

VIETNAMESE LAW GUARANTEES GENDER EQUALITY FOR THE ADVANCEMENT OF VIETNAMESE WOMEN IN THE NEW SITUATION

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ABSTRACT

The issue of gender equality has always attracted profound attention from the international community. The history of social development shows that a society cannot achieve comprehensive progress if discrimination between men and women persists. In the Party's first political platform of 1930, the Party and Ho Chi Minh's viewpoint of "equality between men and women" affirmed the position and role of women in the revolutionary cause of the Party and the Vietnamese people. Over the past period, the Party and State have paid great attention to the implementation of gender equality and have achieved outstanding results; however, certain shortcomings and limitations remain, requiring further research and solutions. Based on theory and practice, this article proposes several solutions to contribute to ensuring gender equality for the advancement of Vietnamese women in the new context.

Keyword: *human rights, gender equality, progress, women.*

1. INTRODUCTION

Gender equality is one of the United Nations' important Sustainable Development Goals and also a central task in Vietnam's socio-economic development strategy. In Vietnam, gender equality is not only a fundamental human rights issue but also an essential condition and driving force for the successful implementation of the country's industrialization and modernization. The Communist Party of Vietnam has always affirmed the viewpoint: "Promoting the role and immense potential of women in the cause of building and defending the Fatherland ¹. "

Recognizing the importance of this issue, the Vietnamese Party and State have issued numerous policies and laws related to women's rights to promote gender equality, create conditions for women's comprehensive development, and have achieved significant results. However, in the context of globalization and digital transformation, Vietnam is facing many new challenges in ensuring gender equality and

promoting the role of women, requiring comprehensive and groundbreaking solutions.

This article analyzes the current state of gender equality in Vietnam, the progress achieved, the remaining challenges, and proposes solutions to ensure gender equality for the advancement of Vietnamese women in the new context. (This study focuses on the impact of factors such as digital transformation, international integration, climate change, and the COVID-19 pandemic on women's rights and opportunities).

2. CONTENT

2.1. Theoretical basis of gender equality in Vietnam today

** Theoretical basis of gender equality*

Clause 3, Article 5 of the 2006 Law on Gender Equality stipulates: Gender equality means that men and women have equal positions and roles, are given equal opportunities to develop their abilities for the development of the community and family, and equally enjoy the fruits of that development ². This means that men and women

¹Communist Party of Vietnam, (2021), *Documents of the 13th National Congress of Delegates*, National Political Publishing House, Vol. I, II.

²Law on Gender Equality of the 11th National Assembly, 10th session, No. 73/2006/QH11 dated February 29, 2006.

have equal conditions to fully develop their abilities and strengths, equal conditions to realize their desires and aspirations, equal opportunities to participate in social resources, and equal access to a quality of life and social achievements in the process of building and developing society.

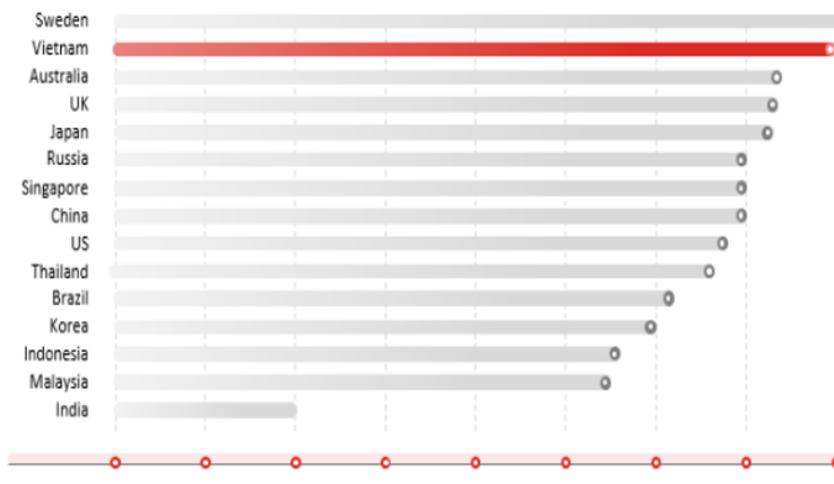
According to the United Nations : "Gender equality means that women and men enjoy equal conditions to fully realize their human rights, have the opportunity to contribute to and benefit from the achievements of national development in political, economic, social, and cultural aspects ³." To achieve this, for decades, governments around the world have continuously strived to bring gender equality to humanity, to women, so that people can always live and work in a civilized society with sustainable and humane development.

The UNDP's (United Nations Development Programme) perspective on gender equality: UNDP considers gender equality to be one of its guiding

principles. As a core element in its development programs ⁴, UNDP strives to promote gender equality and empower women globally, including in Vietnam, by integrating gender issues into all activities and programs from development to review and evaluation, ensuring that the needs of both women and men are identified and met.

International studies on gender equality have shown a positive relationship between gender equality and economic development (World Bank, 2012). Vietnam is consistently highly rated for having the highest rate of women's labor participation in Asia and globally (see table). Many leading Vietnamese companies are led by female CEOs, and 28% of top management positions in Vietnam are held by women, higher than the global average of 19%. Therefore, Vietnam ranks 26th out of 156 countries in the World Economic Forum's (IMF) Global Gender Gap Ranking ⁵.

Tỉ lệ phụ nữ tham gia lao động



Source: International Labour Organization (ILO)

³Ministry of Interior, *Women Cadre Work, Gender Equality – a Criterion of Democracy, Fairness, and Civilization*, <https://moha.gov.vn/cong-tac-can-bo-phu-nu/tin-tuc/Pages/listbnv.aspx?CateID=45&ItemID=2640#:~:text=Theo%20quan%20ni%E1%BB%87m%20c%E1%BB%A7a%20Li%C3%AAn,%2C%20x%C3%A3%20h%E1%BB%99i%2C%20v%C4%83n%20h%C3%B3a>. Accessed June 30, 2025.

⁴Vietnam Women's Union, *By ensuring gender equality, countries can more effectively implement poverty reduction and socio-economic development*. <https://www.hoilhpn.org.vn/web/guest/tin-chi-tiet/-/chi-tiet/undp-voi-hoat-%C4%91ong-binh-%C4%91ang-gioi-tai-viet-nam-1968-4506.html>. Accessed June 30, 2025.

⁵Journal of Economics and Forecasting (2022), *Leading in Gender Equality Helps Boost Vietnam's GDP Growth*

* *The Marxist-Leninist perspective on gender equality*: From the moment class divisions and oppression and exploitation emerged in society, women were always in the lowest position, the most oppressed of all. Therefore, from a very early stage, Karl Marx, Friedrich Engels, and Lenin pointed out the path and conditions for the liberation of women and the achievement of gender equality. They considered the liberation of women and the elimination of gender inequality as one of the important tasks of the socialist revolution. C. Marx, F. Engels, and V.I. Lenin pointed out the origins of gender inequality as: economic inequality leading to male dominance; backward cultural traditions, bourgeois religion and law; and the resignation and lack of knowledge of women. They also identified the path and conditions for women's liberation and gender equality: social revolution abolishing private ownership; women's participation in social production; the socialization of household work; and the legalization of equality.

Karl Marx asserted: "Social progress can be accurately measured by the social status of women" (Marx, 1844). Like Marx and Engels, Lenin believed that the transformation of society as a whole, aimed at liberating all oppressed and exploited workers, was also the path to women's liberation. Achieving equality for women was not just a matter of written records, but also of practical implementation, "...ensuring that female workers participate more and more in the management of public enterprises and in state administration." Lenin firmly believed that, through this measure, "...women would learn quickly and catch up with men."

This idea has become the theoretical foundation for the gender equality policies of communist parties, including the Communist Party of Vietnam.

* *Ho Chi Minh's thought on gender equality* : During his lifetime, President Ho Chi Minh always considered the liberation of women as one of the fundamental goals of the revolutionary struggle. From the 1920s, Ho Chi Minh showed concern for women's issues through his writings criticizing the oppression of the colonial-feudal regime.

⁶ Ho Chi Minh: Complete Works, National Political Publishing House, 2009, Volume 12, p. 148.

Speaking at the 20th anniversary of the founding of the Vietnam Women's Union, President Ho Chi Minh emphasized the role of Vietnamese women: "From the beginning of the first century, when the Trung Sisters raised the banner of rebellion, fighting the enemy and saving the people, to this day, whenever the country faces danger, our women eagerly rise up, making their worthy contribution to the cause of national liberation. Therefore, we have a very powerful proverb: 'When the enemy comes to the house, even women will fight.' ⁶"

Ho Chi Minh's ideology is clearly expressed in two core points: i) Strategic importance: Women are "half of society" - without liberating women, it is impossible to successfully build socialism. ii) Method of implementation: Requires synchronized coordination from three sides: On the part of the Party and the State: enacting policies, laws, and specific measures to protect the rights and progress of women. He emphasized: "The Party and the Government need to have practical plans to train, promote, and assist more and more women to take charge of all kinds of work, including leadership positions. Women themselves must strive to rise up. This is a revolution leading to true equality for women ⁷." On the part of society: changing perceptions and eliminating gender stereotypes. On the part of women: actively improving their capabilities, overcoming conservative thinking, and defeating feelings of inferiority.

Ho Chi Minh's ideology of women's liberation and gender equality became a revolutionary ideal, reflecting his political consciousness, compassion, cultural values, and communist humanism. This ideology, while socio-political, also embodies humanistic values and communist humanism, forming the theoretical foundation for the liberation of Vietnamese women.

* *The views and policies of the Communist Party of Vietnam on gender equality*

Since its founding, the Party has identified "gender equality" as one of the ten essential revolutionary tasks, as expressed in Article 9 of the 1946 Constitution ⁸. President Ho Chi Minh affirmed: "If

⁷Do Thi Hien (2022), Developing a team of female cadres to meet the requirements and tasks in the new period, Communist Magazine.

⁸ Women have equal rights with men in every respect.

women are not liberated, then half of humanity cannot be liberated. If women are not liberated, society cannot be truly free⁹. ”

The Party's viewpoint is most clearly expressed through its guiding documents issued over time:

During the resistance period (1946-1975): Resolution No. 152-NQ/TW (January 10, 1967) on women's affairs pointed out that the feudal ideology of "prioritizing men and belittling women" still existed.

During the period of building socialism (1975-1986): Directive No. 44-CT/TW (June 7, 1984) on the work of female cadres criticized the lax training of female cadres and requested: “Training and development schools, both domestically and abroad, should stipulate a reasonable proportion of female students when recruiting; ... Centralized schools should organize nurseries and kindergartens so that women with young children can send their grandchildren¹⁰. ”

The period of reform (1986 - present):

Resolution No. 04-NQ/TW (July 12, 1993) on reforming women's mobilization work. The resolution emphasizes: “Building, amending, and perfecting laws and social policies related to women and female labor... Having appropriate policies and guidelines for ethnic minority women, religious women, poor women, single mothers, and disabled women¹¹. ”

Directive No. 37-CT/TW (May 16, 1994) on the work of female cadres in the new situation affirms: “It is necessary to develop a strategy for training, fostering, and utilizing female labor in general and female cadres in particular... Emphasis should be placed on training female cadres working in science and technology, economics, law, administration, and state management... female cadres from ethnic minorities, religious groups, and remote areas. Training and development schools of the Party, State, and mass organizations should, when recruiting students, have a reasonable percentage of female students and incorporate knowledge about gender into their training programs...¹²”

Resolution No. 11-NQ/TW (April 27, 2007) on women's work during the period of industrialization and modernization – aiming to become the most progressive country in the region in terms of gender equality – clearly states: “For women, effectively implement laws and policies on gender equality, provide vocational training and education, care for and protect the health of mothers and children; create conditions for women to fulfill their role as mothers; build prosperous, equal, progressive, and happy families.”

Notice No. 196-TB/TW (March 16, 2015) on "Strengthening the Party's leadership over gender equality work".

Directive No. 21-CT/TW (January 20, 2018) on “Continuing to promote women's work in the new situation” is a timely update of the Party's guidelines on women's work as the practical conditions of the revolution have changed.

The Resolution of the 12th National Congress of the Communist Party of Vietnam states: “Raising the overall level and living standards and spiritual well-being of women, achieving gender equality, creating conditions for women to develop their talents... strengthening women's participation in management and leadership positions, ensuring equal rights and opportunities for women in economic, cultural, and social development.”

Current orientation: The documents of the 13th National Congress emphasize building the Vietnamese woman of the new era, reducing the gender gap comprehensively, and strictly dealing with acts of violence and abuse against women.

Thus, the Communist Party of Vietnam recognized the role and potential of women early on. Throughout its history, from its founding to the present day, the Party has always highly valued the contributions of women and set forth the task of leading and creating conditions for women to develop their abilities and achieve gender equality.

⁹Ho Chi Minh, (2011), Complete Works, National Political Publishing House, Hanoi, vol. 12.

¹⁰Directive No. 44-CT/TW (June 7, 1984).

¹¹Resolution No. 04-NQ/TW (July 12, 1993).

¹² Directive No. 37-CT/TW (May 16, 1994).

2.2. Legal and policy framework on gender equality in Vietnam

Vietnam has developed a relatively comprehensive legal framework on gender equality, including:

- Constitution: The 2013 Constitution (Article 26) stipulates: "Male and female citizens are equal."

equality in all aspects. The State has policies to ensure equal rights and opportunities for genders."

- The Law on Gender Equality (Law No. 73/2006/QH11) was passed by the 11th National Assembly.

The Law on Gender Equality, enacted on November 29, 2006 and effective from July 1, 2007, is Vietnam's first important legal document on gender equality, establishing a comprehensive legal foundation. The goal of equality is to "eliminate gender discrimination and create equal opportunities for men and women." The full text of Law No. 73/2006/QH11 on Gender Equality stipulates the principles of gender equality in all areas of social and family life, measures to ensure gender equality, and the responsibilities of agencies, organizations, families, and individuals. By 2023, a Law amending and supplementing several articles of the Law on Gender Equality was enacted. and Effective from January 1, 2024. Amend and supplement regulations on gender equality in the fields of politics, economics, education, culture and sports, and family affairs; Amend and supplement regulations on the responsibilities of agencies, organizations, and individuals in implementing gender equality. This law is expected to bring about positive changes in the implementation of gender equality in Vietnam, contributing to building a just, civilized, and progressive society.

- Other legal documents:

Decrees, decisions, and guiding documents for the implementation of the Law on Gender Equality.

Decrees such as Decree 70/2008/ND-CP and Decree 48/2009/ND-CP play a crucial role in detailing and guiding the implementation of

regulations on gender equality. These documents concretize the provisions of the Law, helping agencies, organizations, and individuals understand and correctly implement regulations on gender equality in various fields. Specifically, Decree 70/2008/ND-CP details the implementation of several articles of the Law on Gender Equality, focusing on the responsibilities of state management regarding gender equality and coordination in state management of gender equality. Decree 48/2009/ND-CP stipulates specific measures to ensure gender equality in the fields of labor, education, training, and other areas.

- Measures to promote gender equality:

Government Resolution No. 28/NQ-CP: Promulgating the National Strategy on Gender Equality for the period 2021-2030¹³. The resolution focuses on narrowing the gender gap, creating equal conditions and opportunities for women and men in all areas of social life, aiming for the sustainable development of the country¹⁴.

Implementing the National Action Program on Gender Equality for the period 2021-2025. The program focuses on six main areas: politics, economics, labor, family life, health, education, training, and information and communication, according to information from gender equality websites; setting specific goals and targets to achieve gender equality, such as increasing the proportion of female leaders in state agencies, increasing the proportion of female workers, reducing women's time spent on housework, improving the sex ratio at birth, and incorporating gender equality content into the curriculum.

Furthermore, Vietnam has ratified many important international conventions, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). After a quarter century of participating in CEDAW, Vietnam has been fully fulfilling its national obligations under the Convention and has achieved very encouraging results. This provides a solid foundation for the State and people of Vietnam to resolutely strive for gender equality and the advancement of Vietnamese women, and to fulfill the Millennium Development Goals that

¹³Government Resolution No. 28/NQ-CP: Promulgating the National Strategy on Gender Equality for the period 2021-2030. Issued on March 3, 2021.

¹⁴ <https://binhphuoc.gov.vn/vi/stttt/binh-dang-gioi/chien-luoc-quoc-gia-ve-binhdang-gioi-giai-doan-2021-2030-1083.html>. Accessed June 20, 2025.

Vietnam has committed to the international community.

3. THE CURRENT STATE OF GENDER EQUALITY IMPLEMENTATION IN VIETNAM

3.1. Progress made in achieving gender equality

Vietnam is one of the countries with the fastest rate of narrowing the gender gap in Southeast Asia. According to the World Economic Forum's (WEF) Global Gender Gap Report 2023, Vietnam ranked 72nd, an increase of 11 places compared to 2022. By 2024, Vietnam continues to maintain this position with a gender equality score of 71.5%, higher than the global and East Asia-Pacific regional averages. Vietnam has achieved many important accomplishments in ensuring gender equality through the promulgation and implementation of the Law on Gender Equality (2006), the National Strategy on Gender Equality (2021-2030), and many other policies. Vietnam has made significant progress in ensuring gender equality. Specifically:

Regarding the legal framework : Vietnam has built a fairly comprehensive legal system on gender equality, including the Law on Gender Equality¹⁵, the Law on Prevention and Control of Domestic Violence¹⁶, and integrated gender equality content into many other laws. Article 26 of the 2013 Constitution stipulates: "Male and female citizens are equal in all respects. The State has policies to ensure equal rights and opportunities for gender equality. The State, society, and family create conditions for women to develop comprehensively and promote their role in society."

2014 Marriage and Family Law is considered a significant achievement in promoting gender equality in Vietnam. This law not only stipulates equal rights and obligations between husband and wife, but also aims to build a happy and sustainable family based on the principles of democracy, fairness, and mutual respect.

¹⁵The Vietnamese National Assembly passed this law in 2006, and it came into effect in 2007. Comprising 6 chapters and 44 articles, it regulates measures to promote gender equality, integrate gender perspectives into lawmaking, and prohibits acts related to gender discrimination.

Political participation and state management : The percentage of female National Assembly deputies has gradually increased over the terms, according to Deputy Minister of Labour, Invalids and Social Affairs Nguyen Thi Ha: "The percentage of female National Assembly deputies in the 2021-2026 term is 30.26%, an increase of 3.58% compared to the 2016-2021 term." These figures serve as a driving force for Vietnam to continue pursuing gender equality goals, contributing to the achievement of sustainable development goals by 2030. The¹⁷ proportion of women holding key leadership positions in the state apparatus has also increased, with one female Vice President, one female Vice Chairperson of the National Assembly, and one female Minister of Home Affairs. During the 2020-2025 term, 61 out of 63 provinces and centrally-administered cities have female members in their standing committees; 9 out of 63 provincial Party secretaries, 15 provincial Party deputy secretaries; and 35 provinces have a percentage of female Party committee members. It can be said that in the political and foreign affairs fields, the role of Vietnamese women is increasingly affirmed, with many Vietnamese women holding important responsibilities and leadership positions in the Party and State, such as Chairperson of the National Assembly, Vice Chairperson of the National Assembly, Vice President, and several ministerial positions. Women play a crucial role in foreign affairs agencies and organizations, contributing significantly to the country's strong transformation. At the same time, it affirms Vietnam's consistent policy of maximizing the role and immense potential of women in the cause of national construction and defense, enhancing women's status and promoting gender equality in all areas of politics, economics, culture, and society; the role and contributions of women are also always highly valued in the processes and development of the ASEAN Community.

Regarding education and training: Vietnam has essentially eliminated the gender gap in general education. Literacy rates are almost equal for women and men (94.4% for women compared to

¹⁶The Vietnamese National Assembly passed this law on November 14, 2022, and it came into effect on July 1, 2023. This law replaces the Law on Prevention and Control of Domestic Violence of 2007.

¹⁷<https://dansinh.dantri.com.vn/nhan-luc/so-nu-dai-bieu-quoc-hoi-nhiem-ky-2021-2026-tang-358-20241106082357182.htm>

96.2% for men). The enrollment rate for women at the appropriate age in primary and lower secondary education is even higher than that for men. The proportion of women participating in education has increased significantly at all levels. At many universities, the number of female students has surpassed that of male students.

Regarding labor and employment: Vietnam's female labor force participation rate is among the highest in the region, reaching approximately 72%, significantly higher than the Southeast Asian average (56%) (ILO, 2022). The amended Labor Law of 2019 narrowed the gap in retirement age between men and women from 5 years to 2 years by 2028.

In the healthcare sector : Vietnam has made significant progress in improving women's health. The maternal mortality rate decreased from 233/100,000 live births in 1990 to 43/100,000 live births in 2022 (Ministry of Health, 2023). The proportion of women with access to reproductive health care services has increased significantly, with 95% of pregnant women receiving at least three prenatal checkups.

Furthermore, information systems at all levels and sectors largely dedicate broadcast time to content related to gender equality and domestic violence. Training for officials and civil servants working on gender equality and the advancement of women at all levels and sectors is increasingly being given attention and implemented regularly every year. Based on reports from ministries, sectors, and localities, essentially 100% of officials working on gender equality receive training and knowledge enhancement on gender issues annually.

3.2. Challenges in Implementing Gender Equality

Despite significant progress, Vietnamese women still face many challenges in the new context of rapid economic, technological, and social changes. These include:

Income and employment gap

- **Income Gap :** Despite a high labor participation rate, Vietnamese women still face an income gap. Women still receive approximately 15-20% lower wages than men for the same jobs. According to the General Statistics Office (2022), the average income of female workers is only 86.7% of the income of male workers.

- Occupationally, women also tend to be the majority in low-income sectors such as textiles, footwear, and domestic services.

- In terms of leadership participation, the percentage of women holding senior leadership positions in government agencies and businesses remains low, at only 26.5%, significantly lower than that of men.

Gender-based violence. In the realm of marriage and family, Vietnamese women still suffer many injuries and disadvantages, and the problems of abuse and violence against women still persist. According to the National Survey on Violence Against Women in Vietnam (2019), up to 62.9% of women have experienced at least one form of violence (physical, mental, sexual, economic, or behavioral control) from their husband/partner in their lifetime. Alarmingly, only 43.1% of women who experience violence seek support, and only 12.3% access official support services.

Gender stereotypes and the division of labor within the family. Vietnamese women still have to undertake the majority of unpaid housework. According to ActionAid research (2022), women spend an average of 4.5 hours per day on housework compared to 2 hours for men. This gap seriously impacts women's ability to participate in the labor market and develop their careers.

The digital divide and access to technology. In the context of digital transformation, Vietnamese women are facing a digital divide. According to the Ministry of Information and Communications (2022), the percentage of women owning smartphones is 10% lower than that of men, and the percentage of women with advanced digital skills is only 62% compared to men. The digital divide between men and women, especially in rural and mountainous areas, can exacerbate gender inequality. Women receive less training in digital skills and participate less in STEM (Science, Technology, Engineering, and Mathematics) fields.

Limitations in education and professional training . Although women's educational levels are improving, they still have lower levels of education compared to men; the rate of training and professional skills is low; participation in management, leadership, and social activities is limited; the burden of family responsibilities remains heavy, especially for women from ethnic minority groups. Compared to Kinh women, they still have significant differences in educational

attainment, access to information, limited opportunities to participate in labor, education, and work, and low positions and political participation, with relatively high poverty rates...

4. THE IMPACT OF THE NEW CONTEXT ON WOMEN'S RIGHTS AND OPPORTUNITIES.

The impact of digital transformation and the Fourth Industrial Revolution.

The Fourth Industrial Revolution is creating both opportunities and challenges for Vietnamese women. On the one hand, new technologies provide women with more flexible employment opportunities (such as remote work) and online entrepreneurship. On the other hand, automation is also having a significant impact on workforce reductions in many industries with high female labor rates, such as textiles, food processing, and retail. Research by the International Labour Organization (ILO, 2022) estimates that 70% of jobs in the textile industry and 63% of jobs in the electronics industry in Vietnam – two industries with a majority female workforce – are at high risk of automation in the next decade. At the same time, women only account for 35% of students in STEM (Science, Technology, Engineering, and Mathematics) fields, which are expected to create many jobs in the future.

Impact of international integration

International integration brings opportunities to expand markets, create new jobs, and raise awareness of gender equality and women's rights through international commitments. New-generation free trade agreements such as the CPTPP and EVFTA both contain provisions on labor and gender equality. However, international competition also puts pressure on Vietnamese businesses, potentially leading to cost-cutting measures and negatively impacting the working conditions of female workers.

Impacts of climate change

Climate change is disproportionately impacting Vietnamese women, particularly in rural and coastal areas. According to UN Women (2023), women often bear primary responsibility for ensuring access to clean water, food, and fuel for their families – resources threatened by climate change. At the same time, women often have less power and a weaker voice in decisions regarding climate change response.

The impact of the COVID-19 pandemic on women's rights and opportunities.

The COVID-19 pandemic has exacerbated gender inequality in Vietnam. According to a report by UN Women and UNFPA (2021), women lost more jobs than men during the peak of the pandemic (15.9% compared to 13.3%). The time women spent on unpaid family care increased by 48% compared to before the pandemic.

The pandemic also increased domestic violence. The number of calls to hotlines supporting victims of domestic violence increased by 50% during social distancing (Ministry of Labour, Invalids and Social Affairs, 2022). However, the pandemic also created opportunities for women to participate in the digital economy, with 57% of women-owned businesses shifting to online operations (VCCI, 2022).

5. SOME SOLUTIONS TO ENSURE GENDER EQUALITY FOR THE ADVANCEMENT OF VIETNAMESE WOMEN.

First, Improving the legal and policy system . Specifically:

Review and revise regulations that still discriminate based on gender. It is necessary to review and amend legal regulations that still contain elements of discrimination against women, especially in the fields of labor, marriage, and family. For example, it is necessary to continue narrowing the gap in retirement age between men and women, and to eliminate regulations that prohibit women from working in certain professions.

Strengthening mechanisms for monitoring and evaluating the implementation of laws on gender equality. Implement temporary special measures to promote substantive gender equality, including a quota system on the percentage of women in leadership and management positions, and tax incentives for businesses with a high percentage of female employees.

Integrating gender perspectives into public policy. Ensure the integration of gender considerations into all public policies, from urban planning and public transport to taxation, budgeting, and social security. Promote the implementation of gender-responsive budgeting at both central and local levels.

Secondly, Promoting gender equality in the economic sector.

Narrowing the income gap between men and women and strictly enforcing the principle of "equal pay for equal work" can be achieved through measures such as: requiring businesses to disclose gender-based salary information, establishing an objective job evaluation system, and applying sanctions for violations.

Develop policies to support women in starting and developing businesses: Expand programs to support women-owned businesses in accessing capital, technology, and markets. A World Bank study (2023) showed that women-owned businesses in Vietnam face 30% greater difficulties in accessing capital compared to men-owned businesses.

Invest in childcare and elderly care systems. Developing quality, affordable childcare and elderly care systems can reduce the burden of unpaid care work on women. A UN Women study (2023) indicated that investing 2% of GDP in care systems could increase women's labor force participation by 10%.

Third, Enhancing the role of women in politics and state administration.

Strengthening women's representation in elected bodies and state administration, effectively achieving the targets for the proportion of female deputies in the National Assembly, People's Councils at all levels, and women holding leadership and management positions as outlined in the National Strategy on Gender Equality. Improving the quality of women's representation through training, development, and building a high-quality female workforce.

Promoting increased participation of women in socio-economic development decisions, ensuring women's voices and active involvement in socio-economic development decision-making processes, particularly in areas such as digital transformation, climate change response, and post-pandemic economic recovery.

Innovate the planning, training, and development of female cadres, creating a long-term pool of female cadres. Organize training and development programs to enhance leadership skills for female cadres, civil servants, and public employees. Build

a women-friendly working environment in state agencies.

Fourth, Promoting change in social norms and gender stereotypes.

Education and communication on gender equality. Integrating gender equality education into curricula from preschool to university. Strengthening communication campaigns to change social norms and gender stereotypes, especially regarding the role of men in the family and society.

Strengthen propaganda and education on gender equality through mass media. Develop communication campaigns on the role of men in promoting gender equality. Organize competitions, workshops, and forums on gender equality.

Promoting the role of socio-political organizations, especially the Vietnam Women's Union, in raising awareness about gender equality.

Reduce the burden on the family. Encourage men to participate equally in household chores and childcare. Develop and implement supportive policies such as paternity leave for both parents, flexible working hours, and family support services.

Fifthly, Strengthening prevention and response to gender-based violence.

完善 legal and policy frameworks for preventing and combating gender-based violence. Amend and supplement the Law on Prevention and Control of Domestic Violence and related legal documents to expand the scope of regulation, strengthen measures to protect victims, and prosecute perpetrators of violence.

Implement measures to prevent sex selection of unborn babies.

Strictly punish acts of gender-based violence.

Establishing a comprehensive support service system for victims of violence. Develop a comprehensive network of support services for victims of gender-based violence, including hotlines, shelters, psychological and legal counseling services, and support for reintegration into the community.

Sixth, Bridging the digital divide and empowering women in STEM fields.

Improve women's access to digital technology. Invest in information technology infrastructure in rural and mountainous areas, implement digital skills training programs for women, and support women's access to affordable technology devices.

Empowering women in STEM fields. Implement measures to encourage female students to pursue STEM fields, such as scholarships, mentoring systems, and job placement programs. Support women's career development in STEM fields through training, support networks, and family-friendly policies.

Seventh, Strengthening international cooperation on gender equality.

Actively participate in and fulfill international commitments on gender equality that Vietnam has signed.

Learn from international experiences regarding effective models for promoting gender equality.

Leverage financial and technical support from international organizations for gender equality programs and projects in Vietnam.

6. CONCLUSION

Over the years, Vietnam has achieved significant progress in promoting gender equality and the advancement of women. However, many challenges remain, requiring further efforts to narrow the gender gap in all areas of social life.

To ensure gender equality and the advancement of Vietnamese women in the new context, a comprehensive set of solutions is needed, ranging from improving the legal and policy system to changing social norms and gender stereotypes. Particular attention should be paid to vulnerable groups of women such as ethnic minorities, women with disabilities, rural women, and the elderly. Simultaneously, a shift in mindset and approach to gender issues is necessary to align with the context of the digital economy, digital society, and increasingly deep international integration.

Gender equality is not only a fundamental right of women but also an essential condition for Vietnam to achieve sustainable development goals and build a just, democratic, and civilized society in accordance with the spirit of the 13th National Congress Resolution of the Communist Party of Vietnam. Ensuring gender equality is not only the

responsibility of the state but also a cause for the entire society, requiring the active participation of all organizations, individuals, and communities.

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