

Indicators

- 100% of all communes and wards establish bookshelves of legal documents
- 80% of courts, procuracy, civil case execution organisations have women magistrates, investigators, executors.
- 80% of all provinces/cities under central management have women working in legal assistance centres
- 60% of women's legal assistance requests are satisfied.

Actions to be taken:

- 5.2.1. MOJ shall take a leading role with relevant ministries/branches to provide legal knowledge to different strata of people and leaders at all levels in order to increase their responsibilities in protection of women's rights.
- 5.2.2 Ministry of Culture and Information shall provide leadership, take a leading role and co-operate with Vietnam News Agency and mass organisations *to disseminate legal information, information* about cases of violation, raising public awareness about acts violating women and girl children's dignity and bodies.
- 5.2.3 The State Investigation Agency shall take a leading role and co-operate with relevant ministries/ branches to *answer claims and provide information* about acts violating women's rights, benefits and dignity.
- 5.2.4 MOJ shall take a leading role and co-operate with VWU to increase both quality and quantity of activities to provide legal assistance for women.
- 5.2.5 MOJ, the People's Supreme Court, the People's Supreme Procuracy, Ministry of Public Security shall provide gender information to and raise gender awareness of the contingent of magistrates, investigators, executors, police in order to protect benefits for women and children during resolution, judgement, and implementation.
- 5.2.6 MOJ, People's Supreme Court, People's Supreme Procuracy, Ministry of Public Security

shall review the contingent of female cadres who establish and defend the law, in order to plan, train and use them effectively.

5.2.7 VWU shall increase legal education activities and provide skills for using socio-legal tools for cadres, members and women.

5.3 Increase the capacity of the state administration and bring social organisations into full play in the protection of women's rights and benefits.

5.3.1. MOLISA shall take a leading role and actively implement the law on prevention of prostitution, and take preventive measures to resolve trafficking in women and children.

5.3.2. VWU and CCCP at different levels shall quickly identify acts of violence against women and children and provide emotional and material support for mistreated women and assist them to find suitable and long term solutions.

5.3.3. MOLISA shall take a leading role and co-operate with MOF and MPI to invest in constructing and upgrading vocational centres and job introduction centres for women "victims of social evils."

5.3.4. VWU shall provide leadership to the Women's Union at different levels to increase advocacy and other activities to protect women in the community and to prevent negative impacts of social evils.

5.4 Increase women's equal rights and benefits in the family context. Eliminate discrimination against women in the family.

5.4.1 MCI shall take a leading role to *assess the movement to establish cultural families and revise the content of the movement*, increase men's responsibility in sharing household work with women and taking care of family members.

5.4.2 VWU shall *improve the content for family education for their members* in order to help them perform their functions to keep the family happy and promote equal rights in relations and improve conditions to enjoy wellbeing and leisure.

5.4.3 MOJ shall co-operate with the Ministry of Public Security to issue a document on the prevention of violence against women in the family, which degrades women and children's spirit, bodies, and dignity, including early marriage, sexual harassment, beating, trafficking in women and girl children.

5.4.4 VWU shall play an important role and co-operate with mass organisations at the local level, to launch the movement to *prevent discrimination against women in the family*; encourage the community to prevent all forms of discrimination against women and monitor functional organisations to severely punish cases of violence against women in the family.

Objective 6: Capacity building and effective operation of the National Machinery for the Advancement of Women

6.1. Strengthen the National Machinery for the Advancement of Women in all sectors and levels to ensure sufficient human resources to carry out assigned tasks and functions.

Targets

- 100 of all CFAWs have a full-time staff or a permanent staff with appropriate qualifications and capacity.
- 100% of all members of CFAWs are trained in operational and technical skills for the advancement of women including gender analysis and planning.
- 100% of all districts and 80% of all communes and wards establish a Committee for the Advancement of Women.

Actions to be taken:

- 6.1.1 NCFAW, in collaboration with GCOP, shall submit to the Government the request for continuing to *restructure key positions and the machinery* in order to enhance its members' legal status and increase their roles in guiding the implementation of objectives for the advancement of women.
 - 6.1.2 GCOP shall submit to the Government the proposal to allow all ministries and provinces to *assign a full-time qualified staff to each CFAW*.
 - 6.1.3. All CFAWs shall re-structure their organisations regularly in order to clarify responsibilities, follow strictly to the assigned functions and continue to establish local machinery as needed.
 - 6.1.4 NCFAW and CFAWs shall continue to train leaders and cadres on gender and operational skills for the advancement of women.
- 6.2. Continue to improve the process and substantive aspects of activities to raise gender awareness and to mainstream gender into policy planning.**

Targets

- 100% of all leaders in key ministries and branches are equipped with knowledge and skills in mainstreaming gender in policy planning.
- All decisions relating to laws and policies are gender sensitive.

Actions to be taken

- 6.2.1 MPI, in collaboration with GSO, shall agree on key gender indicators and integrate them into the process of developing and assessing social, economic and cultural programmes and projects in all ministries and levels.
- 6.2.2 Key ministries and branches shall issue a set of guidelines for mainstreaming gender and implementing POA2's objectives into their programmes.
- 6.2.3 NCFAW and CFAWs, in collaboration with ministries and provinces, shall regularly monitor the implementation of policies and laws relates to women, and then present to the Government critical issues that need to be addressed.
- 6.2.4 Ministries and provinces shall develop specific regulations that clearly state the right of CFAWs to participate in developing and amending women's policies in their respected areas.
- 6.2.5 MCI and The Vietnam News Agency shall strengthen propaganda on gender equality and laws and policies related to women in public media to increase the responsibility and widen the participation of all ministries, branches, organisations, levels and individuals in activities for gender equality.
- 6.2.6 NCFAW, in collaboration with other ministries and branches, shall organise training courses

for leaders on gender and skills of mainstreaming gender into policy planning.

6.2.7 Ministries and branches shall initiate actions to implement Degree No 163 of Minister Council (Prime Minister currently) in order to enhance the VWU's operational conditions and its participation in state management.

6.3. Create appropriate financial mechanism and resource for activities of the advancement of women.

Targets

- Appropriate percentage of annual current spending is allocated for the activities for the advancement of women.
- 100% of all CFAWs have sufficient budget for their regular activities and members' allowance.

Actions to be taken:

6.3.1 MOF shall take a leading role in studying and issuing guidelines to allocate 1% of current spending of branches at different levels (including production and business units) and develop a budget line for activities for the advancement of women, as well as allowance for CFAW's members.

6.3.2 MPI, in collaboration with MOF, shall oversee the budget allocation, reconciliation and resource investment in activities for the advancement of women in ministries and provinces, especially in remote areas.

6.3.3 NCFAW, VWU, ministries and provinces shall enhance fund raising activities to utilise in-country and donor funding for effective implementation of the objectives for the advancement of women.

6.3.4 VWU shall establish a Centre for the Advancement of Women that will be funded by the Government. VWU should actively operate to ensure the effective operation of the centre.

6.4. Enhance capacity for survey, research and data collection on women and gender.

6.4.1 GSO shall take a leading role in developing a set of gender sensitive statistical indicators in which gender sensitive statistic indicators and statistic gender mainstreaming will be applied to all statistical survey and survey on population, social labour and employment. Complete the *Vietnam Gender Indicator (VGI)* and disseminate sex-disaggregated data.

6.4.2 National Centre for Social Sciences and Humanities, in collaboration with NCFAW and VWU, shall *carry out research on the situation of gender equality and women*, and establish a national system of research on women and gender.

6.4.3 MOJ shall take a leading role in *nationalising and integrating CEDAW* into the current legal system in Vietnam.

6.4.4 Ministry of Science, Technology and Environment shall develop a concrete plan to *invest in research on women and gender*.

III. Organisation for the Implementation:

1. Implementation:

- MPI shall in coordination with the NCFAW organise the implementation of the POA based on set

objectives. Annually, compilation of results are reported to the Prime Minister. MPI allocates resources and arrange workplans for ministries/branches and localities based on discussion and agreement with NCFAW.

- MOF shall balance budget, guide and manage expenditure for implementating the POA's objectives
- Organizations listed in the POA and other responsible agencies are responsible for planning and implementing assigned activities which are closely attached to the their professional activities in order to fulfill set targets.

2. Budget:

- The Government allocates annual budget for activities such as implementation, guidelines for implementation, monitoring assistance, survey, research, review and evaluation. The Vietnamese contribution should be allocated to international projects in order to implement POA.
- The Government allocates annual budget of 2 billion Vietnamese Dong for specific projects to carry out POA's objectives. MPI, MOF, and NCFAW will approve and minitor the implementation process.
- Ministries/branches and localities under the central management, local governments and units allocates 1% of the current spending for implementing POA's objectives. This spending is considered as "*Budget for activities for advancement of women* ' and is spent for the following activities:
 - Implementation, guidelines and organisation of POA's activities
 - Organisation of conference, workshops, propagation, training in carry out POA
 - Monitoring - evaluation, surveys, and research
 - Review, evaluation, awards
 - Current spending for CFAWs and allowance for members
- NCFAW, ministries/ branches actively advocate for in-country or oversee fundraising to assist the implementation of POA and projects on women and gender.

3. Monitoring & Evaluation (M&E)

Ministries/ branches and provinces/ cities under the central management are responsible for monitoring regularly the implementation of POA in their units, organising annual review and evaluation in 2005. The results are submitted to the Prime Minister through MPI and NCFAW.

NCFAW shall cooperate with ministries/ branches and localities to organise monitoring missions to review obtained results.

Mass organisations are requested to participate in the monitoring POA's implementation activities of the local governments.