



**Executive
Summary**

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**An Independent Gender Review
and Impact Assessment of the National Target
Programme on New Rural Development
(NTP NRD) for the period of 2010-2020**

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Executive Summary An Independent Gender Review and Impact Assessment of the National Target Programme on New Rural Development (NTP NRD) for the period of 2010-2020

Published 1st edition, 2021

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INTRODUCTION

Ten-year implementation of the NTP NRD. The Government of Viet Nam (GoVN) has implemented a National Target Programme on New Rural Development (NTP NRD) for two phases, the period of 2010-2015 and the current period of 2016-2020. This NTP NRD is arguably the most important initiative of Vietnam in agriculture and rural development. As the NTP NRD is approaching its 10-year implementation and the final year of the current NTP NRD 2016-2020, the Ministry of Agriculture and Rural Development (MARD) has conducted a review of the NTP NRD 2010-2020, in order to prepare for the upcoming new phase of the NTP NRD 2021-2030.

Background of the assessment. In this context, UN Women (UNW) in collaboration with the Institute of Agriculture and Rural Development (IPSARD) and Viet Nam Women's Union (VWU) have commissioned a gender assessment to examine to what extent women's empowerment and gender equality have been implemented in the NTP NRD (2010-2020),¹ and based on this assessment, to make recommendations for gender mainstreaming in the next programming of the NTP NRD. This assessment was made using secondary data sources available from the reviews of MARD and previous studies on the NTP NRD. In addition, the study was based on a qualitative assessment with relevant stakeholders in 5 selected provinces (Hà Nội, Hà Tĩnh, Quảng Nam, Lâm Đồng, and Long An), 10 districts, 21 communes, and 21 villages between September and December 2019.²

Scope and Main content. Assessing gender in a comprehensive NTP NRD, covering all aspects of rural areas of Vietnam was neither feasible nor within the scope of this assessment. Instead, the study investigates some specific content of the NTP NRD where gender issues could be analyzed within the timeframe and resources available. The study examines how gender is reflected in the design of the NTP NRD in the next section. Section 3 provides insights into the ways in which gender has been signified in the implementation of the NTP NRD. Section 4 explores the obstacles for the implementation of gender equality in the NTP NRD. Section 5 suggests some priorities and recommendations to enhance gender dimensions in the next phase of the NTP NRD.

1 It should be noted that the assessment is set within the confines of the activities pertinent to the NTP NRD (2010-2020) and is not expected to serve as a panacea for all gender related issues in the rural Viet Nam.

2 In total, the study team consulted 50 stakeholders at the provincial level, 39 at the district level, 66 at the commune level, and 126 at the village and household levels (of which 54.1 percent are female), making a total of 281 persons in the sample of this assessment.

GENDER DIMENSIONS IN THE DESIGN OF THE NTP NRD

Gender equality was addressed as a thematic issue in the ‘foundation’ of NRD. The Resolution 26-NQ/TW of the Communist Party of Vietnam on agriculture, rural areas, and farmers (i.e. ‘*ông nghiệp, nông thôn, và nông dân*’) provides the ‘background’ for the NRD. The Resolution sets the targets for agriculture and rural development to be achieved by 2020 and details eight main solutions. Out of these solutions, the promotion of gender equality was briefly mentioned as a theme under solution 3 on improving the living standards of the rural population.

Design of the NTP NRD 2010-2020 as per Decision 800/2010 and Decision 1600/2016 did not mainstream gender equality. While clearly stated in Resolution 26-NQ/TW, gender equality failed to be mentioned in the Decision 800/2010 on the approval of the NTP NRD 2010-2020. Gender was not covered in the Decision 695/2012 made by the Prime Minister to amend the Decision 800/2010. Similarly, gender was not mentioned in Decision 1600/2016 to approve the NTP NRD 2016-2020. It is observed that the NRD criteria for the period 2010-2015 did not include gender and therefore, it is reasonable to argue that gender was also left out in the design of the NTP NRD in the first phase 2010-2015.³ Consequently, in all phases of the NTP NRD planning and implementation gender has been conspicuously absent.

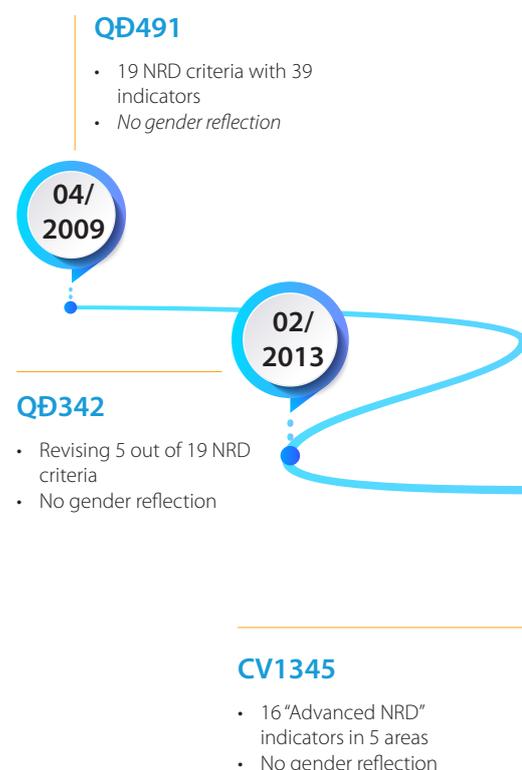
Gender equality was incorporated into the NTP NRD by Decision 1980/2016 as a sub-thematic issue. Accordingly, the indicator 18.6 on “Ensuring gender quality and domestic violence prevention and control; protecting and supporting vulnerable people in the sphere of family and social life” was introduced as one of 49 indicators under the 19 commune-level NRD criteria. This indicator 18.6 is among six indicators under the NRD criterion 18 on “Political system and legal access”. Having gender equality integrated as a sub-thematic indicator, this reflects a ‘partial’ and women-focused approach⁴ toward gender equality. Consequently, gender concerns have not been taken in consideration in the remaining NRD criteria such as socio-economic infrastructure, economy and production, access to public services (education and healthcare), or environmental protection. Notably, this is inconsistent with the Law on Gender Equality (e.g. Article 12 to Article 18 address gender equality as a cross-cutting issue).

The two sets of ‘Advanced’ or ‘Model’ NRD criteria have been recently introduced to enhance the NRD process, but gender

³ World Bank and UN Women (2015). *Gender analysis of New Rural Areas National Targeted Programme*.

⁴ *The gender equality discourse in Vietnam’s agriculture and rural development sector is largely articulated through women-focused narratives that depict women’s situation in particular ways. For further discussion, see Huong Thu Nguyen, Helle Rydstrom (forthcoming). Feminism in Vietnam: Women’s Studies, Gender Research, and Intersections. In Jonathan London (ed.) Routledge Handbook of Contemporary Vietnam. London: Routledge.*

The development of NTP NRD criteria and gender references

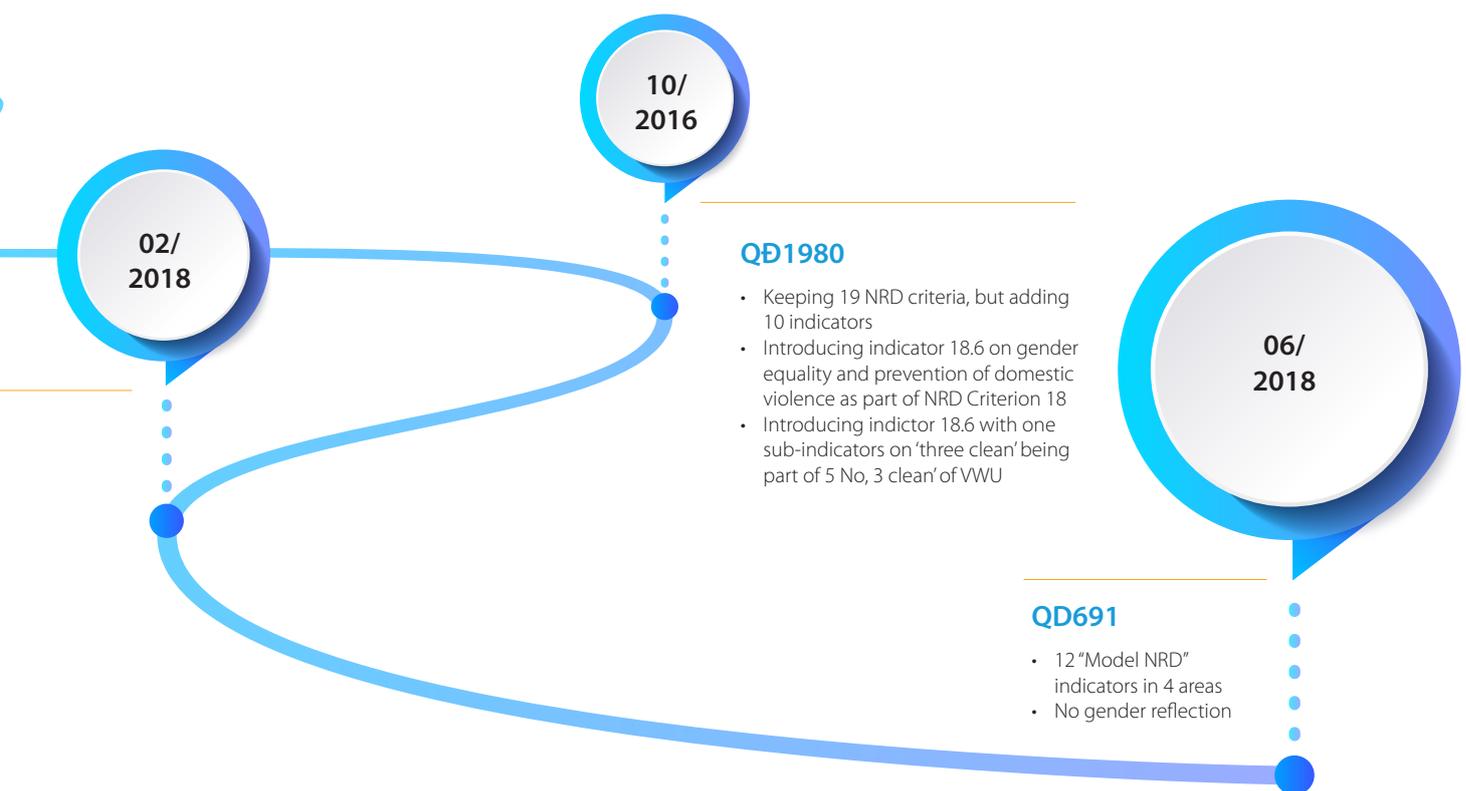


Source: compilation based on Decision No. 491, Decision No. 342, Decision No. 1980, Decision No. 691 issued by the Prime Minister and the Document No. 1345 of MARD

equality has not been promoted further. In addition to the NRD criteria regulated by Decision 1980/2016 – which are now called the ‘basic’ NRD, the two sets of ‘advanced’ (‘nâng cao’) NRD criteria and ‘model’ (‘kiểu mẫu’) NRD criteria have been introduced by Document 1345/2018 of MARD and Decision 691/2018 of the Prime Minister, respectively. However, these ‘advanced’ and ‘model’ NRD criteria fail to address gender equality. It makes an impression that gender equality has been sufficiently covered in the sub-thematic indicator 18.6.

Limited reflections on gender in the implementation arrangements of the NTP NRD. As merely one of 49 indicators for the commune-level NRD criteria, it is understandable that gender is not of central concern in the implementation arrangements for the NTP NRD. Decision 69/2017 on detailed guidance of assessing the NRD criteria and indicators is probably the most widely used guidance for its implementation. With the exception of the conditions to assess the gender equality indicator 18.6, gender was not referred to in any other requirements to achieve NRD criteria and indicators. Decision 69/2017 also refers to several other implementation arrangements developed by line ministries. An overview of these documents also indicate that any mention of gender is absent. Circular 05/2017 of MARD being another key implementation document for the NTP-NRD is not an exception.

Limited gender considerations in the organizational structure of the NTP NRD management. Decision 1920/2016 of the Prime Minister provides background for the organizational structure of NRD Coordination Offices at different levels. At the central level, the organizational structure of the NRD National Coordination Office (NCO) was regulated in the Decision 1428/2018 of the MARD Minister (for period 2016-2020) and Decision 2501/2010 (for period 2010-2015). Gender and social inclusion are not a part of the management function of the NRD NCO. At the sub-national level, an overview of the NRD Coordination Offices at the provincial level also indicates that the issues of gender and social inclusion do not constitute a management function. In fact, the implementation of the indicator 18.6 is assigned to MoLISA and its provincial affiliates and is therefore not under the oversight of the NRD Coordination Offices.



GENDER ASSESSMENT IN THE NTP NRD IMPLEMENTATION



Photo: UN Women/Hoang Hiep

Gender considerations in NRD planning

NRD planning refers to the master plan and annual planning for NRD elements. The extent to which women have been involved in these two planning activities is an important aspect of implementation gender equality in the NTP NRD. The study indicates that women's participation in the planning process was limited.

Master plans were mainly produced by the professionals.

Having a commune directed master plan remains the first commune-level NRD criterion since the early stage of the NTP NRD 2010-2015. The procedure for rural commune master planning was stipulated by the Ministry of Construction.⁵ Due to complexity of this process, rural commune master plans were drawn up by the professionals. This was amongst the NRD criteria that were achieved soonest in all NRD communes. Whereas the Circular 09/2010/TT-BXD stipulates a need for consultative meetings with local residents about the provisional master plans, there is no mention or acknowledgement of the need for women's participation. Qualitative findings show that some villager respondents were aware of the commune master plans publicly posted at the Commune People's Committee Hall but their eventual participation in the process was neither observed nor could be recalled.

Participatory annual planning was

institutionalized in NTPs. This planning process is to prioritize annual activities for the NTP NRD. According to Decision 41/2015 of the Prime Minister, annual planning of NTPs needs to be conducted in a participatory manner and as an integral part of the local socio-economic development planning (SEDP). Circular No. 01/2017 of MPI provides guidance for making annual investment plans of NTPs as part of the commune-level SEDP. It stipulates that women must constitute at least 30 percent of the total participants in the participatory planning meetings related to NTPs. This represents a major mechanism in place to empower women's voices in the decision-making process on the priorities for NTP NRD implementation.⁶

It is a huge challenge for gender mainstreaming in the programming of each sector. Since gender is just not on their list of priorities. That is not something that they have to deal with on a daily basis. For example, for agricultural sector they care about what plants to grow, what livestock are farmed, what machines are good.

(Male, middle-aged, labour and social affairs focal point, Hà Nội)

⁵ Circular 09/2010/TT-BXD dated 04/8/2010 on the procedure for master planning of new rural commune for the NTP NRD 2010-2015 and Circular 02/2017/TT-BXD dated 01/03/2017 for master planning of NRD commune for the NTP NRD 2016-2020.

⁶ Circular No. 01/2017 of MPI stipulates that women must constitute at least 30 percent of the participants in the participatory planning meetings for NTPs.

Women's participation in actual planning was limited. The previous gender assessment of NTP NRD 2011-2015 revealed an absence of gender references in the Programme policies and criteria,⁷ and therefore gender was not a matter of concern for planning. With the addition of indicator 18.6 to the commune-level NRD criteria for 2016-2020, the NTP NRD has turned out to be gender sensitive. Nevertheless, from a participatory perspective, it is observed that the voices of women, the poor and other vulnerable groups have not been given adequate attention in the planning process.⁸ At the five visited provinces there was evidence that participatory meetings were organized at village or commune levels on the implementation of activities,⁹ rather than for the purpose of identifying priorities with respect to the activities. In reality the NRD criteria is usually fixed and, as a result, the prioritizing process is mainly concerned with the resources available and the timing required to achieve each of the NRD criteria. This restricts the space for participatory planning on prioritizing the activities that are most appropriate and desirable for each community

At some hamlet meetings women residents were hastily mobilized to attend the consultation, but it was only for show. There was limited evidence that women's voice is heard at those hamlet gatherings.

(Male, middle-aged, NRD district-level focal point, Hà Nội)

GENDER CONSIDERATIONS IN IMPLEMENTATION OF NTP NRD ACTIVITIES

Given the broad range of NTP NRD activities, to keep the scope of this assessment manageable, the study has focused on elements of the programme for which gender concerns were indicated. The assessment in this section therefore focuses on how gender is reflected in the implementation of particular socio-economic infrastructures (e.g. road networks, irrigation and water supply and village halls); the organisation of the economy and production (production support activities), and culture, society, and environmental protection (concentrating on the 'Five No, Three Clean' campaigns and skills training for rural labour); and implementation of the indicator 18.6 on gender equality.

7 World Bank and UN Women (2015), *ibid*.

8 Budget Transparency, Accountability and Participation (2018). *Voice of local people and officials on the National Programme on New Rural Development in 2016-2020 period: The case of Hoa Binh and Quang Tri provinces.*

9 *In some places, the percentage of women's participation in these hamlet meetings for implementation of the NRD activities (mainly road access) was found to be relatively high. However, quality of participation, measured by the extent to which their voices were considered, remains low.*

GENDER ASPECTS IN SOCIO-ECONOMIC INFRASTRUCTURE DEVELOPMENT

A 'gender neutral' approach was adopted in the development of socio-economic infrastructure.

Due to a 'gender neutral' approach in infrastructure development aiming to serve the most common community needs, these elements have not yet been gender-responsive. There is a perception that basic infrastructure criteria aim to serve the needs of the whole community, 'gender inclusive', and as such the prioritisation of women was not believed to be necessary. Infrastructure interventions have not paid sufficient attention to the different ways in which women and men will be affected (and therefore benefit from) infrastructure interventions. In addition, there was some limited evidence showing that the benefit to women is a prioritized criterion in the review and approval process of infrastructure constructions. However, significant benefits for women were observed from some infrastructural development under the NTP NRD (as below). This might reflect the nature of rural infrastructures being public good or women's productive activities in the community find them using certain infrastructure more than men

Significant benefits generated for women by road investments.

The NTP NRD has brought significant changes to the village landscape, especially on the rural transport system. As of June 2019, there are 8,927 communes with established roads connected to the District People's Committee, reaching 99.4 percent of the community.¹⁰ Although women's voices were not taken into account in the prioritization process for selecting infrastructural subprojects, the investment in the rural road network has helped improve women's public security, safety and mobility, including their access to labour market opportunities, albeit to a lesser extent than their male counterparts. It is important to note that access to non-farm employment opportunities (especially wage employment) has become the main driver of rural transformation and poverty reduction. This is also upheld even in the remote and ethnic minorities areas. In this regard, improved physical accessibility through rural road investments has contributed significantly to this labour mobility.

The village consultations are usually held in the daytime as it would be difficult for the required staff to make it for the evening. During the day men go to work so most of the time the majority of attendees are women. They would raise lots of questions on educational, credit schemes. When it comes to infrastructure building, they have very little to say on the matter.

(Male, middle aged, provincial NRD staff, Long An)

¹⁰ IPSARD (2019). *Agricultural and rural development strategy for the period of 2021-2025*. Draft

Women's public safety was also enhanced by the road lighting systems. Alongside the rural road network, the installation of electricity reached 100 percent of communes in most rural areas. The Northern Midlands and Mountainous area have the lowest percentage of rural areas with electricity, but it still stands at 94.5 percent.¹¹ The improved road lighting systems in communes and villages allow women to participate in hamlet meetings. At places, the Women's Union activities usually takes place after 8 o'clock in the evening (once women have finished dinner preparation and other household chores) and many village meetings were organized in the evening (to avoid interruptions to the work days of villagers). Availability of the road light system makes it safer for women to participate in these village meetings, activities of the Women's Union, and other community activities.

Significant benefits from water supply and irrigation, though benefits are disproportionate to remoteness even in the same NRD commune. As a result of the NTP NRD, the percentage of the rural population with access to safe drinking water has increased by two percentage points annually during 2008-2017, and up to 88.5%.¹² Access to irrigation was also substantially improved and has helped save labour costs and time.¹³ Women have benefited from the NTP NRD investments in water supply and irrigation as they are often the primary users of domestic water and irrigation for subsistence agriculture. Nevertheless, access to safe drinking water and irrigation remains challenging in the upland and remote locations. The results of focus group discussions with Cơ Tu (Quảng Nam) and K'ho (Lâm Đồng) women indicate that even though their communes have achieved NRD, a number of households located at higher upland elevations has not had access to a water supply and irrigation. Consequently, female members of these households had to go farther to fetch water for family use, and therefore were more likely to face time constraints that kept them from investing time in income-generating activities.

Village halls contributed to the facilitation of women's participation, but gender responsiveness is not yet fully embraced Another example of socio-economic infrastructure development under NTP NRD is the construction of village halls. The proportion of communes with cultural houses increased from 30.6 percent in 2006 to 58.6 percent in 2016. With the newly built or upgraded village halls, many women were encouraged to be able to participate in cultural, sports activities, and village meetings. Observations from some villages in the communes with NRD achievement however indicated that even the communes have reached 'the finish line', gender responsiveness in these village halls is not necessarily guaranteed. For example, restrooms of the village halls do not have a hand-washing area, soap, trash can, toilet, and some have 'loose' doors to separate male and female restrooms. This could be attributed to the limited consultation with local residents on gender-responsive dimensions of the development.

11 IPSARD (2019), *ibid.*

12 IPSARD (2019), *ibid.*

13 UN Women and IFGS (2015), *ibid.*



Photo: UN Women/ shutterstock.com

GENDER ASPECTS IN ECONOMY AND PRODUCTION ORGANIZATION

Production support under the NTP NRD. The NTP NRD activities under the areas of 'economy and production organization' focus on production support to achieve the criteria set on average income, poverty rate, and production organization (i.e. *tổ chức sản xuất*, which are reflected in having cooperative and production model with market linkages on key agricultural products). According to Circular 05/2017/TT-BNN of MARD, production support under the NTP NRD consists of three main activities, including: (i) production through value chains; (ii) the development of cooperatives, and (iii) the development of rural occupations according to Decree 66/2006/ND-CP. In practice, the NTP NRD has mainly focused on the first two main activities. The implementation arrangements for these two activities consist of a Production Support Manual, which was issued by Decision 4781/QĐ-BNN-VPĐP in November 2017 to guide the production support through value chains, and the new Cooperative Law 2012 (and Decree 193/2013/ND-CP providing details for implementation of the Cooperative Law). Scrutiny of these documents indicates that gender was not considered. Even the principle of 'prioritizing women' in benefiting from the production support available in other programmes and policies (such as the NTP SPR) was not mentioned. In other words,

the production support of the NTP NRD appears to be 'gender-neutral' or 'gender averse'.

An important role of the local Women's Union in production initiatives aiming to promote women's economic empowerment.

The local Women's Union plays a crucial role in advocating for women-led production models and cooperatives under the of NTP NRD as well as other resources (such as the preferential loan schemes of the Vietnam Bank for Social Policy (VBSP), existing resources to support women's start-up and business initiatives, and others). However, sustainability of these production support initiatives remains a challenge. The findings from stakeholder interviews at all visited sites show that these women-led production models or cooperatives were generally untenable in the long term and revolved heavily around 'achievement goals' (*chạy thành tích*). Many of the production models established by women or led by women (mostly in the fields of animal husbandry, gardening, and small-scale businesses) only lasted for a short period of time and discontinued after the first production cycle. Market linkages were only at the early stages.

Women's active participation in production support activities in the absence of gender responsiveness.

At certain locations, women were found to be active in the implementation of the NRD production support activities, especially when the support had occurred within producer groups. However, this active participation might eventually result in a 'double' burden. This is explained by a customary gender-ascribed division of labour within households and the community, in which women are associated with small-scale agricultural production activities, unpaid care and domestic work.¹⁴ Meanwhile, men tend to be more involved in non-agricultural activities, especially as hired labour. More importantly, they will often migrate to seek wage employment and this is widespread across almost all rural communes and it is not uncommon to find rural women, especially those who are married and middle-aged, left in charge of agriculture while their spouses commute or migrate for non-farm wage employment. Therefore, women's active participation in these productive development activities, may eventually result in a 'double' burden for them. Within this context, if activities to support the development of production do not have the necessary gender responsiveness, then they could become the long arm of gender inequalities in the intra-household gender division of labour as well as that in the community.

Doing NRD does not differentiate male or female, we are doing the same thing, benefit equally, there does not need to be separation.

(Male, middle aged, district NRD focal point, Quảng Nam)

We got feedback from some senior, core cadres at village level that women attended the village meeting on planning at times. However, at those meetings women rarely raised their voice, and if they did, their opinions were off point.

(Women, middle-aged, district VWU staff, Hà Tĩnh)

14 UN Women (2016), *Discussion Paper: Unpaid care and domestic work issues and suggestions for Vietnam*.

GENDER ASPECTS IN CULTURE, SOCIETY AND ENVIRONMENT

With respect to the ‘culture, society, and environment’ sphere, this section looks specifically into the “Five No, Three Clean” campaigns, and vocational training for the rural labour forces.¹⁵

Regarding the vocational training for the rural labour force, **women benefited from vocational training under the NTP NRD with a focus on agriculture.**

Promotion of technical and vocational training (TVET) has been a policy of Vietnam under the Project 1956, which has become an integral component of the NTP NRD since 2016. Since then vocational training in agriculture is the content set under the NTP NRD while non-agricultural technical training is structured into the NTP SPR.¹⁶ Therefore, vocational training on agriculture under the NTP NRD mainly aims at agricultural skills development rather than preparing the rural labour forces for non-farm employment. Under these policies there are district-level centers that provide vocational training, free of charge.¹⁷ At the provinces visited in this assessment, it was observed that women make up the majority of participants in these vocational training activities on agriculture supported by the NTP NRD. This tendency can be explained by the changing intra-household gender dynamics in which women (especially the married and middle aged) are more involved in small scale and home-based agricultural activities, while men are more likely to engage in non-farm wage employment.

Lack of gender responsiveness in the implementation of this vocational training. The content of vocational training was developed from the framework curriculum stipulated as part of the Project 1956. In the visited areas, there was no evidence of the development of training content with the participation of community and grassroots cadres or the target beneficiaries. In fact, it was the commune authorities which proposed the content, frequently based on a self-perceived assessment of the local livelihood potential, to the district authorities for their approval and allocation of required funding. Therefore, these vocational training courses were not demand driven (certainly not when seen from the perspective of the trainee beneficiaries). This undermined the quality and effectiveness of these vocational training activities.

The significant role of Women’s Union and women residents in the ‘Five No, Three Clean’ community campaign. Regarding “Five No” campaign, it has been a good practice to ensure the campaign is responsive to the local context as the provincial Women’s Union can only choose “two No” as major criteria while other

15 *Vocational training for the labour force should be best discussed as part of the ‘economy and production organization’ sphere in the NTP NRD as it directly relates to production and income generation. However, the issue of vocational training is currently named under indicator 14.3 under the education criteria and therefore analyzed under culture, society, and environment.*

16 *It is noted that the Decision 1600/2016 of the Prime Minister on the approval of the NTP NRD 2016-2020 incorporated the NTP SPR under the content on poverty reduction and social protection. However, in actual implementation, the two NTPs were managed and implemented separately.*

17 *IPSARD (2019) indicated that proportion of trained rural labour (including the number of labourers who have been trained but without a diploma, certificate) increased from 15.45 percent in 2011 to 34.14 percent in 2016.*

“three No” are left for the district Women’s Union to select.¹⁸ This direction is said to be more flexible and creates favourable conditions for all levels of the Union to select relevant issues to the local context, then set up plans and request for the government funding. As regards “Three Clean”, village cleaning is assigned to four mass organizations (Women’s Union, Farmers’ Union, Veterans’ Association, and Youth Union) to alternately manage. Nonetheless, women always make up the majority of participants. This is because women are also members of the Farmers’ Union. Even though the majority of members within the Veterans’ Association is male, but according to local people, they often ask for sick leaves and send their wives to ‘represent’ them. The Youth Union is in fact the ‘thinnest’ force in the research sites, because most of their members are either in school or out-migrated for work, so eventually, it is still their mothers and older sisters who fill in the place.

Gender stereotypes associate women and the Women’s Union with certain tasks that are perceived as appropriate for them.

Pervasive gender stereotypes persist with respect to certain tasks that are deemed ‘suitable’ for women and this was observed across all the visited provinces. Accordingly, women and the Women’s Union are usually considered to be ‘suitable’ for the non-essential and peripheral tasks of the NTP NRD, such as taking care of ‘roadside flower beds’, ‘cleaning the village’, ‘cleaning the laneways’, or ‘cleaning the home’. This gender stereotype tends to undermine women from being assigned important tasks. In addition, there is a stereotypical notion about the so-called ‘secondary’, rather than the primary, role of women in income generation activities – whereby women are usually engaged more in small-scale agricultural activities while men are involved in ‘primary’ non-farm income generating activities. This stereotype seems to also apply to the ‘secondary’ role of the Women’s Union – as a mass organization which supports or supplements the implementation of ‘primary’ activities which are assigned to other stakeholders. Therefore, the active role of women and the Women’s Union in the “Five No, Three Clean” campaigns certainly underwrites such gender stereotypes that tend to confine the Union and women to more ‘peripheral’ roles in NRD as well as other socio-economic developmental tasks.

Village roads have the electrical light system that makes us feel more comfortable to go out in the evening. We are no longer scared of seeing snakes crossing the road. There is less reported occurrence of mugging and theft.

(Female, middle aged, Kinh, VWU district level staff, KII, Hà Tĩnh)

18 For example, Quảng Nam Provincial Women’s Union has selected “Three NO” depending on the specific circumstances of their locations. For highland and mountainous areas, it would be “NO child marriages” (*Không tảo hôn*). For lowland districts like Núi Thành, it would be “NO selling un-sanitized food” (*Không bán thực phẩm bẩn*); for Đại Lộc it would be “NO usury” (*Không tín dụng đen*); for Điện Bàn it would be “NO traffic violations” (*Không vi phạm giao thông*)

IMPLEMENTATION OF GENDER EQUALITY INDICATOR 18.6

Gender equality is addressed in the NTP NRD explicitly and solely in the indicator 18.6 on “Ensuring gender quality and domestic violence prevention and control, protecting and supporting vulnerable people in the sphere of family and social life”. The implementation of this indicator is reflected in raising gender equality awareness; promoting women’s political participation; domestic violence prevention and control; and ensuring women’s access to financial services. It is noted that the scope of this 18.6 criteria covers only certain aspects of gender equality.

Significant increase in community awareness about gender equality.

The study observed certain changes and positive transformations in the local perceptions of gender roles and the household division of labour. At ‘NRD qualified’ and ‘NRD advance’ communes, male respondents (mainly middle-aged and the elder men) stated that the majority of male residents had been informed and acquired a general knowledge about gender equality, through newspapers, television and community advocacy activities of local mass organizations. They voluntarily share house chores and childcare responsibilities with their spouses. Notably, these male respondents reportedly felt happy and confident doing household work, without any hesitation or fears of losing ‘face’ to the other men.



Photo: UN Women/ shutterstock.com

Women’s political participation has been enhanced, especially at the grassroots.

At both NRD ‘qualified’ and ‘unqualified’ communes, the majority have at least 15 percent of female members on the Commune People’s Committee, but there was only one female leader across the visited communes.¹⁹ Notably, all male respondents admitted their support for women’s leadership roles but in fact women are less likely to be promoted at higher administrative levels. In the education and healthcare sectors, women constitute a large share of staffing but their representation in leadership positions is relatively low. It is important to note that women’s participation in the Communist Party system from the provincial to the village level is also limited.²⁰ There are multiple factors affecting women’s participation in leadership. While there is substantive evidence that female leaders need to have support and encouragement from their family, especially their spouses, the arrangement of human resources depends heavily on the mobilization of the Party Committees at different levels. The study findings indicate that to this Party body, women’s voices have not yet been promoted to a position where they might exercise influence.

Before we have the new cement road with the light system in the hamlet, it was very difficult for us women to attend hamlet meetings. That was why all Women’s Union meetings used to be held in the morning. As women used to be afraid of going out in the late evening. They were scared of seeing snakes in the road, having dog bite incidents, and being sexually harassed by some drunken men hanging around in the late evening.

(Female, middle aged, Cơ Tu, FGD, Quảng Nam)

Multiple barriers to women’s political participation remain.

When it comes to women’s participation in leadership, an oft-cited reason is the shortage of female officials who are able to meet the required criteria on professional qualifications and political membership. For female employees who are not yet qualified in terms of their degrees or qualifications, it seems evident from the study that the unequal gender distribution of unpaid care work limits their opportunities for capacity development, political participation as well as other forms of social and educational engagement. This situation is reinforced by a still widespread ‘internalization’ among women that having more time for their family should be their upmost priority. Adding further to misconceptions about women’s political abilities is the organizational

19 Including the following positions: Secretary of the Commune Party Committee, Deputy Secretary of the Commune Party Committee, Chairman of Commune People’s Committee, Vice Chairman of Commune People’s Committee, Chairman of Commune People’s Council, and Vice Chairman of Commune People’s Council.

20 Women constitute only 18.3 percent of Party leadership at the commune level, 14.2 percent at the district level, and 11.3 percent at the province level. UNDP (2013). *Women’s Leadership in Viet Nam: Leveraging a Resource Untapped*. Hanoi: UNDP.

culture that is deemed not familiar yet with female leadership. Therefore, it is not uncommon for female candidates to receive insufficient votes, and thus not qualify to be appointed to leadership positions. Besides, it is noted that some young, qualified females may not be keen to apply for local civil service positions because of the low salary and high complexity compared to other jobs in the private sector available to them.

With regard to domestic violence prevention, ‘voluntary’ private residences are usually mobilized for the function of a ‘reliable’ address for ‘temporary shelter’. In the visited provinces under this assessment, all communes were reported to have no difficulty in meeting the required indicator of ‘having a reliable address (*địa chỉ tin cậy*) and temporary shelter (*nhà tạm lánh*)’. However, at both ‘unqualified’ and ‘qualified’ communes, the private houses of selected core cadres, such as the village head, chairwoman of the local Women’s Union or chief of police, are mobilized to operate as a ‘reliable address’ or temporary facility for domestic violence survivors. Using these ‘voluntary’ private residences raises a number of concerns such as insufficient, inappropriate first-aid to be provided to the survivors, possible inconvenience for other residents in the houses, and potential safety risks for the house owner’s and other family members.

Existing public facilities are also utilized for the purpose of “reliable addresses”. The Commune Health Centers (CHC) are also used as a ‘reliable address’ instead of private addresses to eliminate barriers to domestic violence survivors in accessing support services. Some interviewed officials suggested that a better option is the People’s Committee Hall or the Police Station where the waiting room can be used as temporary place for domestic violence survivors. It is observed that these two suggested governmental facilities house the most powerful public authorities (at the grassroots level) underpinning a dominant perception that survivors may need the strong arm of the local authorities to help them get out of abusive or violent situations. Seen from a woman’s perspective, she would prefer to seek shelter at other women’s homes rather than going to the People’s Committee or Police Station. Even when they were assaulted and wanted to take the issue to court, they still preferred to turn to other women for sharing and solace.²¹

Budget constraints and the social conspiracy of silence on domestic violence prevalence. In all the visited provinces, there was a shared opinion that the local authorities do not have the necessary resources to invest in a standardized model of temporary shelter. In addition, there is a conspiracy of silence with respect to the prevalence of domestic violence in visited sites, and this contributed to the absence of standardized temporary shelters. All male officials and residents justified the absence by emphasising that physical violence ‘rarely occurs’, so there are no victims arriving at these ‘reliable addresses’ for support or intervention. The common perception of domestic violence refers only to physical violence, and most of the time it ignores other forms of domestic violence, such as mental, financial, and sexual violence. In the local cultural context which places a high value on ‘family reputation’ and

21 General Statistics Office & United Nations (2010). *Results from the national study on domestic violence against women in Vietnam 2010*. Hanoi: General Statistics Office.

the responsibility of women to 'maintain family harmony'; women survivors are not likely to speak out, except in serious cases involving severe or life-threatening injury. The silence with respect to domestic violence makes a proposal for temporary shelters unjustified within the prioritization of the NTP NRD activities.

Significant improvement in access for women to preferential loans, though loan appraisal procedures remain a constraint.

Preferential loans for women are mainly from the VBSP trust loans schemes that operate through the mass organizations and, to some extent, the Vietnam Bank for Agriculture and Rural Development (VBARD), Credit Support Funds, as well as some micro finance initiatives. A report by IPSARD indicates that nearly 3 million women from poor households and female-headed households have had access to loans worth more than VND 75.000 billion.²² However, some loan appraisal procedures were perceived as constraints to this improved access. According to female respondents, the authority certification procedure does not provide favourable conditions to facilitate access to loans for women who need them. Despite the fact that the VBSP only requires confirmation from the village head in a letter of authorization, once it is given to the People's Committee for authentication, the commune legal officer relies upon regulations in the Law on Notarization which require that all family members be present alongside the loan applicant. Many people, from the study sites, think that this procedure is overwhelmingly complicated, so some of them opted not to apply for a loan from the VBSP. With regard to VBARD, the loan size could be higher than that of VBSP but it requires a land certificate and specific conditions such as having a business plan and a good financial performance during the past three years. This appears to be complicated for most rural informal business owners, and especially for women entrepreneurs.

A gap between the financial need of women-owned businesses and credit availability.

In all the provinces visited in this study, both local cadre and resident respondents point out that rural household-based business, and especially women-owned enterprises continue to be held back due to a significant gap between their financing needs and available supply.²³ It appears that women who have no immediate access to a guarantor (a husband or other family member) or have no regular income face more issues in accessing loans and encounter additional constraints to grow their businesses. Worthy of note is the fact that the larger loans are mostly provided to men. An important reason mentioned in a recent study on financial services for women in Vietnam is that men are able to focus more on highly profitable businesses because they are willing to take higher risks.²⁴

22 IPSARD (2019), *ibid.*

23 International Finance Corporation (2017). *Women-owned enterprises in Vietnam: Perceptions and Potential*. World Bank Group.

24 NpM, Platform for Inclusive Finance (2018). *Financial services for women: agri-finance products for female farmers in Vietnam*.

OBSTACLES FOR IMPLEMENTATION OF GENDER DIMENSIONS IN THE NTP NRD

Insufficient gender mainstreaming represents a key constraint for gender equality

in the NTP NRD. Gender equality is not an objective of the NTP NRD. Gender equality was not even mentioned in the approval decisions of the NTP NRD. Instead, gender equality is limited to one sub-thematic NRD indicator 18.6 and this leaves little room to manoeuvre with respect to meaningful strategies and approaches toward gender mainstreaming. With merely one sub-thematic indicator on gender equality in place, there is a tendency to believe that gender is not of primary concern to NRD. As a result, implementation arrangements for gender equality in the NTP NRD were found to be very limited because only the guidance of indicator 18.6 is required and made available in practice. Without having any gender specific dimensions reflected in the NRD criteria, the implementation arrangements for other specific content of NRD appears to be 'gender neutral'; thus, gender is apparently left out in most of the implementation arrangements and guidance for NRD.

Women's limited participation in planning the NTP NRD. Planning for the NTP NRD is regulated by Decision 41/2015 of the Prime Minister and accordingly, the annual planning of NTPs needs to be carried out in a participatory manner as a part of the local socio-economic development planning (SEDP). However, NRD is based on a pre-determined set of indicators and meeting NRD criteria is the only way to become 'NRD'. Therefore, NRD planning is to review what indicators are under-achieved and what is the level of resources available. In practice, the NRD annual plan is usually a top-down process operating from the provincial or district level to the commune based on reviewing the NRD indicators. This basically disables the opportunity for women to have their voices reflected in the annual NRD planning process.

To what extent gender could be addressed in other criteria or indicators (rather than 18.6) remains a grey area in the



implementation of the NTP NRD. One possible area for gender integration is the indicator 14.3 (e.g. percentage of trained labour out of those who are having jobs). Consultation with the local cadres indicated that priorities could be placed on women to enhance their skills, and hence their access to wage employment opportunities. However, in order to do that, the local cadres need to be provided with clear guidance on whether prioritizing women in vocational training is justifiable, especially in terms of budgeting, which is not yet available. Another important NRD activity is to provide production support for income generation. Some local cadres, consulted during the field work, indicated that they have already given thought to whether and how women could be prioritized in the production support activities. However, such arrangements are not in place. Without implementation arrangements in place, the operation of most of the NTP NRD activities would not be gender inclusive.

Absence of gender-responsive budgeting in the NTP NRD. Gender-responsive budgeting is not applied in the NTP NRD.²⁵ As a consequence, gender is not a concern in the budgeting (and planning) of the NTP NRD. The only budget line available for gender issues in the NTP NRD is the budget allocated to the Women's Union to implement the "Five No, Three Clean" campaign. There was no separate budget line for the implementation of the gender equality indicator 18.6 (which was supposed to be implemented using the 'integrated' budget for other activities (*lồng ghép ngân sách*)). Discussions held at the visited provinces indicated that the limited budget allocated to the Provincial Committee for the Advancement of Women was the only public budget line related to gender equality in the annual budget planning. At the district or commune level, the financial resources for gender equality-related activities depended primarily on the goodwill and support that the local authorities gave to the Women's Union operations.

Lack of adequate capacity for gender mainstreaming in the NTP NRD. While general gender awareness was observed in most of the locations visited in this assessment, there is a lack of capacity for implementing gender mainstreaming in the NTP NRD and other policies and programmes in general.²⁶ There is a misleading impression that capacity development activities are sufficient. Qualitative findings indicate that gender was not a primary subject

in capacity development activities in the NTP NRD.²⁷ Instead, gender is implicitly understood to be 'integrated' in some other capacity development activities once again underlining their nascent 'gender

25 Decision 12/2017/QĐ-TTg on 22nd April 2017 Promulgation on the principle, criteria and distribution norm for central budget and the counterpart fund ratio of local budget in implementing the National Target Programme on NRD for 2016-2020 period had no mention gender-responsive budgeting.

26 CARE, Oxfam, and SNV (2019). *Gender assessment in the National Target Programme on Sustainable Poverty Reduction*.

27 In Document 5842/BNN-VPĐP on 18th July 2017 issuing training topics, fostering multi-level officials for building new rural development for the 2016-2020 period there were no requirements of gender equality and gender mainstreaming in the Training Programme.

neutral' positioning. Furthermore, these training activities tend to target the officials whose mandate is perceivably on women related matters.²⁸

Limitations of capacity development approaches. A common misconception observed in many places is that gender is solely *about* women, *for* women, and *by* women, and thus far too often by peppering the words 'women' and/or 'gender equality' across a programme document or a law proposal somehow means that the respective programme can be considered gender responsive.²⁹ Evidence reveals that the content of these training courses (e.g. provided under the NTP SPR) is merely to replicate the existing legal frameworks on gender equality and domestic violence prevention and control.³⁰ This is linked to the outdated capacity development activities which are mainly focused on an elaboration of the policy and programs, the implementation mechanisms and organized in a one-off manner. Not to mention the tendency of sending female staff to attend capacity development activities related to gender issues. These limitations in capacity development approaches coupled with little or no capacity for gender mainstreaming (as above), revealed the misconceptions relative to gender mainstreaming held by many officials consulted in this study. Worthy of note is the tendency to adopt a woman-focused approach to address gender issues.

At the time of developing the set of criteria for 2016-2020 we were rather confused about where we could add gender equality to. Eventually we opted to pack it in the criterion 18.

(Male, middle-aged, NRD NCO, Hà Nội)

Gender equality is not an issue in the overall architecture and human resource of the NRD management structure. Compared to the existing programs (such as the NTP SPR) and other policies, the NTP NRD is arguably the one which has developed the most comprehensive management structure from the central to the local level with the models of NRD coordination offices at the national and sub-national levels. How gender equality and other forms of social inclusion are reflected in the actual implementation of the NTP NRD largely depends on the awareness and capacity of staff in this management structure. The preliminary findings from the field visits indicate that gender is not an issue in the overall architecture and human resource of this management structure.

28 The World Bank and CEMA (2019). *Research Report on Drivers of Socio-Economic Development of Ethnic Minority Groups in Vietnam*. Hanoi: NXB Tri Thuc.

29 Reggers and Nguyen (2019). *UN Women's WEE Scoping Review: Mapping on women's economic empowerment initiatives in Viet Nam between 2013-2018 and recommendations for UN Women*. Hanoi: UN Women.

30 CARE, Oxfam, SNV (2019), *ibid*.

Gender stereotypes of the roles of women and the Women's Union persist.

As discussed in para 26 the active roles of women and Women's Union in "Five No, Three Clean" campaign indicates that the misconception that unpaid care and domestic work are women's 'given' responsibilities persists. In this way it reinforces a 'secondary' position of female members (i.e. in terms of the accessibility to activities that will generate income for the family, especially in the non-agricultural sector), and the Union's role being limited to its social advocacy and other non-essential, 'peripheral' tasks. These stereotypes implicitly serve as barriers to women and the Women's Union in their pursuit of important roles in the implementation of the NTP NRD as well as other development initiatives.

Lack of mechanisms for the Women's Union to participate in the formulation, implementation, and monitoring of the NTP NRD.

Limited interest in tackling gender inequalities is further perpetuated by a general perception that 'women's issues' are dealt with solely by the Women's Union, and are not, therefore, the professional responsibility of other government agencies. Specifically, the Women's Union does not have the resources, capacity or authority to interact with other stakeholders in the implementation of the NTP NRD (and many other programmes and policies such as the NTP SPR). In-depth interviews with Women's Union representatives at different levels reveal that cadres at the grassroots level have very limited opportunities for capacity development, given that most of them are engaged in community campaign activities.

Lack of gender-responsive monitoring and evaluation (M&E) arrangements in NTP NRD.

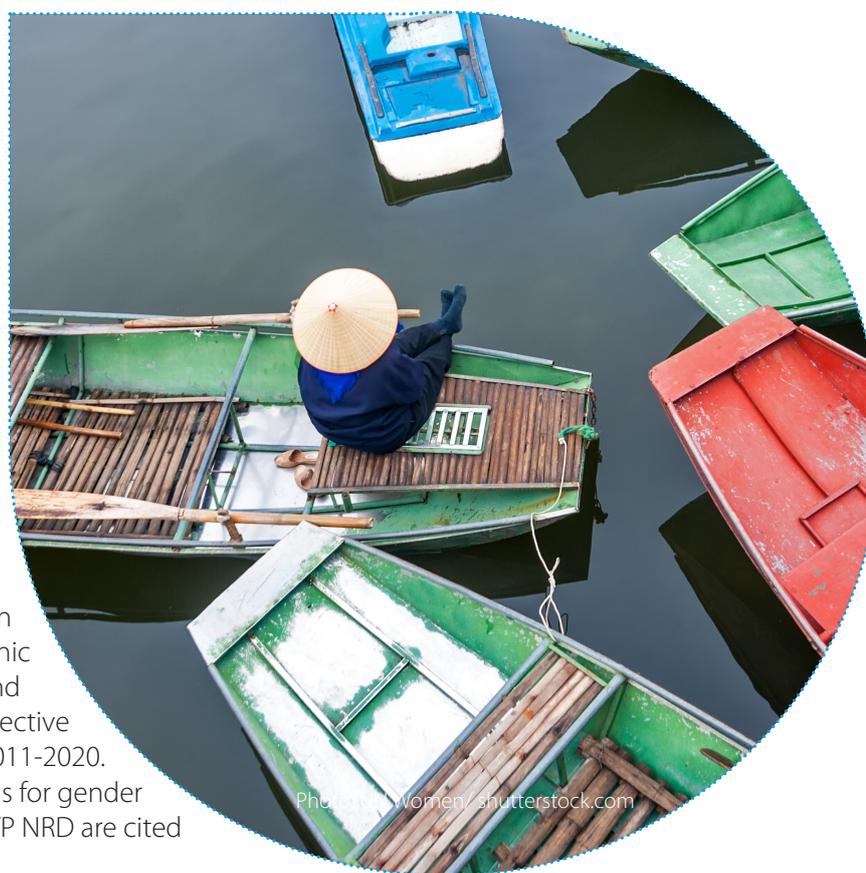
It is recognized that the lack of data/information, and gender analysis for the identification of gender issues has been a weakness of the planning process in Vietnam. Gender-disaggregated indicators for monitoring and evaluation purposes were observed in most of the donor-supported development projects in the country but this practice has not yet been institutionalized in the GoVN-led programs. Under NRD, there are often disaggregated targets on vocational training, specifying the percentage of women receiving vocational training. At the visited districts and communes, the entire data set collected for the 10-year implementation of NRD is not disaggregated by gender (e.g. male, female).

The village consultations are usually held in the daytime as it would be difficult for the required staff to make it for the evening. During the day men go to work so most of the time the majority of attendees are women. They would raise lots of questions on educational, credit schemes. When it comes to infrastructure building, they have very little to say on the matter.

(Male, middle aged, provincial NRD staff, Long An)

RECOMMENDATIONS FOR GENDER MAINSTREAMING IN THE NEXT PHASE OF THE NTP NRD

Economic benefits of gender mainstreaming. At global level, there is recent evidence on the ‘smart economics’ of gender mainstreaming. For instance, by increasing women’s labour force participation in quality jobs and their representation in entrepreneurship and business leadership, the economies of the Asia Pacific could boost their collective GDP by USD 4.5 trillion a year by 2025, a 12 percent increase over the business-as-usual GDP.³¹ It has been estimated that if women had equal access to economic opportunities, agricultural output could increase by 20 to 30%, reducing between 12 to 17% the number of people experiencing hunger in the world.³² It was also reported that the estimated cost of domestic violence could be around 1.4% GDP and the loss in labour productivity approximately 1.78% GDP.³³ Thus, narrowing the gender gap in the economic, labour and employment domains. Moreover, the focus should be on increasing the access of rural poor and ethnic minority women to economic resources and the labour market, which is the second objective of the National Gender Equality Strategy 2011-2020. Against this background, recommendations for gender mainstreaming in the next phase of the NTP NRD are cited below.



Making gender equality as one objective of the NTP NRD.

Mainstreaming gender into the NTP NRD is a requirement mandated by the Law on Gender Equality. There have been some recent improvements in gender mainstreaming in socio-economic development policies as required by the law, however, as pointed out in a report of the Government to the

- 31 McKinsey and Company (2018). *McKinsey Global Institute. The Power of Parity: Advancing Women's Equality in Asia Pacific.*
- 32 FAO (2011). *The State of Food and Agriculture: Women in agriculture: closing the gender gap for development.* Rome, Italy.
- 33 UN Women (2012). *Estimating the costs of violence against women in Viet Nam. Ha Noi*

National Assembly, gender mainstreaming remains a 'protocol' to meet the requirement of the law but the actual inclusion of gender mainstreaming was in fact limited.³⁴ Gender mainstreaming in the next phase of the NTP NRD should be enforced. The previous stages of the NTP NRD have not specified gender equality as one objective to be pursued and this has kept gender equality out of the main focuses of the NTPs. It is therefore recommended that the next phase of NTP NRD should include gender equality in its overall objectives.

Making gender a cross-cutting issue in the NTP NRD. Having gender equality as a thematic issue confined to one indicator is probably the root cause of limited gender reflection and inclusion in the implementation of the previous phases of the NTP NRD. It is strongly recommended that gender should be addressed as a cross-cutting socio-economic variable in the next phase of the NTP NRD. Accordingly, gender should be reflected in other contents of the NTP NRD and NRD criteria, whenever appropriate and relevant. Consequently, the implementation of the NTP NRD will become gender sensitive in the sense that it encompasses difference in the needs of women and men, active gender norms and roles to be considered in the planning and implementation of the NTP NRD activities.

Adding gender dimensions to other NRD criteria. Making gender a cross-cutting issue in the NTP NRD would imply that specific gender dimensions should be added to the NRD criteria, rather than confined to one indicator 18.6 as has been the case in the current NTP NRD 2016-2020. In the first instance, there should be a minimum rate of female participation in the participatory planning meetings to identify priorities under the NTP NRD. With regards to socio-economic infrastructure, the sequence and design of infrastructure schemes should consider how these infrastructures would best benefit women. Regarding the organisation of the economy and production, the promotion of women's economic empowerment by through 'affirmative action' in the presence of women in production support activities. For education and healthcare, the criteria should be revised to make sure that the achievement rates of women and girls are not lower than those of men and boys. In addition, gender equality should also be strengthened in the criteria for Model and Advanced NRD criteria.

Extending the intent of the criteria 18.6. The existing guidance on the criteria covers reveals the limited intent of gender equality. This includes women's participation in political leadership, access for

Compared to previous period of NRD which was gender absent, Decision No. 1600 represents additional attention on gender by engaging the Women Union as an implementer and creates a motivation for mass organizations.

(Female, middle aged, Provincial VWU, Quang Nam)

³⁴ Government of Vietnam (2020), Report 362/BC-CP on implementation of the national gender equality 2019 and for the period 2011-2020.

women to preferential loans, control of child marriage and forced marriage, having a broadcasting programme on gender equality, and a “reliable address” for domestic violence prevention and control. This articulation of gender equality criterion covers only some aspects of gender equality. As a result, even a commune is classified as achieving criteria 18.6, and as such does not represent a significant improvement in gender equality. It is therefore important to consider options to expand the intent of gender equality in the criteria 18.6 in the next phase of the NTP NRD.

Adopting gender-responsive budgeting in the NTP NRD. The gender-responsive budgeting (GRB) principle has been incorporated in the Budget Law 2015. However, instructions on how to operationalize this principle in actual budgeting processes. In this context, it is recommended that there should be a budget line allocated for carrying out activities for the advancement of women in the estimated, regular budget of the implementing agencies of the NTP NRD. Critically, it will ensure that whenever there are gender-related activities or targets, there should be a budget provision precisely for those activities or targets, instead of ‘integrating’ them into a broad budget line. A good example of the application of GRB is reflected in the UN Women and CEMA (2019) Programme 135 – being a component project of the NTP SPR 2016-2020.³⁵ A similar application is feasible for the next phase of the NTP NRD.

Strengthening women’s voices and participation in the planning procedures for the NTP NRD. Participatory planning is probably the most important tool to enable women to raise their voices and needs in the prioritization process for a development initiative. This participatory planning was partly institutionalized in NTPs but enforcement remains limited. It is recommended that a participatory planning procedure should be developed and fully institutionalized for the next phase of the NTP NRD. In that procedure, there needs to be an integral mechanism and specific regulations to ensure the quality of the participation of women and other vulnerable groups, by identifying the role of the Women’s Union in the procedure and ways in which the voices of women might be promoted and supported in the planning meetings at hamlet level.

Setting up operation arrangements and guidance for gender mainstreaming. Having gender reflected in the NRD criteria and the activities of the NTP NRD is a prerequisite for gender mainstreaming. It is equally important that there are operational arrangements, in the sense of how these gender-related criteria and activities should be implemented, and guidelines available to the implementing agencies and officials at various levels of the NTP NRD administration. In these implementation guidelines, ‘affirmative action’ should be in place, where relevant and appropriate, in order to provide concrete references for implementation. For instance, one form of affirmative action could be to ensure a certain % of women benefitting from production support activities.

35 UN Women, Committee for Ethnic Minority Affairs (2019). *Guidelines for the promotion and implementation of Responsible Budgets Gender responsibility - Applied to the Socio-economic Development Program in extremely difficult communes ethnic minority and mountainous areas (Program 135) for the period 2016-2020.*

Enhancing capacity for gender mainstreaming in the

NTP NRD. The integral inclusion of gender equality and gender mainstreaming topics should be made to the training topics, fostering multi-level officials for creating a new form of rural development in the next period. The capacity development component of the next phase of NTP NRD should be specifically focused on increasing the ability of individuals, organizations and institutions to perform their functions, fulfil their mandates and achieve their goals by integrating gender and women's economic empowerment perspectives into their inputs, strategies, processes, and systems. A further priority is to support capacity development for the Vietnam Women's Union cadres on women's economic empowerment in the NTP NRD.

Advancing the role of Women's Union in the NTP NRD.

There are two roles of the Women's Union in the current NTP NRD, which are an 'implementing' role and an 'advocacy' or supporting role. Regarding the former, the role of the Women's Union was confined to the "Five No, Three Clean" campaign. For the latter, the Women's Union is supposed to play an advocacy role (which is not clearly prescribed) to support other implementing agencies of the NTP NRD. For the next phase of the NTP NRD, the implementing role of the Women's Union should be expanded to the activities that are directly managed by the Women's Union. In addition, a supervisory role should be added so that the Women's Union would become a 'monitor' of how the gender-related criteria and activities are implemented in practice, and more importantly, the outcomes of these activities.

Monitoring gender mainstreaming in the next phase of the NTP NRD.

Last but not least, once gender is reflected in the NRD criteria and activities of the NTP NRD, it is important to ensure that there will be a monitoring and evaluation (M&E) system in the next phase that could collect gender disaggregated data to inform the progresses and outcomes of the gender-related NRD criteria and activities. This will require clear guidance on the set of indicators that need to be gender disaggregated, data collection arrangements which will inform these indicators, and more importantly, how this gender-disaggregated data should be used to improve the performance and outcomes of the NTP NRD in terms of gender responsiveness.



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