

GENDER EQUALITY POLICY IN VIETNAM

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Abstract

Human development remains a central concern for every nation, and issues related to people are always a priority for both society and the state, among which gender equality is reflected through gender equality policies. This article provides an overview of gender, gender equality, and gender equality policies, then combines secondary data and primary survey data to analyze the current situation of gender equality policies in Vietnam, assessing both achievements and limitations. Based on these findings, the paper proposes three groups of solutions to improve gender equality policies in Vietnam in the coming period.

Keywords: Policy, Gender Equality, Vietnam.

1. INTRODUCTION

Gender equality is recognized as one of the fundamental human rights protected by law. It represents the right of individuals-particularly women-to live with dignity, to pursue their aspirations without fear, and to enjoy equal opportunities. Gender equality is also considered a prerequisite for fostering development and reducing poverty (vietnam.unfpa.org, 2024).

Gender equality entails ensuring that all individuals are treated fairly, with equivalent opportunities and benefits, regardless of gender. This requires acknowledging and respecting both the similarities and differences between men and women, while guaranteeing that both genders are evaluated according to fair and consistent standards (luatvietnam.vn, 2021).

Vietnam has paid attention to gender equality and the enactment and implementation of related policies and laws since the early days of independence. The 1946 Constitution explicitly affirmed “equal rights between men and women,” and gender equality has remained a crucial task in nurturing and developing human resources-both male and female-as a decisive factor in the success of national renewal (quanlynhanuoc.vn, 2021).

Vietnam was the second country in the Asia-Pacific region to ratify the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979.

The country has ratified 7 out of 9 core human rights conventions, which contain comprehensive provisions against discrimination.

To date, Vietnam has established and improved its legal and institutional framework to promote gender equality and empower women, enhance women’s participation across sectors, and develop services to respond to gender-based violence. Nevertheless,

challenges remain, including workplace gender gaps, entrenched stereotypes about women's roles in the family, insufficient resources and expertise to fully mainstream gender into laws and sub-law documents, and a lack of gender-disaggregated data across industries.

Thus, state policies and instruments have a significant impact on gender equality. However, it is essential to examine the current situation of gender equality policies in Vietnam, in order to propose solutions that strengthen the capacities and responsibilities of both genders, thereby contributing to the socio-economic development of the country.

2. RESEARCH METHODOLOGY

To serve the research purposes, the authors employed a dual-methodology consisting of desk research (a review of literature published across media channels) and a sociological survey (questionnaire-based data collection).

Through the desk research method, the authors conducted a comprehensive literature review on gender equality theories and policies, encompassing concepts, classifications, characteristics, roles, and evaluation criteria for gender equality policies.

For the sociological survey, a questionnaire was developed to gather data, utilizing convenience sampling to reach the target respondents.

The survey questionnaire was structured into three main sections:

- 1) General information
- 2) Evaluation of the current state of gender equality policies in Vietnam
- 3) Recommendations and proposals

Data collection was carried out using a convenience sampling technique. The questionnaire was developed via Google Forms and distributed online through a dedicated link: <https://forms.gle/L57LHrB9wkE2TpLW8>.

The survey link was disseminated across various regions to the target respondents via social media platforms and communication channels, including Facebook, Zalo, and Email. A total of 300 responses were collected, of which 5 were excluded due to invalidity. Each question offered predefined response options, including single-choice, multiple-choice, or a 5-point Likert scale (where 1 represents the lowest level and 5 represents the highest).

Regarding data analysis, a final dataset of 295 valid responses was processed. Quantitative data were compiled and statistically analyzed using Microsoft Excel, serving as empirical evidence to address the research questions.

In terms of the respondent demographic profile, approximately 60% of the participants were female, primarily falling within the 18 to 40 age bracket. This cohort is highly aware of policy shifts and directly influenced by general public policies, particularly those regarding gender equality. Geographically, the majority of respondents resided in

Northern Vietnam (accounting for 78.9%). Regarding employment status, 47.4% were employed with a stable income, while 15.8% were employed but lacked a stable income.

3. RELATED THEORIES

3.1 Gender Equality Theory

Origins and the Necessity of Gender Equality

The concept of equal rights between men and women was first formally recognized in the United Nations Charter of 1945, which established gender equality as a fundamental human right. This landmark recognition was the culmination of a long-standing struggle by women worldwide, which originated in France. In 1791, Olympe de Gouges-a pioneer of the feminist movement-drafted the Declaration of the Rights of Woman and of the Female Citizen. This document demanded that women be granted the same rights previously proclaimed in the French Declaration of the Rights of Man and of the Citizen of 1789. Later, in 1910, the Second International Conference of Working Women met in Copenhagen, Denmark, and established March 8th as "International Women's Day." This day became a symbol of global solidarity in the women's struggle, rallied around key slogans: an 8-hour workday, equal pay for equal work, and the protection of mothers and children.

The struggle for women's rights and for Gender equality has been a long-term process, with achievements gradually recognized worldwide, in which the role of the United Nations has been of great importance. On December 16, 1966, the UN General Assembly adopted the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. Article 3 of these Covenants affirms: "The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all civil and political rights set forth in the present Covenant." With the adoption of these instruments and the commitment of member states, positive steps were taken toward ensuring women's rights.

From the recognition of equality in the UN Charter of 1945 to the adoption of the Covenants in 1966, the United Nations and its affiliated organizations have made considerable efforts to promote gender equality. However, the implementation process has not yet yielded substantial results. In many countries, the practice of equality remains largely formalistic, highlighting the need for stronger international instruments with binding force. Concrete conditions must be established to ensure that gender equality is effectively realized in practice.

An important milestone came in 1972, when the Secretary-General of the United Nations called for studies and practical surveys to prepare for the adoption of a convention on gender equality. In 1979, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted by the UN General Assembly and entered into force on August 3, 1981. Vietnam was among the first countries to sign and participate in the Convention. To date, more than 185 countries have ratified it.

CEDAW is regarded as an international human rights charter for women. By joining the Convention, states are required to incorporate the concept of “gender equality” into national legislation, abolish all discriminatory provisions in law, and enact regulations to combat discrimination. Oversight of the Convention is the responsibility of the Committee on the Elimination of Discrimination against Women, composed of experts on women’s issues from various UN member states (vnubw.org.vn, 2021).

In 1995, at the Fourth World Conference on Women in Beijing, representatives of 189 countries, including Vietnam, adopted the Beijing Platform for Action. Its objective was to eliminate discrimination and ensure equal opportunities for women in all areas of life.

Gender equality is not merely a destination but a long journey toward a fairer and more progressive society, ensuring that no woman is left behind (hanoimoi.vn, 2026).

Thus, gender equality is not only a moral value but also a decisive factor in economic development, social progress, and global peace. Promoting gender equality brings benefits not only to women but also creates a better environment for everyone—from families to nations and the international community (nhandan.vn, 2025).

The Concept of Gender Equality

The term sex refers to the biological characteristics of men and women.

In the social sciences, however, gender is understood as the differences in roles, behaviors, attitudes, and values between men and women. Gender is distinct from sex, which denotes innate biological traits. While sex is stable and does not change over time, gender can vary depending on social context, cultural background, and historical period.

Gender stereotypes are biased views, negative attitudes, and unfair evaluations of the position, capacity, and role of one gender. They are the result of prolonged imposition of certain ideologies, distorting the truth about individual abilities and values. Such stereotypes restrict opportunities for development, particularly for women and girls. They perpetuate gender inequality, reduce labor efficiency, and hinder overall social progress. Therefore, eliminating gender stereotypes is an essential requirement for building a fair and progressive community (fptshop.com.vn, 2025).

According to the United Nations, gender equality means that women and men enjoy the same conditions to fully exercise human rights and have equal opportunities to contribute to and benefit from the achievements of social development.

In Vietnam, gender equality is recognized as one of the fundamental rights and obligations of citizens. The Law on Gender Equality (2006) defines gender equality as the situation in which men and women have equal positions and roles, are provided with conditions and opportunities to develop their capacities for the advancement of the community and family, and equally enjoy the fruits of that development.

In every model of sustainable development, gender equality is always one of the foremost criteria. Countries with high gender equality indices often possess strong economies, stable societies, and higher levels of citizen happiness.

Objectives of Gender Equality

The core objectives of gender equality include:

- + Increasing women's participation in state management and positions of authority.
- + Eliminating gender-based violence, particularly violence against women and girls.
- + Ensuring equal access for both men and women to healthcare, education, and employment opportunities.
- + Removing gender stereotypes embedded in culture, tradition, and family life.

The Role of Gender Equality

The role of gender equality in society can be summarized as:

- + Enriching human resources and promoting comprehensive economic development.
- + Enhancing social stability by reducing gender-based conflicts.
- + Strengthening public trust in the rule of law when individual rights are respected.

3.2 Theories on Gender Equality Policy

Concept of Gender Equality Policy

Policy refers to the orientations, plans, and specific measures of the state aimed at achieving certain objectives in national governance, public welfare, and socio-economic development. Examples include policies on identifying, training, fostering, planning, attracting, and utilizing talent.

Gender equality policy is understood as the set of state policies designed to address issues of gender inequality, with the ultimate goal of achieving gender equality.

Provisions of Gender Equality Policy

According to the Law on Gender Equality (2006), the provisions of state policy on gender equality are as follows:

- + Ensuring equality in all areas of politics, economy, culture, society, and family; supporting and creating conditions for both men and women to develop their capacities and have equal opportunities to participate in the development process and benefit from its outcomes.
- + Protecting and supporting mothers during pregnancy, childbirth, and child-rearing; creating conditions for men and women to share family responsibilities.
- + Eliminating outdated customs and traditions that hinder the achievement of gender equality goals.
- + Encouraging participation of agencies, organizations, families, and individuals in activities that promote gender equality.

- + Supporting gender equality initiatives in remote areas, ethnic minority communities, and regions with particularly difficult socio-economic conditions; providing necessary support to raise the gender development index in sectors, fields, and localities where it is below the national average.

The Role of Gender Equality Policy

Gender equality policy is an essential policy for every nation, consistent with global trends, and serves as a guiding framework for economic, social, political, and cultural activities. Through gender equality policies, human life becomes more balanced and improved, individuals are provided with better living conditions, and nations are able to achieve sustainable development goals.

Gender equality policy has clearly demonstrated its role in human development, in the economic sphere, in politics, in security and safety, as well as in social life and social protection.

Criteria for Evaluating Gender Equality Policy

Gender equality policy belongs to a group of policies with very profound impacts on both individuals and organizations. The evaluation of this policy can be carried out in many ways: there may be numerical data to quantify the assessment, but sufficient time is also required to clearly perceive the value of such policies. Thus, gender equality policy can be evaluated through several criteria as follows:

First: Consistency

Gender equality policy needs to ensure continuity as well as consistency with other policies and legal regulations of organizations and the State, such as economic policy, employment policy, and wage policy.

Second: Appropriateness

Gender equality policy must guarantee appropriateness. The provisions set out in gender equality policy should be consistent with the political-social characteristics, economic situation, and cultural traditions of each country.

Gender equality policy must also be truly flexible. The policy introduced should be applicable across many organizations, sectors, and regions, where cultural, economic, and social conditions may differ, but the overarching principle must remain the same: to create gender equality.

Fourth: Stability

Gender equality policy must also have stability in terms of the time of application. Like other policies, gender equality policy has a time lag, requiring a certain period before it takes effect and shows results. Therefore, the provisions of gender equality policy need to be applied over a sufficiently long period, avoiding changes or interruptions.

Fifth: Effectiveness

Gender equality policy is one of the socio-economic policies, and therefore its effectiveness must be emphasized. The promulgation and implementation of gender equality policy also generate many costs and use many resources. For this reason, the measurement and evaluation of gender equality policy must be conducted regularly to ensure that the results of the policy are greater than the costs incurred, thereby confirming the effectiveness of the policy.

4. THE CURRENT SITUATION OF GENDER EQUALITY POLICY IN VIETNAM

4.1 Overview of Vietnam's Socio-Economic Situation

First: GDP Growth

In 2025, Vietnam's economy achieved a growth rate of 8.02%, meeting the targets set by the National Assembly and the Government. This growth rate was only lower than the 8.54% increase recorded in 2022 during the period 2011-2025. (Specifically, Q1 increased by 7.05%; Q2 by 8.16%; Q3 by 8.25%; and Q4 by 8.46%) (thuvienphapluat.vn, 2026).

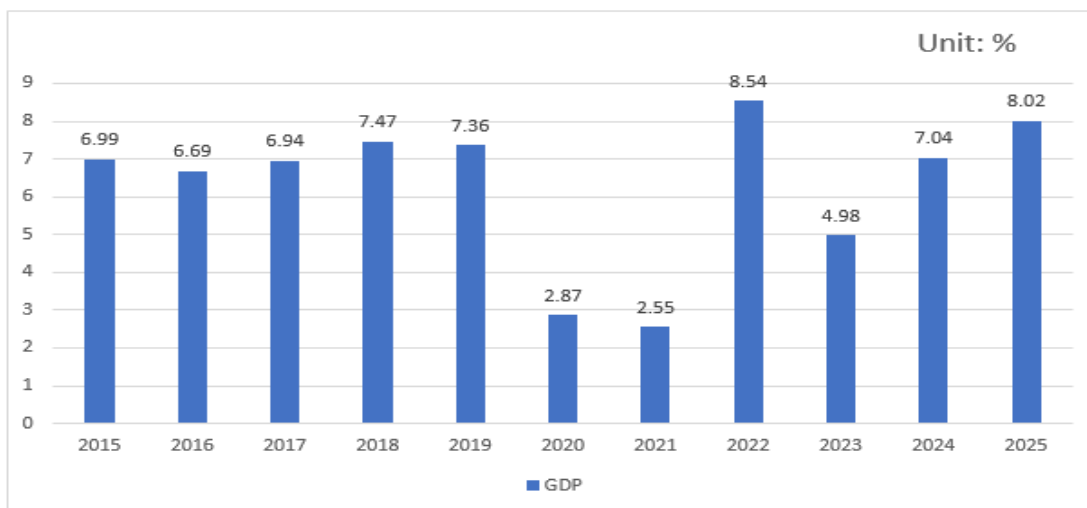


Chart 1: Vietnam's GDP Growth over the Years

Source: Compiled by the group of authors

Second: Employment and Income

In 2025, the total number of employed workers was 52.4 million, an increase of 578.3 thousand people (equivalent to 1.1%) compared to the previous year. Of this, the urban sector accounted for 20.4 million people, an increase of 518.1 thousand compared to the previous year; the rural sector accounted for 32.0 million people, a decrease of 60.2 thousand (nso.gov.vn, 2026). The number of employed male workers and the income of men have almost always been higher than those of female workers over the years.

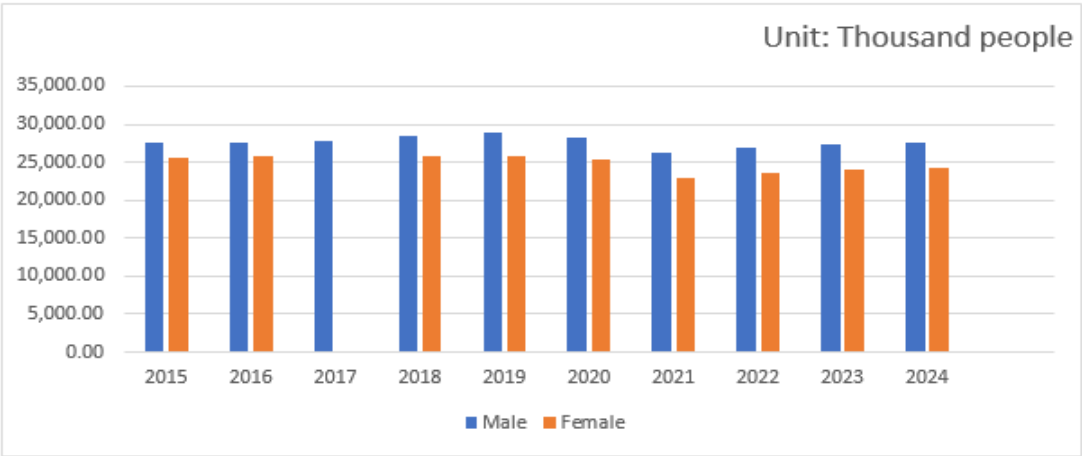


Chart 2: Number of Employed Workers in the Economy by Gender

Source: General Statistics Office, 2025

Average income per capita by gender is shown in the following chart:

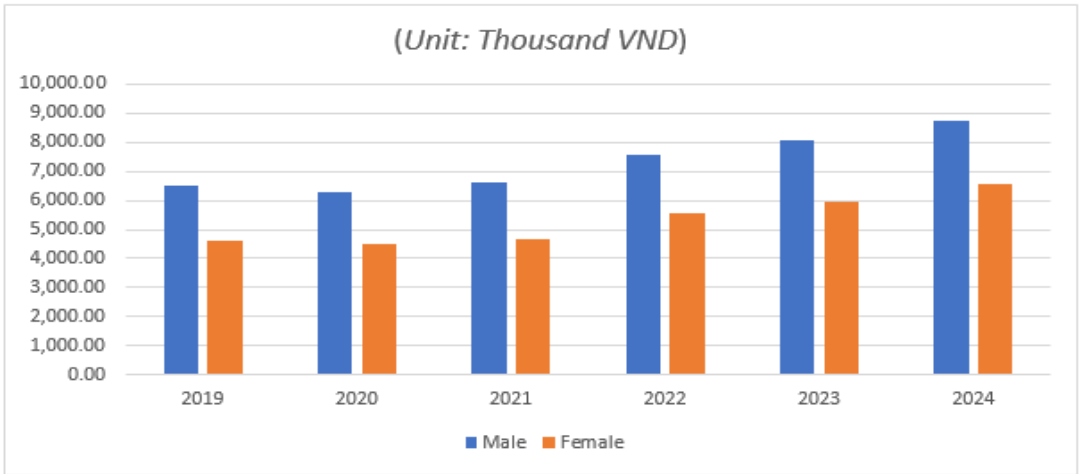


Chart 3: Average Income Per Capita by Gender in Vietnam

Source: Statistical Yearbook 2024

Third: Life Expectancy and Public Health

In 2025, the health sector achieved many of its set targets, including an average life expectancy of 74.8 years, sufficient ratios of doctors and hospital beds to ensure medical examination and treatment, and 90% of citizens satisfied with healthcare services. Health insurance coverage was estimated to reach 95.15% of the population, with 15 doctors per 10,000 people and 34.5 hospital beds per 10,000 people. (vnexpress.net, 2025). Women consistently have a higher average life expectancy compared to men over the years.

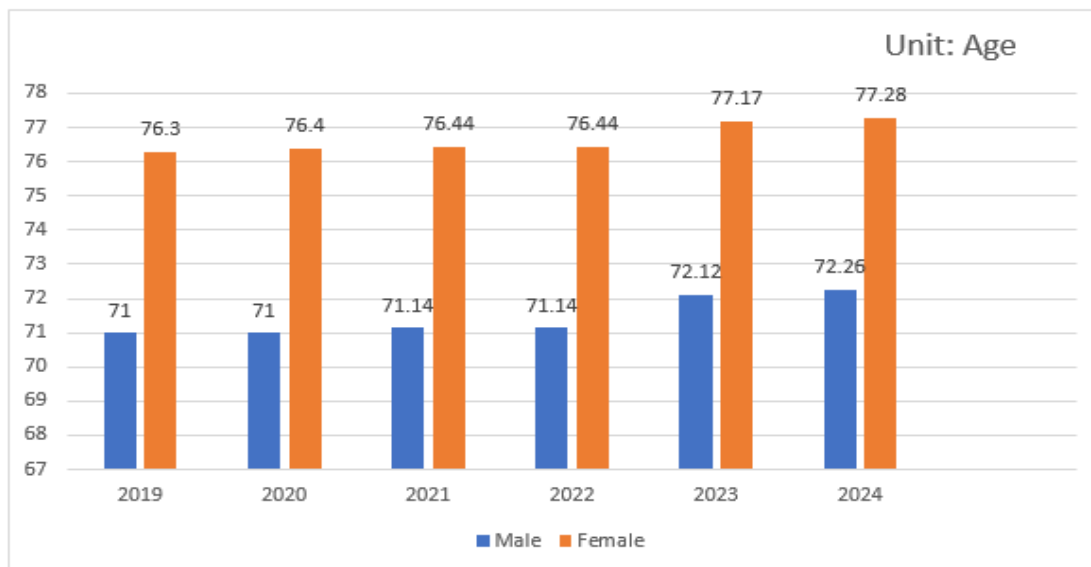


Chart 4: Average Life Expectancy of Vietnamese People

Source: Compiled by the group of authors

Fourth: Culture and Sports

The year 2025 concluded with a cultural picture showing a rare dynamism not seen in many years: heritage stepped out of the “glass cabinet” thanks to technology; festivals and cultural events filled public spaces; Vietnamese culture appeared on global platforms with unprecedented influence. This was not merely temporary vibrancy, but a sign of a systemic shift: for the first time, Vietnam approached culture as an ecosystem of creativity - digitalization - technology, instead of a purely preservation-oriented field (vov.vn, 2025).

Fifth: Education - Science - Technology

The year 2025 concluded with strong milestones in the fields of Science and Technology, Innovation, and Digital Transformation (S&T, Innovation & Digitalization). From building a solid legal framework to remarkable achievements in defense industry, healthcare, and digital transformation, Vietnam gradually shaped its position and left a mark on the global technology map. The proportion of internet users and mobile phone users was also considered an indicator to evaluate the country's development in science and technology.

Table 1: Selected Indicators of Technology Use by Gender in 2024

Indicator	Male	Female
Percentage of people with IT skills by gender	49.3%	44.4%
Percentage of people participating in social networks by gender	78.7%	74.4%
Percentage of mobile phone users by gender	85.7%	83.8%
Percentage of internet users by gender	86.1%	82.3%

Source: Statistical Yearbook, 2024

One of the foundational events in 2025 was the National Assembly's approval of 10 laws in the fields of Science and Technology, Innovation, and Digital Transformation. This was considered a breakthrough in institutional reform, creating a synchronized legal framework and resolving long-standing bottlenecks, paving the way for new growth drivers based on knowledge and technology.

The education sector experienced a year of institutional breakthroughs, completing curriculum reforms and textbook changes, but also faced considerable disruptions and confusion from examination practices and extra classes. Nevertheless, impressive figures in general education still provided notable highlights.

Table 2: General Education in the School Year 2024 - 2025

Indicator	Result
Classes	522 thousand
Teachers	817.7 thousand
Students	18.6 million
Average number of students per teacher	23 students
Average number of students per class	36 students

Source: Statistical Yearbook, 2024

In particular, statistics on the number of female teachers and female students in general education schools have shown significant progress in education.

Table 3: Number of Female Teachers and Female Students in General Education Schools as of September 30, 2024

Indicator	School Year 2020-2021	School Year 2021-2022	School Year 2022-2023	School Year 2023-2024	Preliminary 2024-2025
Female teachers (thousand persons)	596.7	596.0	593.4	597.9	
Female students (thousand students)	8,563.2	8,734.6	8,838.9	8,952.7	7,779.7

Source: Statistical Yearbook, 2024

The number of female teachers and female students in general education schools in Vietnam has shown an upward trend in recent school years, demonstrating social progress and the significant opportunities created for women in education and training.

4.2 Analysis of the Current Situation of Gender Equality Policy in Vietnam

4.2.1 Overview of Gender Equality Policy in Vietnam

In recent years, along with the country's overall development, Vietnam's legal system and policies on gender equality have been continuously improved, creating favorable conditions for both genders in many fields and contributing significantly to national development.

Therefore, when asked about the role of gender equality policies in Vietnam, surveyed respondents provided assessments of these roles as follows:

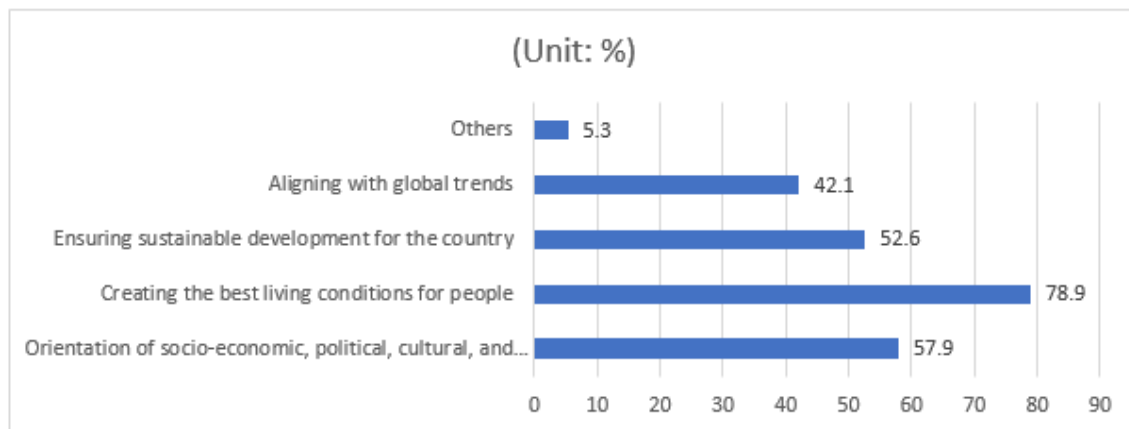


Chart 5: Survey Results on the Role of Gender Equality Policies in Vietnam

Source: Survey Results

According to the survey, respondents assessed that the greatest role of gender equality policies in Vietnam is “creating the best living conditions for people” (approximately 80% of responses). The second most important role was “orienting socio-economic, political, cultural, and healthcare activities” (nearly 60% of responses).

Preliminary evaluations indicate that the surveyed opinions rated the success level of gender equality policies in Vietnam as relatively high (63.2% of responses).

Regarding specific gender equality policies, respondents provided a general assessment of their level of success as follows:

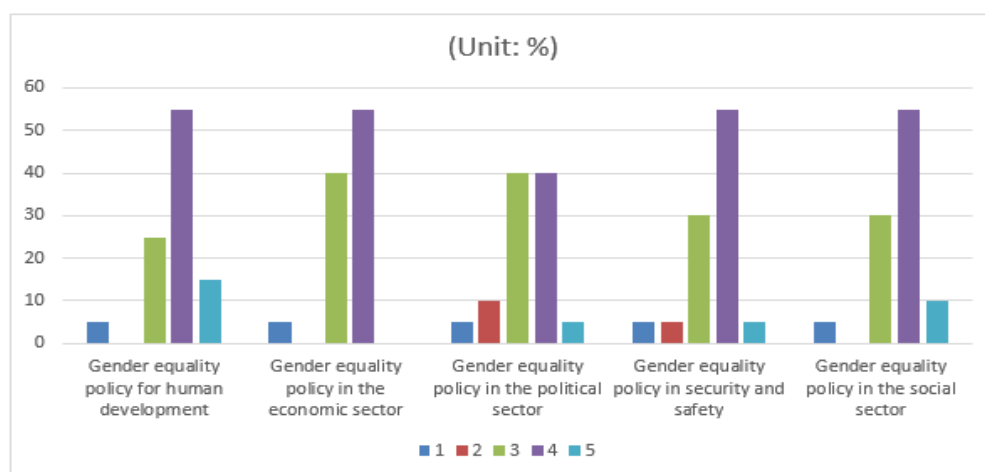


Chart 6: Survey Results on the Success Level of Gender Equality Policies in Vietnam

Source: Survey Results

4.2.2 Current Situation of Issuing and Implementing Gender Equality Policies for Human Development in Vietnam

The measure of a nation's development is not merely economic growth but, more importantly, human development. According to the United Nations Development Programme (UNDP) report analyzing the human development process based on the Human Development Index (HDI), which measures achievements in health, education, and income, Vietnam's HDI increased from 0.483 in 1990 to 0.766 in 2023 - a rise of nearly 55%. This demonstrates an impressive advancement, especially in the context of global human development progress stagnating at an unprecedented level.

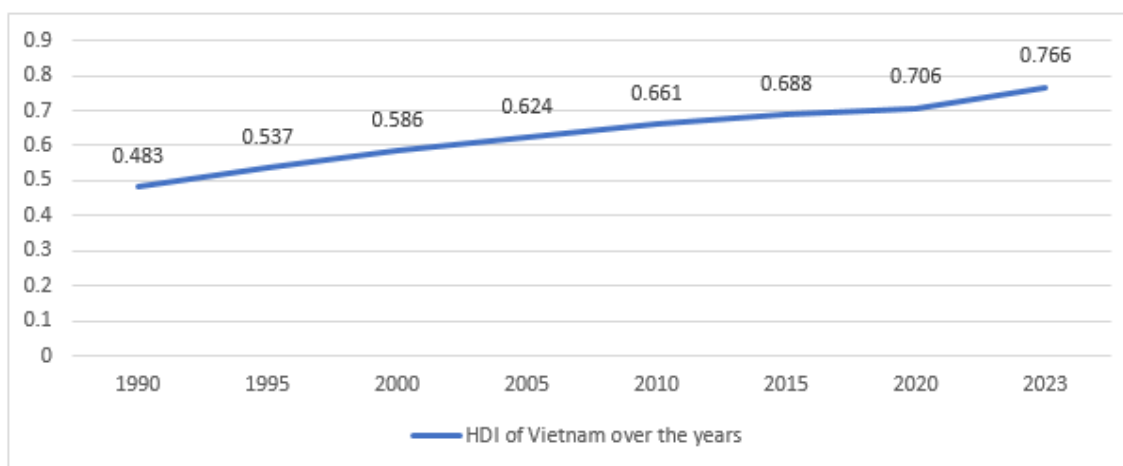


Chart 7: Human Development Index of Vietnam

Source: UNDP, 2025

Gender equality policy is considered a policy with profound impact on human development, encompassing physical well-being, life, mental health, and psychological aspects.

(a) Gender equality policy in healthcare for human development.

In 2021, the Ministry of Health issued Decision No. 5658/QĐ-BYT dated December 11, 2021, on the Plan for implementing the national strategy on gender equality in the health sector for the period 2021-2030.

The general objective of this decision is: to continue strengthening equality between men and women in the provision and enjoyment of healthcare services, thereby contributing to improving the quality of protection, care, and enhancement of public health in a fair, effective, and sustainable manner. The specific objectives of this Decision are:

- + Ensuring gender equality in access to and enjoyment of healthcare services
- + Ensuring gender equality rights for healthcare staff

Some evaluations of the implementation of gender equality in healthcare have been summarized as follows:

Table 4: Objectives and Achieved Results of Gender Equality Policy in Healthcare

Indicator	Target	Implementation in 2024	Notes
Sex ratio at birth	2025: 111/100 2030: 109/100	111,4/100	Not achieved
Maternal mortality rate related to pregnancy	2025: 42/100,000 2030: < 42/100,000	43/100,000	Not achieved
Percentage of provinces and centrally-run cities with at least one healthcare facility piloting health services for homosexual, bisexual, and transgender people	2025: 40% 2030: 70%	14%	Not achieved

Source: Mid-term Population Census Results, 2024

The Population Law 2025, effective from July 1, 2026, stipulates stronger measures to prevent the “disclosure of fetal sex”, evidenced by the direct inclusion of this regulation into the Law on Medical Examination and Treatment for strict enforcement. The law also strictly prohibits all acts of sex selection of fetuses in any form. This reflects the legal standpoint of protecting the right to equal childbirth and combating gender discrimination that may cause population imbalance. In addition, doctors or medical practitioners who disclose the sex of a fetus with the purpose of leading to sex-selective abortion will be suspended from practicing medical examination and treatment. This policy aims to reduce sex ratio imbalance at birth, demonstrating legal efforts to protect the rights and interests of children while promoting gender equality in the community.

This proposal is not a standalone measure but stems from a long-standing concerning reality: the sex ratio at birth in Vietnam has consistently remained high, exceeding the natural biological balance. According to natural law, this ratio usually fluctuates between 104-106 boys per 100 girls born alive. However, in Vietnam, the figure has been “skewed” for a long time. Specifically, in 2006 it was 109.8 boys per 100 girls; by 2015 it rose to 112.8; and by 2024 it remained high at around 111.4.

Population projections show that if this trend is not effectively controlled, Vietnam will face a surplus of men of marriageable age. It is estimated that by 2039, about 1.5 million men aged 15-49 will struggle to find a spouse, and this number could rise to 2.5 million by 2059. This is not only a demographic issue but also entails a series of complex social consequences.

According to the Ministry of Health, the imbalance in sex ratio at birth can distort the traditional family structure, causing a portion of men to marry late or be unable to marry at all. In the long run, this situation may increase the risk of trafficking of women and girls, the rise of prostitution, gender-based violence, as well as organized and transnational crime. These consequences have already been recorded in some countries that experienced severe sex ratio imbalance (hoilhpn.org.vn, 2026).

(a) Gender equality policy in education for human development.

In 2021, the Government issued Resolution No. 28/NQ-CP on the National Strategy for Gender Equality for the period 2021-2030.

The Ministry of Education and Training is responsible for implementing four indicators (Indicators 1, 2, 3, and 4) under Goal No. 5 of Resolution No. 28/NQ-CP. To date, the Ministry has studied and concretized these indicators into the Action Plan for the Advancement of Women and Gender Equality for the period 2021-2030 (Plan No. 49/KH-BGDĐT, activities in 2023 of the Committee for the Advancement of Women - Ministry of Education and Training). In particular, in 2023, the Committee for the Advancement of Women planned to develop a project to integrate gender equality content into teacher training programs.

In recent years, many guidelines and policies on education and training have incorporated gender perspectives, ensuring gender equality and creating a legal framework for agencies, units, and educational institutions to implement solutions that enhance the role and participation of both men and women in the process of educational reform. Numerous regimes and policies for staff, teachers, workers, pupils, and students have been effectively implemented in the spirit of ensuring gender equality.

The direction and implementation of activity plans have been carried out in a synchronized and unified manner, linked to the tasks of each academic year. Special attention has been paid to creating favorable conditions and timely policies to narrow the gap between boys and girls in access to education, increasing literacy rates among girls and ethnic minority women in disadvantaged areas.

Communication and education efforts to raise awareness of gender and gender equality have shown positive changes in agencies, units, and educational institutions, with more coordinated collaboration between schools, families, and society.

Many effective communication programs have encouraged changes in behavior and attitudes regarding gender equality issues, aiming to eliminate gender stereotypes, discrimination, and the mindset of “valuing men over women” in agencies, institutions, schools, and society. Gender equality education has been emphasized as one of the core educational contents and has been integrated into curricula at all levels, from preschool to university.

Advocacy for women and the advancement of women in the education sector has shown clear progress. The role and position of female teachers and managers have been increasingly valued and respected.

Their professional qualifications, management skills, and political theory knowledge have been improved; their material and spiritual lives have been enhanced, creating motivation for female staff, teachers, and workers. The proportion of female managers across the sector has reached over 63% (giaoducthoidai.vn, 2023).

Some indicators of the results of implementing gender equality policies in education are summarized as follows:

Table 5: Objectives and Achieved Results of Gender Equality Policy in Education

Indicator	Target	Implementation in 2024	Notes
Gender and gender equality content included in the national education curriculum and officially taught in teacher training institutions from 2025 onwards		Has promulgated and implemented the project	Achieved
Completion rate of primary education among ethnic minority boys and girls	2025: 90% 2030: 99%	98.6%	Achieved
Completion rate of lower secondary education among ethnic minority boys and girls	2025: 85% 2030: 90%	91.7%	Surpassed
Proportion of female trainees, pupils, and students newly enrolled in the vocational education system	2025: >30% 2030: 40%	34%	Achieved
Proportion of female master's degree holders in the total number of master's degree holders	50%	45.2%	Not achieved
Proportion of female PhD holders in the total number of PhD holders	2025: 30% 2030:35%	28.3%	Not achieved

Source: Mid-term Population Census Results, 2024

According to the results of the mid-term population census in 2024 on the implementation of gender equality policies in education, some indicators have not yet been achieved, while the remaining indicators have met or even exceeded the set targets. When asked about the level of success in issuing and implementing each gender equality policy for human development, respondents provided the following evaluations, with: Level 1: Very poor; Level 2: Poor; Level 3: Average; Level 4: Good; Level 5: Very good

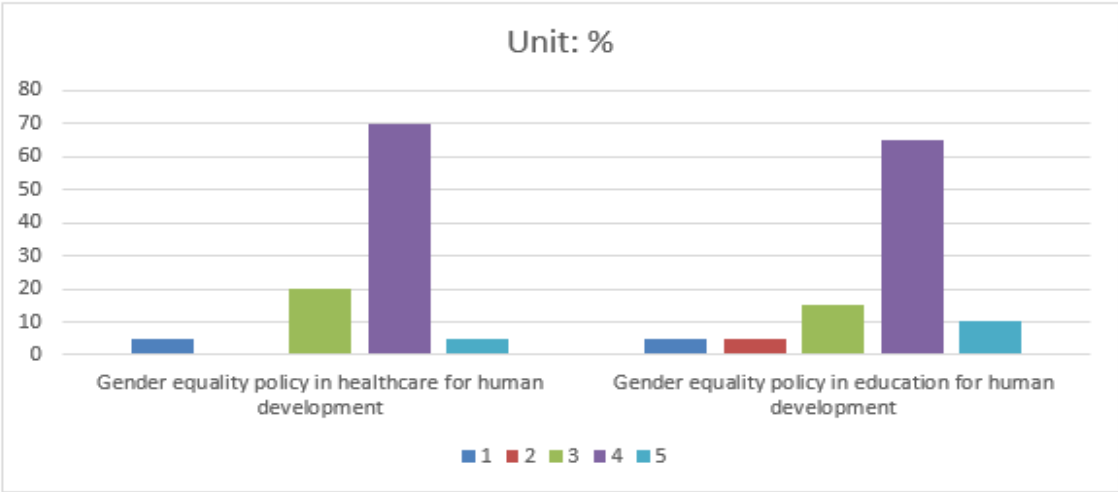


Chart 8: Survey Results on the Success Level of Gender Equality Policies for Human Development

Source: Survey Results

Respondents assessed that gender equality policies for human development in Vietnam in recent years were generally rated as good (65%-70% of responses). Among these, gender equality in education was evaluated more positively compared to gender equality in healthcare.

4.2.3 Current Situation of Issuing and Implementing Gender Equality Policies for Economic Development in Vietnam

The economy and labor sector is one of the areas with the most outstanding achievements in gender equality, with several indicators achieved such as a high employment rate among women and increasing income levels of female workers.

Table 6: Objectives and Achieved Results of Selected Indicators of Gender Equality Policy in the Economy

Indicator	Target	Implementation in 2024	Notes
Proportion of female wage earners	2025: 50% 2030: 60%	50.9%	Surpassed
Proportion of employed women working in agriculture	2025: <30% 2030: <25%	25.5%	Achieved
Proportion of female directors/owners of enterprises and cooperatives	2025: 27% 2030: 30%	28.2%%	Achieved

Source: Mid-term Population Census Results, 2024

Female workers are defined as women who, when participating in labor relations, enjoy all the rights and obligations of workers, while also being subject to specific provisions of labor law. The State guarantees women's right to work equally in all aspects with men and has policies encouraging employers to create conditions for female workers to have stable employment, widely apply flexible working hours, part-time or weekly work, and home-based work.

Each country's laws contain provisions to ensure the rights of female workers in labor relations, usually focusing on areas such as protection of women's rights in employment; vocational training; professional development and skill enhancement; wages, occupational safety and hygiene; social insurance; working hours and rest periods. Countries base their regulations on their own national conditions.

Not only female workers but also male workers participating in compulsory social insurance are entitled to maternity benefits. Accordingly, male workers are eligible for maternity benefits if they fall into one of the following two cases:

- + Male workers undergoing sterilization procedures
- + Male workers paying social insurance whose wives give birth

With these gender equality policies for workers directly engaged in creating wealth and driving economic development, motivation has been fostered for workers to enthusiastically contribute to their jobs.

Alongside this, according to policy regulations, the State encourages the use of labor with priority given to recruiting and employing women when they meet the conditions and standards for jobs suitable for both men and women. Priority is also given to signing new labor contracts with female workers when their contracts expire; at the same time, regimes and policies for female workers are implemented at levels better than those stipulated by law. Employers are responsible for enhancing welfare and improving working conditions, such as providing adequate bathrooms and sanitary facilities in accordance with Ministry of Health regulations. They are encouraged to cooperate with workers' representative organizations to plan and implement solutions for stable employment, flexible working hours, part-time work, home-based work, skill enhancement, and training female workers in additional backup occupations suitable to their physical, physiological, and maternal characteristics.

The State also has special support policies for enterprises operating in production, construction, and transportation sectors that employ many female workers (from 10 to 100 female workers, with women accounting for more than 50% of the regular workforce), in order to promote gender equality and facilitate business and economic development. These include:

- + Investment support for facilities; exemption or reduction of facility rental fees.
- + Financial support: Enterprises employing many female workers will receive tax reductions - this is to encourage job opportunities for women and ensure gender equality policies. Additional expenses for female workers, ensuring gender equality and preventing sexual harassment in the workplace, will be deductible when determining taxable corporate income under Ministry of Finance regulations.

When asked about the level of success in issuing and implementing gender equality policies for economic development, respondents provided evaluations as follows.

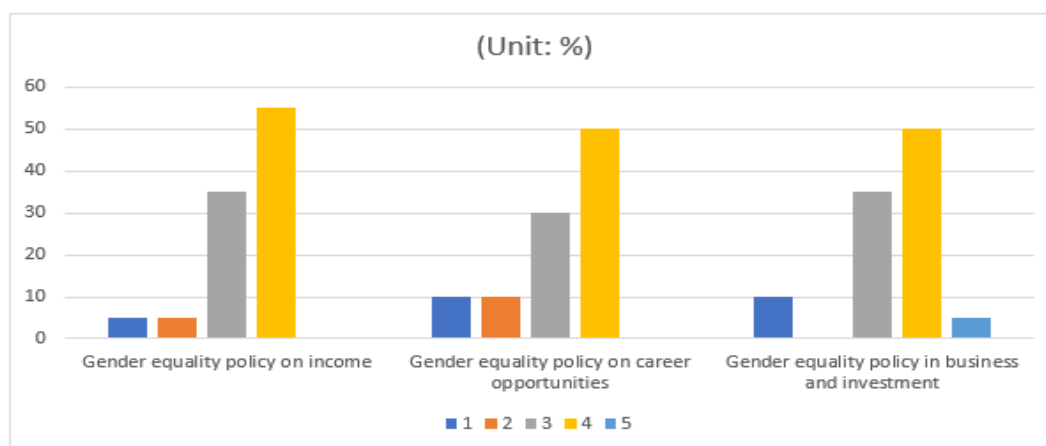


Chart 9: Survey Results on Gender Equality Policies in Economic Development

Source: Survey Results

According to respondents, the most successful gender equality policy in Vietnam's economy is the policy on income equality.

In practice, the policy may be well designed, but implementation shows that the gender wage gap in Vietnam remains high and has recently widened. The average income gap between men and women nationwide was 11.7% in 2022, rose to 13.9% in 2023, and continued to increase in 2024. The wage gap is higher in urban areas than in rural ones, and regions such as the North Central and Central Coastal areas and the Mekong Delta show disparities far above the national average (General Statistics Office, 2024). Men earn more than women at all levels of education, even within the same occupations, despite women narrowing the gap in educational attainment. Reasons include men working in higher-paying industries, men more often employed in the formal sector with labor contracts, women's work interruptions due to childbirth and household responsibilities, and men's greater ability to work full-time compared to women. In terms of family roles, men still dominate as the main economic breadwinners. Yet, women-especially wives-are increasingly sharing or assuming this role. A significant proportion of households report that both spouses are either co-breadwinners or have the highest income, reflecting a clear shift from the traditional "husband as main provider, wife as supporter" model to one of shared economic responsibility (Tran Thi Mai Thi, 2025).

4.2.4 Current Situation of Issuing and Implementing Gender Equality Policies in Politics

Politics is often associated with the image of men. Vietnam's policy and legal framework on gender equality in politics is relatively comprehensive, consistent with Vietnamese law and international instruments that Vietnam has signed and acceded to, while also meeting domestic practical requirements.

International law on gender equality in politics includes several key documents:

- + United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Member states must ensure that women are equal to men in exercising fundamental rights such as voting, participating in policymaking, and having opportunities to represent governments in international organizations on an equal basis with men.
- + United Nations General Assembly Declaration (1993): Affirmed that women have the right to equally enjoy and be protected in all fundamental human rights and freedoms in political, economic, social, cultural, civil, or any other fields.
- + International Covenant on Civil and Political Rights (ICCPR - 1966): Member states of this Covenant commit to ensuring equal rights between men and women with respect to all civil and political rights set forth in the Covenant.

In the political field, the system of legal documents and policies is gradually being improved to ensure the principle of gender equality. In addition to the Law on Gender Equality, regulations promoting gender equality in politics are also mentioned in Resolutions, Directives, the Constitution, the Law on Election of National Assembly

Deputies and People's Council Deputies, the Law on Cadres and Civil Servants and its guiding decrees, the National Strategy on Gender Equality, and related projects and programs. The proportion of women participating in management and leadership in general, and in elected bodies in particular, has made significant progress.

During the 15th National Assembly term, 35 provinces and cities had female deputies accounting for 30% or more, higher than the 14th term with 24 provinces and cities; Tuyen Quang led the country with 66.67% female deputies. The proportion of female deputies in People's Councils at all levels for the 2021-2026 term was higher than in the 2016-2021 term. Twenty-six provinces and cities had female deputies accounting for 30% or more, with BAC Kan the highest at 50% (Oxfam, 2022).

At the central government level, the proportion of key female leaders in ministries, ministerial-level agencies, and government agencies reached 46.67% in 2024, with 9 out of 22 ministries and ministerial-level agencies having no female ministers or deputy ministers. After restructuring, currently 5 out of 17 ministries and ministerial-level agencies have no female ministers or deputy ministers. The proportion of female ministers and equivalents increased slightly, while the proportion of female deputy ministers and equivalents decreased slightly, though the absolute numbers remained unchanged. The proportion of government agencies with key female leaders was only 13.6%, showing major challenges in enhancing women's positions and voices at the central level (Tran Thi Mai Thi, 2025).

Table 7: Number of Men and Women in Ministries, Ministerial-Level Agencies, and Government Agencies

Positions	Unit: %					
	30/09/2024			15/7/2025		
	Male	Female	Female ratio	Male	Female	Female ratio
Minister and equivalent	19	3	13.6	14	3	17.6
Deputy Minister and equivalent	88	12	12.0	95	12	11.2
Chairman/Director of Government agencies				4	1	20.0
Vice Chairman/Vice Director of Government agencies				15	2	11.8

Source: Author's compilation from the Government Portal as of July 15, 2025.

<https://chinhphu.vn/cac-bo-co-quan-ngang-bo-co-quan-thuoc-chinh-phu>

At the central level, the proportion of women in the highest leadership positions remains below 20%. With women's participation in state management agencies not meeting the set targets, their decisive role in executive bodies at all levels is still limited.

Women's participation in senior leadership positions remains restricted, showing that they continue to face many challenges in political advancement due to responsibilities of childbirth and family care, which interrupt career development and weaken political networks and power; gender bias in the use, planning, and appointment of female leaders; lack of opportunities for training, development, and access to leadership

positions; absence of specific policies supporting women in candidacy and election campaigning; and lack of mechanisms to compensate for gender differences in career development. In particular, the relative absence of female leaders in government agencies shows that women have fewer opportunities to access power in fields such as science, technology, media, and social affairs, even though these agencies have a high proportion of women (Tran Thi Mai Thi, 2025).

When asked about the success of issuing and implementing gender equality policies in politics, respondents evaluated as follows (Level 1: very poor; Level 2: poor; Level 3: average; Level 4: good; Level 5: very good).

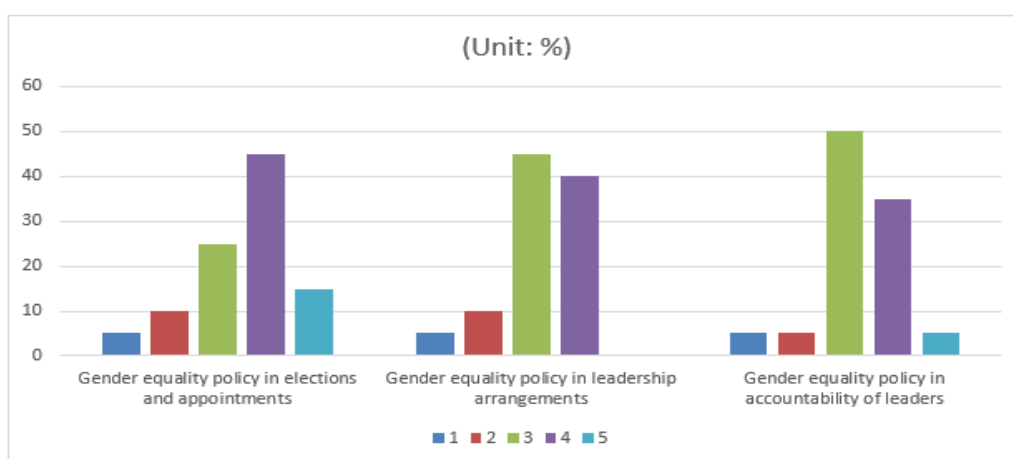


Chart 10: Survey Results on the Success of Gender Equality Policies in Politics

Source: Survey Results

According to survey respondents, gender equality policies were considered highly successful in elections and appointments, with 45% rating them at Level 4 (good).

In practice, however, while the proportion of female deputies in the 15th National Assembly and People's Councils at all levels has increased, attention to quality has been limited. The question remains whether this increase reflects genuine concern for work performance or simply numerical structuring. Female deputies may or may not be effective, or they may simply be included to fill quotas for the term. In reality, there are capable and qualified female deputies who were not incorporated into the organizational structure.

Alongside this, the targets for female participation in Party committees in policy documents remain inconsistent and lack uniformity. Resolution 11-NQ/TW (2007) of the Politburo on women's work during the period of accelerating industrialization and modernization set the goal that by 2020, female cadres participating in Party committees at all levels should reach 25% or more; female deputies in the National Assembly and People's Councils at all levels should reach 35-40%; and agencies or units with 30% or more women must have female key leaders.

Directive 35-CT/TW (2019, 2024) of the Party stated the target of achieving at least 15% female Party committee members and having female cadres in the standing committee. Meanwhile, the National Strategy on Gender Equality 2021-2030 identified only one indicator for achieving gender equality in politics: “By 2025, 60% and by 2030, 75% of state management agencies and local governments at all levels must have female key leaders.”

This system of indicators differs significantly in expectations and measurement, reflecting the challenges of increasing the proportion of female leaders in the political and administrative system. It highlights the need for consistency in gender policies across Party and State documents regarding female cadre targets, to facilitate implementation and evaluation (Tran Thi Mai Thi, 2025).

4.2.5 Current Situation of Issuing and Implementing Gender Equality Policies in the Social Sphere

In the past, under Vietnam’s feudal society, women were confined to the family environment, without access to education, examinations, or social activities. In modern society, however, women are entitled to equality in social and family relations.

Gender equality policy in marriage and family

The Law on Marriage and Family affirms and stipulates the principles of voluntary and progressive marriage, ensuring the right to freely marry and divorce. The State guarantees the implementation of a free and progressive marriage regime, monogamy, gender equality, and protection of women’s and children’s rights, aiming to build happy, democratic, and harmonious families where members unite, love, and support each other. It abolishes remnants of feudal marriage practices such as forced marriage, male chauvinism, and disregard for children’s rights.

The Penal Code also stipulates crimes related to forced marriage or obstruction of voluntary, progressive marriage: anyone who forces another to marry against their will, obstructs marriage, or maintains a voluntary marriage through abuse, mistreatment, mental coercion, demands for property, or other tricks-after already being administratively sanctioned-shall be subject to warnings, non-custodial reform up to three years, or imprisonment from three months to three years.

The 2013 Constitution, the 2015 Penal Code amended in 2017, and the Law on Domestic Violence Prevention and Control 2022 set out fundamental provisions to protect women from domestic and gender-based violence.

These include equality between men and women, inviolability of body, health, honor, and dignity, as well as protection of voluntary and equal marriage. Notably, the 2022 Law on Domestic Violence Prevention and Control contributes to the serious implementation of international commitments Vietnam has signed and joined, regarding domestic violence and protection of women from violence and discrimination.

Results of Gender Equality Policy Implementation in Family Life and Gender-Based Violence Prevention:

Table 8: Objectives and Achievements of Selected Indicators of Gender Equality Policy in Family Life and Domestic Violence Prevention

Indicator	Target	Implementation in 2024	Notes
Average hours of unpaid domestic and caregiving work by women compared to men	2025: 1.7 times 2030: 1.4 times	2.2 hours per day (1.8 times)	Not achieved
Proportion of victims of domestic and gender-based violence identified who accessed at least one basic support service in the year	2025: 80% 2030: 90%	100%	Achieved
Proportion of perpetrators of domestic and gender-based violence identified (not yet criminally prosecuted) who received counseling/consultation	2025: 50% 2030: 70%	81.7%%	Achieved

Source: Mid-term Population Census 2024

In social and recreational activities, gender differences are also evident. Men have more time to participate in social and community activities; more time for leisure and self-care; and more time for learning and self-development compared to women. This reflects the reality that women are often limited in personal time due to the burden of household work. The allocation of labor time is evidence of the double burden women carry: they both take on paid labor responsibilities to maintain income and unpaid household work. This affects job interruptions, the ability to maintain full-time employment, and the associated benefits (Tran Thi Mai Thi, 2025).

Policies for LGBT People in Vietnam

LGBT refers to individuals whose sexual orientation differs from heterosexuality; they may be lesbians, gay men, bisexuals, or transgender people. Vietnam's legal framework has introduced provisions to prevent discrimination and stigma against LGBT individuals:

- + 2013 Constitution stipulates that all individuals are equal before the law, and no one shall be discriminated against in any field.
- + 2015 Civil Code recognizes the right to gender reassignment.
- + 2014 Law on Marriage and Family does not prohibit same-sex marriage but also does not recognize it.

Other laws such as the Labour Law, Education Law, and Health Law also stipulate prohibitions against discrimination based on sexual orientation and gender identity.

Policies on Preventing Abuse and Trafficking of Women and Girls

In reality, there have been cases of violence and sexual abuse against women and girls in Vietnam. To address gender-based violence, the authorities have made many efforts such as improving institutional policies and approving programs and projects like Prevention and Response to Gender-Based Violence 2016-2020, with a vision to 2030.

In addition, several models such as Trusted Address, community shelters, support facilities for victims of gender-based violence, social work centers providing gender equality services, safe and friendly schools without violence, and safe and friendly cities for women and girls have been implemented. These initiatives have contributed to gradually raising community awareness, reducing risks, and improving the quality of support services for victims of gender-based violence.

In recent years, the Ministry of Labour, Invalids and Social Affairs (now the Ministry of Home Affairs) has implemented activities and models such as Trusted Address, community shelters, and support facilities for victims of gender-based violence, social work centers providing gender equality services, safe and friendly schools without violence, and safe and friendly cities for women and girls. These efforts have gradually contributed to raising community awareness, reducing risks, and improving the quality of support services for victims of gender-based violence. The Ministry of Labour, Invalids and Social Affairs (now the Ministry of Home Affairs) has also coordinated and mobilized financial and technical support from international organizations, particularly the United Nations Population Fund in Vietnam, to build and expand these models, ensuring availability and accessibility for both victims and perpetrators of violence.

Table 9: Targets and Achieved Results of Selected Indicators of Gender Equality Policy in Preventing and Combating Abuse and Trafficking of Women and Girls

Indicator	Target	Implementation in 2024	Notes
Rate of trafficked victims returning who are identified as needing support and receiving support services and community reintegration	100%	100%	Achieved
Rate of public social assistance facilities implementing support activities, prevention, and response to gender-based violence	2025: 70% 2030: 100%	100%	Exceeded

Source: Mid-term Population Census 2024

The legal regulations and policies have established the foundation for preventing and combating the abuse and trafficking of women and girls. The most recent legislative document, the Law on Prevention and Combat of Human Trafficking 2024, also stipulates principles for anti-trafficking efforts. A particularly noteworthy provision regarding gender equality states: Respect and protect the lawful rights and interests of victims and individuals in the process of being identified as victims; place victims and individuals in the process of being identified as victims at the center; ensure gender equality.

In practice, statistics indicate that more than 90% of trafficking victims are women and children, the majority of whom belong to ethnic minority groups concentrated in rural areas, particularly in remote and mountainous regions. Most female victims deceived and trafficked abroad are coerced into marriages with local men and subjected to sexual exploitation (accounting for nearly 80%), as well as forced labor. The perpetrators are primarily professional criminals with prior convictions or records related to human trafficking (22%), alongside foreign nationals who enter Vietnam under the guise of

tourism, business, or other activities, then collude with Vietnamese offenders to establish transnational trafficking networks.

The investigative police authorities have prosecuted 1,021 cases involving 2,035 defendants, representing 97.3% of the reports and denunciations received and processed. The adjudication of causes related to human trafficking crimes has been carried out in a timely manner (Thuonghieucongluan.com.vn, 2018).

According to the opinions gathered from surveyed respondents, gender equality policies within the family environment are assessed as having achieved a moderate level of success. However, in the classroom setting and in social activities, these policies are considered to have attained a higher level of success. Women have also been ensured greater safety with respect to their lives.

Regarding gender equality policies in the system of information and social communication

Vietnam issued the Decision approving the Communication Program on Gender Equality to 2030 in 2021. The program sets the target that by 2025, 100% of ministries, sectors, and localities will have developed plans and implemented annual activities for the Action Month for Gender Equality and for the prevention and response to gender-based violence.

By 2030, efforts aim to increase community awareness of gender equality among target groups by 10-15% compared to 2025.

By 2025, at least 70% of media agencies are expected to pilot the application of the Gender Indicators in Communication, and by 2030, 90% of media agencies are expected to officially adopt them.

By 2025, 95% and by 2030, 100% of community conventions and regulations approved will contain no gender-based discrimination.

The program sets forth tasks and solutions to strengthen the provision of information, communication, dissemination of laws, policies, and the results of gender equality work to Party committees, government bodies, agencies, organizations, enterprises, and the general public. Information and communication activities are to be organized in forms appropriate to different target groups, both periodically and during annual peak campaigns.

At the same time, innovations in communication methods and tools are emphasized, with a strong focus on applying digital technologies and platforms, diversifying forms and products in gender equality communication.

In addition, the program emphasizes the socialization of communication activities, mobilizing resources, means, and the participation and support of agencies, organizations, enterprises, and citizens-particularly leaders, managers, heads of agencies and organizations, as well as individuals with prestige and significant social influence.

It also seeks to expand and strengthen gender equality education within families, schools, and communities, while promoting the participation of children; to develop and apply the Gender Indicators in Communication; and to enhance the capacity of communication staff, journalists, editors, rapporteurs, propagandists, and collaborators across sectors and levels.

Furthermore, the program aims to intensify communication on laws, policies, and Vietnam's achievements and results in gender equality to international partners, while actively countering and refuting misinformation regarding gender equality and the policies of the Communist Party and the State of Vietnam.

Strengthening the inspection and supervision of communication and dissemination of laws on gender equality is emphasized, along with the replication of effective communication models on gender equality (baochinhphu.vn, 2021).

In the current digital era, dangers to women and girls also arise from cyberspace. The proportion of women and children becoming victims of crimes and legal violations online is significant. In Vietnam, nearly 90% of victims of online fraud are female. The rise of cybercrime and cyberattacks poses a constant threat to individuals, organizations, and the peace and stability of nations. Protecting vulnerable groups, particularly women and children, from online crime has therefore become increasingly urgent.

In this era, the boundary between the real world and the virtual world is exceedingly fragile for all social groups, particularly for women and girls. Vietnam has made significant contributions; it was a leading country in the United Nations Security Council Resolution 1889, which called for global indicators to implement the Women, Peace and Security (WPS) agenda and to transform the way women's protection requirements are addressed in contexts of conflict and post-conflict. In addition, Vietnam, on behalf of ASEAN, delivered a statement during the open debate of the Security Council on Women, Peace and Security in New York (bocongan.gov.vn, 2023).

The Law on Cybersecurity and related policies introduce measures to protect women and girls in the context of digital transformation, enhancing cybersecurity and personal data protection. These measures are aligned with the approaches of the United Nations Women, Peace and Security agenda in cyberspace, structured around key pillars: prevention, protection, participation, relief, and recovery.

5. ASSESSMENT OF THE CURRENT STATE OF GENDER EQUALITY POLICY IN VIETNAM

Evaluation of Factors Influencing Gender Equality Policy in Vietnam

From the analysis and survey of opinions regarding the current state of gender equality policy in Vietnam, the research team finds that the promulgation and implementation of such policies are influenced by several factors, including: the awareness of managers, the level of public education, cultural and traditional values, socio-economic development, and international exchange.

The evaluation results from the respondents consulted indicate that:

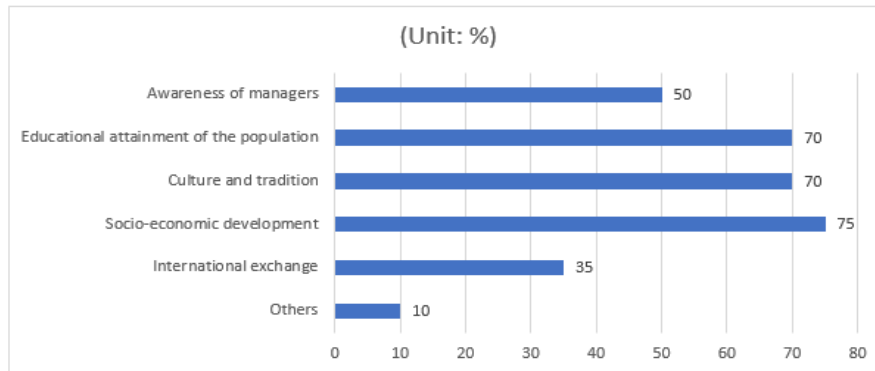


Figure 11: Results of Opinions Evaluating the Factors Influencing Gender Equality Policy in Vietnam

Source: Survey Results

According to the survey, the factor of socio-economic development exerts the greatest influence on the promulgation and implementation of gender equality policies (75% of respondents selected this factor). This is followed by educational attainment of the population and culture and tradition (70% of respondents), while awareness of managers was chosen by only 50% of respondents.

Evaluation of the Criteria Achieved by Gender Equality Policy in Vietnam

Although gender equality policy in Vietnam has only been implemented for a relatively short period, it has truly transformed the mindset, ways of thinking, and behavioral patterns of the Vietnamese people-who had just emerged from war and many years of living in a feudal society characterized by male dominance. The policy has achieved most of the key criteria, including: consistency, appropriateness, flexibility, stability, and effectiveness. The survey results evaluating the extent to which gender equality policy has met these criteria can be summarized as follows:

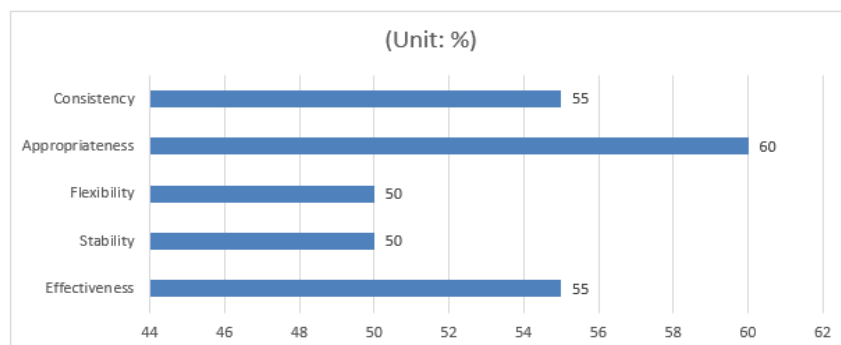


Figure 12: Evaluation Results of the Criteria Achieved By Gender Equality Policy in Vietnam

Source: Survey Results

Respondents assessed that gender equality policies most strongly met the criterion of appropriateness (60% of responses). Meanwhile, flexibility and stability were rated at a moderate level (50%), while consistency and effectiveness were evaluated at a relatively high level (55% of responses). In practice, the promulgated gender equality policies have been highly appropriate to the aspirations of both genders, consistent with international commitments as well as legal regulations and the country's socio-economic progress. These policies must be unified with state policies and management documents, while also aligning with the governance of enterprises and organizations.

Summary of Limitations in Gender Equality Policy in Vietnam

Alongside the achievements in meeting key criteria, gender equality policy in Vietnam still faces several limitations, as follows:

First: Policy thinking remains largely neutral, failing to fully reflect the differences in needs, roles, and social positions between men and women.

A major challenge in improving gender equality policy in Vietnam today is that certain policy perspectives continue to adopt a neutral stance, while men and women have distinct conditions, needs, and roles.

Second: There is a lack of broad and comprehensive perspectives when mainstreaming gender equality issues into socio-economic development policies.

In the context of Vietnam's push for industrialization, digital transformation, the development of the green economy, circular economy, and especially the care economy and silver economy, the need to forecast and integrate gender equality factors has become essential. However, in reality, gender equality laws and policies have not kept pace with these changes, leading to risks of inequality and the marginalization of women and girls in these future development areas.

Third: There remains a significant gap between the legal and policy provisions on gender equality and their practical implementation.

Although gender equality policies and laws in Vietnam have been promulgated in a relatively comprehensive manner—from the 2013 Constitution, the 2006 Law on Gender Equality, the 2019 Labor Code, to national strategies and decisions on gender equality—there remains a significant gap between policy provisions and practical implementation. Regulations on gender mainstreaming and ensuring equal opportunities in access to employment, education, and healthcare have been codified, yet their application in practice is not consistent, particularly across different levels of government and localities. According to the Ministry of Labour, Invalids and Social Affairs' report for the period 2021-2023, only about 65% of local governments fully complied with the requirement to conduct gender impact assessments when formulating policies. This means that more than one-third of localities did not strictly adhere, leaving policies without a solid basis to reflect the distinct needs and interests of men and women. This disparity illustrates the situation of “hot at the top, cold at the bottom”: while the central government is determined in promulgation, local-level implementation remains slow and superficial. The gap between

legal provisions and practical life has prevented many progressive regulations from fully exerting their effectiveness, thereby reducing public trust in Vietnam's efforts to promote gender equality. (tapchiquyenconnguoai.hcma.vn, 2025)

Fourth: There exists delay and lack of synchronization in advising, promulgating, and improving gender equality policies.

The State affirms and commits that gender equality is one of the central tasks for sustainable development, yet the process of institutionalizing guidelines into policies and laws remains slow and untimely. The Law on Gender Equality was passed by the National Assembly in 2006 and took effect on July 1, 2007, but it was not until mid-2009 that the system of decrees and circulars providing guidance was relatively complete. Moreover, the delay in institutionalizing policies and laws has also led to slow changes in social awareness and behavior. Some agencies, organizations, and enterprises lack specific bases for mainstreaming gender into their activity plans, resulting in implementation that is largely formalistic and lacking legal binding force.

6. PROPOSED SOLUTIONS FOR IMPROVING GENDER EQUALITY POLICY IN VIETNAM

When asked about individual opinions on solutions to improve gender equality policy in Vietnam, survey respondents suggested that the solution of enhancing the formulation and implementation of gender equality policies was the most frequently chosen (85% of responses). This was followed by the solution of raising awareness of gender equality policies (75% of responses). Other important solutions included: improving socio-economic living standards (65% of responses), strengthening forecasting prior to policy formulation, and promoting international cooperation on gender equality.

Based on the analysis of the current state of gender equality policy in Vietnam-recognizing both the criteria achieved and the limitations in practice, and taking into account the opinions of surveyed respondents-the research team boldly proposes several solutions to improve gender equality policy in the coming period.

- 1) Enhancing the capacity for policy and legal formulation and implementation for specialized actors, such as policymakers and the units responsible for executing policies.

The awareness of managers (those responsible for promulgating and implementing gender equality policies) has a significant impact on gender equality policy. Therefore, it is necessary to clearly define criteria regarding the capacity of officials and staff engaged in advising, formulating, and implementing policies, in order to recruit, assign tasks, and evaluate performance. In addition, regular training and capacity-building courses should be organized for specialized officials responsible for advising on and implementing policies and laws. The content of these training and capacity-building programs should focus on providing methodologies related to gender, gender equality, and gender inequality, as well as differences between genders. This will enable the integration of gender issues into the policy-making process-from situation analysis to solution design

and the selection of policy options-ensuring alignment with objectives while meeting international commitments on gender equality.

- 2) Emphasizing forecasting work to incorporate new content into gender equality policies, ensuring their substantive and comprehensive nature.

Forecasting in new socio-economic development trends should assess the position and role of gender equality, as well as the capacity of women to keep pace with emerging circumstances. This process needs to be carried out in parallel with referencing and learning from the experiences of other countries in promulgating and implementing gender equality policies. From this, new content should be added as specific provisions in gender equality policies, such as clearer regulations on equality in marriage for LGBT individuals, specification of indicators with numerical targets such as the proportion of women participating in leadership groups, the share of female beneficiaries in digitalization programs, and women's participation in activities related to the digital economy, care economy, silver economy, and night-time economy.

- 3) Focusing on the organization of gender equality policy implementation to ensure timeliness, accuracy, and consistency.

The organization of gender equality policy implementation plays a decisive role in ensuring the effectiveness and efficiency of policies.

The process of drafting policy and legal documents should be carried out in parallel with implementation to guarantee consistency, coherence, and feasibility.

It is essential to mobilize the participation of all social actors in the implementation and evaluation of gender equality policies.

Mandatory regulations on periodic reporting by agencies, units, enterprises, and localities regarding the results of gender equality implementation should be introduced, with these reports made public to society and the media.

During the implementation process, adequate resources are required, and the State must be prepared to cover expenses and provide material support to ensure the best possible execution of policies.

In addition, cooperation and learning from other countries should be strengthened in combating human trafficking, abuse of women and girls, and gender-based violence that forces victims into drug trafficking or other criminal activities.

7. CONCLUSION

Gender equality policy is a policy with broad coverage, both national in scope and international in significance, as it relates to human issues. Vietnam has gone through years of foreign domination, feudalism, and wars that trampled on human rights, especially those of women. Since the country gained independence, reunification, and has developed, opened up, and integrated as it does today, gender equality has been given due importance. Policies on gender equality promulgated by the State and

organizations have brought about changes in awareness, creating a foundation and motivation for people to develop and participate in contributing to the nation's progress, regardless of gender or region.

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