

Date: 20 March 2021

DWC –GENDER POLICY



PHILOSOPHY

- ✓ The Mission of DWC pursues the improvement of life quality for poor people, **especially women and children** through research, education, and training, and to facilitate sustainable community development projects and programs.
- ✓ We are aware that the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified by the United Nations General Assembly and entered into force on September 3, 1981 is a comprehensive international instrument on the human rights of women. Vietnam was one of the first countries in the world signed the Convention on July 29, 1980 and ratified it on November 27, 1981.

- ✓ We clearly understand that the equal rights of men and women clearly stated in the Constitution and Laws of Vietnam and concretized in the Law on Gender Equality (effective from July 1, 2007).
- ✓ We know that, in the Resolution 28/NQ-CP dated on March 3, 2021 the Government has issued the National Strategy on Gender Equality for the 2021-2030 period.
- ✓ We are always aware of our principles of non-discrimination, inclusion and gender diversity as well as the responsibility to implement regulations on gender equality; promote gender equality in the project areas; and share substantive gender equality to all DWC's colleagues and partners.

COMITTMENT

Promoting gender equality always mentioned at DWC and in all projects/programs with the following commitments:

1. Promoting the participation of all stakeholders in all activities following the principles of non-discrimination, inclusion and gender diversity.
2. Promote universal gender equality as a human right, comply with the provisions of CEDAW, the Constitution and laws of Vietnam, and promote the implementation of the National Strategy on Gender Equality for the 2021- 2030 period.
3. Mainstream gender equality and women's empowerment in all programs and projects as a cross-cutting issue.
4. Discover injustices that hinder the realization of women's rights, girls' rights and the realization of gender equality, and find appropriate remedial measures.
5. Disaggregate female/male indicators in the monitoring system of all activities to ensure equal opportunity, participation, decision-making rights, and benefits of women and men as well as of girls and boys in all project activities.
6. Pregnant and breastfeeding women given priority to arrange flexible working time and make their own decisions on overnight business trips.
7. Regularly update knowledge and capacity building tools on gender equality for DWC staff and beneficiaries in project areas.

ANNEX: SUMMARY OF THE NATIONAL STRATEGY ON GENDER EQUALITY FOR THE 2021-2030 PERIOD

General objective: Continue to close the gender gap, create conditions and opportunities for women and men to participate and enjoy equal benefits in all areas of social life, contributing to sustainable development of the country.

Objective

Objective 1: in the field of politics

- Women holding key leadership positions in 60 percent of state management agencies and local administrations at all levels by 2025 and 75 percent by 2030.

Objective 2: in the field of economy and labor

- Increase the proportion of female wage-workers to 50% by 2025 and about 60% by 2030.
- Reduce the proportion of female employees working in the agricultural sector in the total number of female employees in employment to less than 30% by 2025 and less than 25% by 2030.
- The ratio of female directors/owners of businesses and cooperatives will reach at least 27% by 2025 and 30% by 2030.

Objective 3: In family life and prevention and response to gender-based violence

- Reduce women's average hours of unpaid housework and care work to 1.7 times in 2025 and 1.4 times in 2030 compared to men.
- By 2025, 80% and by 2030, 90% of people experiencing domestic and gender-based violence will have access to at least one of the basic support services; by 2025 to reach 50% and by 2030 to reach 70% of domestic violence perpetrators, gender-based violence is detected at a level that has not been prosecuted for criminal responsibility.
- From 2025 onwards, 100% of trafficked and returned victims who are found to be in need of assistance will be entitled to support services and community reintegration.
- By 2025, 70% and by 2030, 100% of public social assistance establishments will deploy activities to assist, prevent and respond to gender-based violence.

Objective 4: In the medical field

- The sex ratio at birth will be at 111 boys/100 live births by 2025 and 109 boys/100 live births by 2030.
- Maternal mortality rate related to pregnancy will decrease to 42/100,000 live births by 2025 and below 42/100,000 by 2030.
- The adolescent fertility rate will decrease from 23 births/1,000 women to 18/1,000 by 2025 and below 18/1,000 by 2030.

- The percentage of provinces and central cities that have at least one medical facility providing pilot health care services for gay, bisexual and transgender people will reach 40% by 2025 and 70% by 2030.

Objective 5: In the field of education and training

- Content on gender and gender equality shall be included in the curricula in the national education system and officially taught in pedagogical schools from 2025 onwards.
- The percentage of boys and girls of ethnic minorities who complete primary education will reach over 90% by 2025 and about 99% by 2030; the lower secondary completion rate will reach about 85% by 2025 and 90% by 2030.
- The percentage of newly recruited female students in the vocational education system will reach over 30% by 2025 and 40% by 2030.
- The percentage of female masters in the total number of people with master's degrees will reach not less than 50% from 2025 onwards. The proportion of female doctorates in the total number of people with doctoral degrees will reach 30% by 2025 and 35% by 2030.

Objective 6: In the field of information and communication

- To strive for 60% by 2025 and 80% by 2030 of the population to have access to basic knowledge on gender equality.
- From 2025 onwards, 100% of Party organizations, authorities, administrative agencies, departments, branches and mass organizations at all levels will be disseminated and updated information on gender equality and committed to implementation of gender equality.
- From 2025 onwards, 100% of communes, wards, and townships will have at least 04 articles on gender equality every quarter on the grassroots information system.
- Ensure 100% of radio and television stations at central and local levels having monthly topics/issues to raise awareness of gender equality.

DWC's Director

Bui Thi Kim