

United Nations Development Programme

Country: VIET NAM
Initiation Plan

Project Title: Gender Equality and Women's Empowerment Project (GEWE)

Expected One UN Strategic Plan Outcome(s):

Outcome 4.1: By 2021, participatory and transparent decision-making processes and accountable institutions are strengthened, with policies and implementation mechanisms that are responsive to all people, particularly vulnerable groups, women, youth and children.

2018 – 2021 UNDP Strategic Plan: Signature solution 6: Strengthen gender equality and the empowerment of women and girls.

2021 – 2025 UNDP Strategic Plan: Signature Solution 6 - Gender equality: Confronting the structural obstacles to gender equality and strengthening women's economic empowerment and leadership.

Expected CPD Output(s): UNDP Vietnam 2017-2021 CPD

Outcome 3: Institutional accountability, people's voice and access to justice

Output 3.2: Increase in women's participation in decision-making and representation in leadership positions

Initiation Plan Start/End Dates: 30 August 2021 - 30 November 2022

Implementing Partners: UN Women, target Provincial/City People's Committees (PPCs), Viet Nam Women's Union (VWU), Viet Nam Department of Peacekeeping Operations (VNDPKO), Ministry of Defense (MOD), Ho Chi Minh Politics Academy (HCMPA), civil society organisations (CSOs) and universities and other related counterparts and stakeholders

Brief Description

This Initiation Plan aims at re-positioning UNDP Viet Nam's contribution to the advancement of gender equality and women's empowerment. The two key interventions are to strengthen women's participation and leadership in political bodies and promote women's participation in peacekeeping operations. The proposal is fully aligned with the Government's vision and priorities mentioned in the National Strategy on Gender Equality for the period 2021-2030. The project will support the Government of Viet Nam in realizing the Resolution on Viet Nam's engagement in UN peacekeeping operations and the recommendations in the Outcome Document Ha Noi Commitment to Action of the high-level conference "Strengthening Women's Role in Building and Sustaining Peace: from Commitments to Results". This PIP is also aimed to strengthen the CO's continued support to national efforts to accelerate gender equality. The proposal has been developed by the CO in close consultation with key national counterparts. The IP is fully aligned also with the draft CF and CPD 2022 to 2025.

Programme Period:	2021-2022	Total resources required	\$270,000
Atlas Project Number:	00136452	Total allocated resources:	\$270,000
Atlas Output ID:	00127349	• Regular (UNDP RRF)	
Gender Marker:	GEN03	• Other:	
		○ TRAC2	\$270,000
		○ Government	
		Unfunded budget:	0
		In-kind Contributions	

Agreed by UNDP:

Terence D. Jones

Terence D. Jones

UNDP Resident Representative a.i.

28-Sep-2021

Date:

I. PURPOSE AND EXPECTED OUTPUT

Situation analysis

Women's equal representation in leadership and decision-making at all levels, in both public and private sectors, is essential for Viet Nam to realize its socio-economic development vision. The basic premise is that 'both halves of humanity' must have an equal say about issues that matter to them.

Viet Nam's commitment towards gender equality is clearly articulated in its Constitution, legislative framework, Party's resolutions, and government policies such as the 2006 Law on Gender Equality 2006 and the 2021-2030 National Strategy on Gender Equality. Most recently, as set out in the Resolution 26-NQ/TW in 2018 of the Communist Party of Vietnam, by 2030 at least 20% to 25% of members of Party Committees at all level are women and at least 35% of members of the National Assembly and People Councils at all level are women. According to the 2021-2030 National Strategy on Gender Equality, the targets set for women participation and leadership in politics are: at least 60% of heads of regulatory agencies and local governments are women by 2025 and at least 75% by 2030.

In compared with other countries, Vietnam has a relative high score of gender equality and women empowerment. The 2020 UNDP Human Development report acknowledged the achievements of Vietnam in gender equality. Vietnam's Gender Development Index reached 0.997 points, ranking among the top of five groups among 189 countries in terms of equality in human development between women and men. Regarding the Gender Inequality Index, Vietnam ranked 65th out of 162 countries. This report also shows that Vietnam is in the group of countries with an average record in terms of the participation of women in political leadership.¹ According to the 2021 report of the World Economic Forum on Gender Gap, Vietnam scored 0.701 on a scale of 0 to 1 in the Gender Gap Index, ranking 87th out of 156 countries.²

However, maintaining these important achievements has been still a challenge. While there is an increase of women representatives in the National Assembly from 26.7 percent in the 2016-2021 term to 30,26 percent to 2021-2026 term, the recent nomination results from the 13th Party Congress at the end of January showed some concerning and reverse trends in terms of the number of women represented in the central decision-making bodies of the Party. Among 200 members of the current 13th Central Party Committee, only 19 are women. That is less than the number in the previous and 12th Central Party Committee. Also, in the 12th Politburo, Viet Nam had three female members, but in this 13th Politburo, there is only one woman among the 18 members.

Similarly, the 2020 PAPI survey and its report³ revealed important findings in terms of gender equality in leadership positions at subnational level. The findings show that quotas given at the policy and legislative level of having at least 35 percent being women at the National Assembly and People's Councils by 2030⁴ seem to help normalize the idea that women are suited to serve in that position, although the targets have not been achieved. On the other hand, gender bias against village head positions seems to be significant, women are less likely to be elected than men for village leadership positions and women face a "double-standard" issue, where voters prefer men candidates with families than women candidates with families and thus these social and cultural believes remain a major obstacle to increase women's participation at village and provincial level.

Another important component of the gender equality agenda is the participation of women in UN Peacekeeping. Since 2014 while having started its global peacekeeping role, Vietnam also expressed commitment to the meaningful women participation in the UN peace operations. Vietnam

¹ UNDP, 2020.

² World Economic Forum, 2021, p. 395.

³ See the 2020 PAPI Report, pp. 2731, at https://papi.org.vn/wp-content/uploads/2021/04/PAPI_2020_FINAL_REPORT_EN-2.pdf

⁴ See the Communist Party of Viet Nam's Resolution No. 26-NQ-TW at <https://www.moha.gov.vn/tin-noi-bat/toan-van-nghi-quyet-so-26-nq-tw-ve-cong-tac-can-bo-38282.html>

sent the first female staff officer in 2017 and for the 3 rotations of the Level 2 Hospital during 2018-2021 the ratio of women is stable at 15.87%, surpassing the UN's target. As a non-permanent member of the UN Security Council in 2020-2021 and President of the ASEAN in 2020, Vietnam has played a leadership role in the region in promoting women in peacekeeping contributing to the global peace and security.

For the last 20 years, UNDP Vietnam has provided rigorous support to Vietnam to have a stable progress towards gender equality, women empowerment, gender justice and women's rights in Vietnam. In terms of women empowerment, UNDP, in collaboration with the Ministry of Foreign Affairs of Vietnam, implemented a project on increasing women's representation since 2008. The focus of the project over the three years was to work with the Party to increase the number of women candidates on the election ballot, supporting the political academy (Ho Chi Minh Academy) to establish the Vietnamese Centre for Women in Politics and the Public Administration, and supporting the government to develop and implement effective human resource policies that empower women and increase women's role in leadership. UNDP, in collaboration with the Student Magazine of the Youth Union, conducted in 2016 an innovative campaign for the youth to break gender stereotypes called #HowAbnormal. At large university events and on social media, gender flipped films with celebrities' endorsement are shown to start a dialogue on how abnormal our 'normal' gender roles are. The campaign included film competitions, festivals, and on-line pledge forms to commit to break negative gender stereotypes. In 2018, the campaign focused on women empowerment and leadership to (i) promote proactive role of youth/students in breaking gender stereotypes in career in Vietnam and the concept of transformational and influential leadership among youth and students; (ii) feature women champions in everyday life among youth and students and (iii) contribute to joint effort in unleash potentials of women for development without any barrier. The first 11 Vietnamese women peacekeepers were featured in a competing multimedia product of students.

UNDP Viet Nam through its flagship programme PAPI, collects systematic data based on citizens' perception and experiences with various governance indicators, including among others, citizens' opinions towards women's leadership at various levels. PAPI surveys provides gender disaggregated data to help identify challenges and barriers that women face when trying to access to public services or engage more actively in public decision-making. UNDP builds on PAPI data and findings to provide policy advice and recommendations to government partners and development actors in Viet Nam.

In promoting meaningful participation of women in peacekeeping missions, UNDP Viet Nam has played a key role in supporting MOFA and MOD mostly in the area of Women in Peacekeeping. For example, last year UNDP Viet Nam successfully advocated with the National Assembly for the inclusion of a gender dimension in the Resolution No. 130/2020/QH14 on Viet Nam's engagement in UN peacekeeping operations with 100% legislators voting in favour. In 7-9 December 2020, the Government of Viet Nam in partnership with the United Nations (UN Women and UNDP) and supporting Member States organized the high-level conference "Strengthening Women's Role in Building and Sustaining Peace: from Commitments to Results", to mark the commemoration of 25 years of the Beijing Platform for Action on Women's Empowerment and the 20th anniversary of landmark UN Security Council Resolution 1325 on Women, Peace and Security (WPS). At the conference, UNDP advocated (globally and nationally) for the inclusion of two recommendations related to the need to conduct barriers assessments to women's participation in peacekeeping, and for resourced national action plans on WPS. These two important recommendations were also included in the Outcome Document Ha Noi Commitment to Action.

UNDP Viet Nam also supports Vietnam's regional role in promoting women peace and security agenda through provision of (i) data and analysis aimed at supporting the goal of increasing the full and meaningful participation of women in peacekeeping deployments from ASEAN countries, and (ii) specific recommendations for promoting women's participation in UN Peacekeeping from ASEAN countries.

With its unique strengths of global experience, regional linkages, and national contextual expertise, with this initiation plan, UNDP will support the Government of Viet Nam to continue to strengthen women's leadership in political bodies and to advance the Women, Peace and Security Agenda by promoting women's participation in peacekeeping operations. This PIP aims at implementing

several seeding activities during Sept 2021-November 2022 with the aim to consolidate future partnerships that will enable us to deliver a more comprehensive and sustainable offer on promoting women's participation and leadership in Viet Nam, in line with the national goals as well as with the SDG targets.

Objectives:

Objective #1: To strengthen the leadership capacities of newly appointed female representatives to the National Assembly and People's Provincial Councils for the term 2021-2025.

Objective #2: To improve the policy framework and provide capacity enhancement on WPS and women in peacekeeping operations

Objective #3: To deconstruct common stereotypes and biases against women's leadership and participation in public office through new data, knowledge, and advocacy efforts

Expected outputs

UNDP will support the Government of Viet Nam (GoV) by providing strategic interventions to strengthen women's leadership in political bodies and promote women's participation in peacekeeping operations.

Output 1: Strengthened support to women's leadership capacities to participate in public administration

To support women's leadership and participation in public administration, UNDP will assist national counterparts and target provinces to analyse the needs for capacity enhancement and offer tailor-made competencies training to address their core needs.

Output 2: Strengthened strategic intervention to enhance institutional capacities to promote role of women in UN peacekeeping operations

UNDP will support Vietnam to take these sequential interventions:

- (i) Barrier Assessment
- (ii) Solutions Design & Delivery
- (iii) Knowledge Capture, Sharing and Application

Target Group

The target group includes a wide range of actors that play a crucial role in promoting an enabling environment to increase women's participation in political institutions and in sustaining peace and addressing emerging challenges such as COVID-19, natural disasters or climate change related emergencies; including among others: decision-makers at national level, public officials, military and police officers, journalists and CSOs; current and future women peacekeepers including potential female police.

II. MANAGEMENT ARRANGEMENTS

The UNDP Viet Nam Country Office (CO) will manage this PIP, in close cooperation with the key Vietnamese counterparts. The funding will be directly managed and implemented by UNDP. The CO will be responsible for the overall project implementation and will provide progress updates as required.

A team will be formed in the UNDP Viet Nam Country Office, including a project manager who will be in charge of project management and a programme assistant who will provide programmatic, administrative and logistical support to the team and responsible parties as needed. This UNDP project team will be directly supervised by the Programme Analyst and under overall guidance of the Assistant Resident Representative (ARR) and the Deputy Resident Representative (DRR).

Partnerships

UNDP will leverage its expertise and ongoing work with existing partners to expand the portfolio in women empowerment and women in peacekeeping. The team will work with UN Women, target Provincial/City People's Committees, Viet Nam Women's Union, VNDPKO, Ministry of Defense, Ho Chi Minh Politics Academy, CSOs and universities and other related counterparts and stakeholders to implement this project. In addition, UNDP is exploring future possibilities with supporting the Vietnamese government in preparing the application package for the Elsie Initiative Fund.

III. MONITORING

The Project Manager will have overall responsibility for monitoring the progress and adequate performance of project partners. The Deputy Resident Representative (DRR) and Assistant Resident Representative (ARR) will provide overall guidance over programme delivery and officially communicate with key stakeholders on activities, results and issues.

The following table will summarise the monitoring plan for GEWE:

Monitoring Activity	Purpose	Frequency	Responsible staff
Track results progress	Progress data against the results indicators in the work plan will be collected and analysed to assess the progress of the PIP in achieving the results	Quarterly, or in the frequency required for each indicator	Project manager/Project Assistant
Review meeting	Internal review of data and evidence from all monitoring actions to inform opportunities on formulation of a new project	After 9 months of implementation	Project manager/Project Assistant
PIP report	The final review will report on results, capture the lessons learned and include decision on whether there will be the development of a full-fledged project	At the final stage of the PIP / after full implementation	Project manager/Project Assistant

IV. WORK PLAN

Period⁵: 30 August 2021 - 30 November 2022

Related CP outcome of both Output 1 and 2: UNDP Vietnam 2017-2021 CPD

Outcome 3: Institutional accountability, people's voice and access to justice

Output 3.2: Increase in women's participation in decision-making and representation in leadership positions

EXPECTED OUTPUTS And baseline, indicators including annual targets	PLANNED ACTIVITIES List activity results and associated actions	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		Q3	Q4	Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Amount
Output 1. Strengthened support to women's leadership capacities to participate in public administration <i>Baseline:</i> Various support has been provided by many development partners	1.1 Study on international practices on gender quotas at subnational level in local councils and executive roles with recommendations for Viet Nam - Conduct desk review on available international practices/ studies on gender equality in public administration - Develop a suggested structure for the study - Conduct the study on international practices on gender quotas subnational level in local councils and executive roles with recommendations for Viet Nam	X	X	X	X	X		UNDP	TRAC2	Consultancy, consultations	35,000
	1.2 Initiatives aimed to deconstruct common stereotypes against women's leadership in public offices targeting wider public - Develop a background paper on common stereotypes against women's leadership in public	X	X	X	X	X	X	UNDP, VWU	TRAC2	Consultancy, workshops, communications, business travel	35,000

⁵ Maximum 18 months

EXPECTED OUTPUTS And baseline, indicators including annual targets	PLANNED ACTIVITIES List activity results and associated actions	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		Q3	Q4	Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Amount
<p><i>Indicators:</i> Number of more institutionalised and systematic support</p> <p><i>Targets:</i> 1 study on gender quotas at local level based on international practices and with recommendations for Viet Nam 1 training for new female delegates to the National Assembly (2021-2025) on key functions and competencies. 1 training for new female members of the PPCs on key functions & competencies 1 conference to validate and disseminate the study findings</p>	<p>administration with tailor-made recommendations (TBC)</p> <ul style="list-style-type: none"> - Design appropriate measures to establish a network for strengthening women's leaders' capacity at local level. - Organize mentoring sessions /public events under the framework of the women's leadership network initiative - Maximize communications efforts to promote the network initiative 										
	<p>1.3 Training to newly appointed female delegates to the NA on key core competencies and functions</p> <p><i>This Activity is in partnership with PAPI's capacity development programme for NA delegates.</i></p>	X	X	X	X			UNDP, HCMPA	TRAC2	Consultancy, consultations, workshops, online training modules, business travel	20,000
	<p>1.4 Pilot-test training for newly elected female members to the People's Councils at provincial level</p> <ul style="list-style-type: none"> - Consult relevant stakeholders at the target provinces to examine the needs for capacity development - Design pilot training materials - Cooperate with the target provinces to implement pilot training activities, transfer training package and explore opportunities for scale-up - Organize a sharing platform for the target provinces to exchange results and lessons learnt from the pilot-test capacity development programme 	X	X	X	X			UNDP HCMPA, PPCs	TRAC2	Consultancy, consultations, workshops, online training modules, business travel	40,000

EXPECTED OUTPUTS And baseline, indicators including annual targets	PLANNED ACTIVITIES List activity results and associated actions	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		Q3	Q4	Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Amount
Output 2. Strengthened strategic intervention to enhance institutional capacities to promote role of women in UN peacekeeping operations <i>Baseline:</i> - Support to formulation of the resolution No. 130/2020/QH14 on Viet Nam's engagement in UN peacekeeping operations -Support to the background paper on Women and Peacekeeping in ASEAN countries which provided overall status and strategic specific recommendations for ASEAN countries, including Vietnam	2.1 Conduct gender barriers assessment on women in peacekeeping at national level with recommendations to develop a strategy and action plan for VNDPKO - Conduct consultations with the counterparts on Measuring Opportunities for Women in Peace Operations (MOWIP) methodology - Design the scope of the gender barriers assessment - Implement in-depth interviews and surveys to agreed military units - Develop gender barriers assessment report on women in peacekeeping at national level with recommendations to develop a strategy and action plan for VNDPKO	X	X	X	X			UNDP, VNDPKO/ MOD	TRAC2	National consultancy, consultations, workshops, business travel	40,000
	2.2 Consultation workshops with MOD, MOFA, National Assembly and other CSOs on the findings of the barrier assessment and key recommendations - Coordinate the process with related stakeholders - Organize consultation workshops on the findings of the barrier assessment and key recommendations			X	X			UNDP, VNDPKO/ MOD	TRAC2	Procurement (server and software), consultations, workshops	30,000
	2.3 Consultation workshops of the road map for developing a national action plan (NAP) on women, peace and security (WPS) in Viet Nam in collaboration with UNWOMEN- <i>This Activity is in partnership with UN Women and MOFA.</i>			X	X			UNDP, UN Women, MOFA	RFF	National consultancy, consultations, workshops, business travel	30,000
	2.4 Design and pilot-test the curricula on WPS-related topics for army officers and police officers as part of VNDPKO new Regional Hub on Peacekeeping - Design pilot training materials	X	X	X	X			UNDP, VNDPKO/ MOD	TRAC2	National consultancy, consultations, workshops,	40,000

EXPECTED OUTPUTS And baseline, indicators including annual targets	PLANNED ACTIVITIES List activity results and associated actions	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		Q3	Q4	Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Amount
<i>Indicators:</i> Number of strategic interventions <i>Targets:</i> - 1 Barriers Assessment on women in peacekeeping - 1 Strategy and Action Plan based on the assessment findings - At least 2 training curricula developed and launched - At least 2 training workshops conducted	<ul style="list-style-type: none"> - Implement pilot training activities, transfer training package, and explore opportunities for scale-up - Organize a wrap-up event to share the achieved results from the pilot-test programme and document lessons learnt 								business travel		
TOTAL									TRAC 2	270,000	