

## PART I

### GENDER EQUALITY IN AGRICULTURE AND RURAL AREAS IN VIET NAM

#### **1.1 Necessity for strengthening gender equality in agriculture and rural development during the renovation process in Viet Nam.**

Viet Nam has experienced strong socio-economic development for over a decade since the renovation process began. Between 1991-2000, the country achieved an annual average GDP growth rate of 7.5% and the number of poor households was reduced from above 70% in 1990 to about 14.5% in 2002. The agricultural and forestry production value has grown by 5.4% in 2002. Revenues from agricultural, forestry and aquatic product exports increased to \$5.1 billion in 2002. The combination of State investments and national reform policies - particularly land reform - has led to broad based hunger eradication and poverty reduction in rural areas. The living standard of people living in rural areas, where most of the poor reside, has therefore been improved significantly.

During the economic reform process, farming households acquired increasingly greater rights and more important roles for self-administered economic units. Households received rights to long term use of land, the power to make decisions regarding labour division, production, trade and investment that were previously assigned to agricultural cooperatives. The household economy has played a most important role in agricultural achievements.

However, reform policies which aim to strengthen the household economy including allocation of agricultural and forestry land use rights, definition of the legal status and regulation of civil transactions related to common property of households, provision of credit to households, and delivering agricultural and forestry extension services and information often target men as heads of households in most cases. Men in rural areas, in reality, have therefore enjoyed many more fruits of empowerment in the economic reform process than women. As a result, most agricultural and forestry large scale farms have a male owner- manager. Very few women have become owners of commercialised farms or enterprises in rural areas although women started shifting to a market economy at a similar position as men. The number of women with good knowledge and production skills is also much lower than men. The fact that women are lagging behind men in the renovation process not only influences the household economy directly but also creates an overall development constraint in the agricultural sector compared to other sectors as women constitute more than a half of the agricultural labour force. Strengthening and building the capacity of rural women and empowering them equally to men means overcoming the development constraints and developing the sector further.

As the process of international economic integration continues, Viet Nam will need a more efficient agricultural sector in order to remain competitive. This will require faster progress through better use of abundant human resources. Greater efforts are required to develop the potential of rural women, assist them in quickly gaining capacity and confidence to play a key role in the sector and empower them to be effective and equal partners of men.

#### **1.2 Achievements in gender equality**

Viet Nam is ranked 130<sup>th</sup> globally in terms of GDP per capita, but has a much higher ranking in terms of gender equality. In 2003 the country was ranked 89th by gender development indicators (GDI) – much higher than countries at a similar level of economic development. This is one of the notable achievements of the renovation process as Viet Nam was ranked 101st in terms of gender development indicators in 1997.<sup>1</sup>

Vietnamese women and men have made great contributions to the struggle for independence and national reconstruction. Men and women in the rural areas, in particular, have largely been responsible for Viet Nam's transition from a poor country with severe food shortages to one of the world's leading exporters of key agricultural products including rice, coffee, rubber, pepper, cashews, tea and vegetables.

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<sup>1</sup> UNDP. Human Development Report 2003 and 1997

During the renovation period, income and living standards of rural people in general have improved as a result of the redistribution of land, improved rural infrastructure, increased agricultural productivity and more off-farm employment opportunities. Rural poverty has been nearly cut in half with significant improvement in social indicators. Women's average income, which was 67% of men's in 1993, increased to nearly 80% of that of men's in 1998. The maternal mortality rate dropped by half, from 200/100,000 persons in 1990 to 100/100,000 persons in 1999 and the infant mortality fell from 55‰ to 37‰ in the period 1982-99.<sup>2</sup> The kindergarten system in rural areas, which was seriously degraded during the late 1980s recovered considerably by the early 1990s, increasing the rate of rural children aged 3-6 years old in school to 37% in 1998.<sup>3</sup>

Vietnamese women have a heroic and indomitable tradition in the struggles for independence and national defence and have actively participated in the economic reconstruction and development of the country. The Constitution and the Laws of Viet Nam prescribe equal rights for men and women. The Government also provides strong support to mass organisations, especially the Viet Nam Women's Union and encourages women to take part in the leadership of the country. As a result, Vietnamese women in rural areas have achieved a position of greater equality than women in many other countries at a similar level of economic development.

In 1993, the National Committee for the Advancement of Women (NCFAW) was established with a network of Committees for the Advancement of Women in all ministries and sectors and 61 provinces and cities under the central management. In the Ministry of Agriculture and Rural Development, the Plan of Action (POA) towards the year 2005 of the Committee for the Advancement of Women (CAW) was approved in December 2002.<sup>4</sup> The POA focuses on five key objectives as follows:

- Achievement of equal rights for women in labour and employment
- Achievement of equal rights for women in training and professional development
- Achievement of equal rights for women in health care
- Increase in women's participation in leadership and management positions
- Strengthening the capacity of MARD CAW and sub CAW network

### **1.3 Challenges in achieving gender equality**

#### **1.3.1 Social perceptions and behaviours**

Although the Government has demonstrated its commitment to gender equality through promulgating legal documents, signing international conventions, establishing committees for the advancement of women in all ministries, sectors and 61 provinces and cities under central control, and supporting women's mass organisations, social behaviours and attitudes towards women in Viet Nam remain patriarchal.

At the household level, particularly in the rural areas, the family unit is run as a patriarchy. Vietnamese women maintain a deferential position to men throughout their lives. Social attitudes regarding the "adequate" role of women in the family make it difficult to address complex issues including violence against women, divorce and the needs of single mothers. The lack of thoroughly documented findings on the dynamics of the rural family household including those of ethnic minority populations further limits attempts to redress gender inequalities in decision-making and economic empowerment.

Within the MARD bureaucracy and among public officials, service providers and households in rural areas, social attitudes regarding gender roles, gender equality, labour division and leadership and decision-making continue to be biased by traditional values and gender stereotypes. Lower skill levels and confidence resulting from fewer opportunities in education, training and promotion to leadership positions often reinforce these stereotypes of women.

Gender norms and stereotypes affect both sexes though Vietnamese women generally have fewer opportunities than men. Attitudes, behaviours and roles of men in the household, community and

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<sup>2</sup> 1999 Population Census, GSO 2002

<sup>3</sup> VLSS 1997-98, GSO 2000

<sup>4</sup> Decision No 4692 -TCCB, MARD

society as well as their professional, physical and spiritual status, are all shaped by societal gender norms and prejudice.

Changing social attitudes and behaviours is a long and complex process but it is fundamental to involve changing attitudes of individuals, organisations and whole communities.

### **1.3.2 Lack of awareness of gender issues in the sector**

Gender awareness and sensitivity is still generally low in the agriculture sector. This has been disturbing MARD's current gender equality activities and will continue to have a negative impact as the Sector moves towards improving competition required to meet the increased demands of domestic consumption and export markets. The agriculture sector still represents 16-22.2% of GDP and further improvement of economic structure of agricultural and rural areas is the central task in next period, therefore women will play a greater role in agricultural production.

In the renovation period small-scale agriculture remains the basis for both food security and income generation in the rural areas. 80% of women and 60% of men living in rural areas have their major occupations in agriculture. Of concern are disparities in farming profits with female operated farms reporting lower profits (62%) than male operated farms. Among non-farm rural enterprises, revenue and profits among female-run businesses also tend to be lower than male operated enterprises, with the exception of the service sector.<sup>5</sup>

Underemployment is the most pressing issue affecting the majority of rural men and women regardless of notable improvements. In 2002, 56% of the rural labour force was recorded as underemployed. The percentage of rural women who were underemployed tripled in the period 1996-2002, while this percentage of rural men increased by 2.5 times. Getting supplementary non-farm work is especially difficult for rural women due to their lack of necessary work skills and capital for business and production diversification. Only 9.2% of rural female labour force ever received technical training, while 15.2% of rural male were trained.<sup>6</sup>

### **1.3.3 Low representation of women in decision making throughout the sector**

The labour force of MARD and the units under its supervision comprises 236,831 people, of which 89,278 (38%) are women.<sup>7</sup> While human resources management and development (HRD/M) policies and regulations are perceived as "gender equal" (or sometimes viewed as "protecting" women), in reality the valuing of men higher than women is still manifested in recruitment, personnel planning and promotion, and a number of HRD/M policies (e.g. retirement age, fixing promotion age) limit women's participation in decision making level. All this has resulted in a lack of female leadership within the MARD system.

Results from a study of MARD staff<sup>8</sup> have shown that there are only five management departments with female leaders (all are Deputy Directors of departments) and women account for about 22-46% of the total staff. On average only 5.7% of leaders (Deputy Director level and equivalent) are women in all functional and management departments, institutes, corporations and schools in the agriculture sector. In some technical areas, considered more suitable for men than women, there is almost a complete absence of women in leadership positions, although they represent 25% of the total staff.<sup>9</sup>

At provincial and district levels, the proportion of female staff in leadership positions is even lower. A recent analysis of relevant stakeholders in four Provincial Departments of Agricultural and Rural Development (DARDs of Thai Binh, Quang Binh, Kon Tum and Tien Giang provinces)<sup>10</sup> has shown no female personnel in leadership positions..

This serious lack of female leadership has created an organisational culture that can be perceived as favourable to men. The prevailing lack of awareness and skills to address gender issues

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<sup>5</sup> Gender Differences in the Transitional Economy of Vietnam, FAO/UNDP 2002

<sup>6</sup> Survey of Labour and Income, MOLISA 2002

<sup>7</sup> Agricultural Statistics 1996-2000. MARD, Agricultural Publishing House, 2002

<sup>8</sup> Mid-term Review, TA 3831-VIE, 11-2002

<sup>9</sup> Water Resource Research Institute, 2002

<sup>10</sup> Mid-term Review. TA 3831-VIE 11-2002

throughout agencies has resulted in gender issues receiving less attention and hence not being addressed strategies or public services provided by the Sector.

Women and men have traditionally had different roles in decision-making at both the household and community levels. In the rural sector differences exist both regionally, within regions and among ethnic groups. However, in most communities, important policies that provide benefits to the community are drafted and decided by community leadership where women's representation on leadership councils is generally very low.

Throughout the country, women occupy only 4.5% of the leadership positions of Commune Peoples' Committees, 4.9% of District People's Committees and 6.4% of Provincial People's Committees<sup>11</sup>. Overall, women's voices are rarely heard in decision-making processes at all levels, which is inconsistent with their contributions to work inside and outside the household. Among the rural poor, in particular, traditional practices and gender roles tend to result in male dominated households with very few exceptions. Women's positions are weak and their role in agriculture and rural development is less visible than men's.

#### ***1.3.4 Inequality in access to and control of key resources in Agriculture and Rural Development***

Although the lives of the majority of people living in rural areas in Viet Nam have improved, there still remain differences between women and men in terms of accessibility to and control of key resources critical to the livelihoods of farmers. In particular, women have limited access to and control of land, water resources, credit, means of production, skills training and information. Improvement in women's accessibility to land, credit, infrastructure and information would lead to higher potential production, improve management efficiency, provide more equal distribution of income and improve human resources development ultimately leading to increased growth.

**Land** Revision of land allocation policy is the foundation of the economic reform process in Viet Nam. The granting of Land Use Rights Certificates (LUC) for agricultural and forestry land is one of the major achievements of the renovation process. Though the Constitution, Land Law and Law on Marriage and Family guarantee that women and men enjoy equal rights to land use, LUCs for a household's common land as well as the land administration records of the localities are only registered in the name of the head of household, and most households are headed by men. This creates problems for women when they need to provide collateral for accessing loans, securing viable divorce settlements and claiming rights to land when widowed. Women have not had equal rights to land ownership as a result of land allocation policy and this has partly limited the impacts of land allocation policy on growth of the agricultural sector.

In 1999 the General Department of Land Administration (GDLA) issued a new form of LUC which provided space for both husband's and wife's names. In the associated guide document GDLA also requested land administrations of all levels to register both spouses of full families. The amended draft Land Law (planned to be discussed and finalised at the session of the National Assembly in November 2003) contains an article on registration of both spouses of full families. Implementation of necessary measures in the coming time will require coordination and support from the agricultural and rural development sector to change all LUCs which have been registered only in the name of one household head of full families.

Collection and analysis of data on the process of implementation of the Land Law as well as the percentage of Land Use Right Certificates with registered names of both husbands and wives has, up to the present, been very difficult.

**Water** - Women and men in rural areas have different roles in the management of water supply and sanitation (RWSS) and maintenance of irrigation schemes. While the Government's national strategy on RWSS recognises the key role of women in maintaining a supply of clean water as well as looking after family hygiene and health, MARD's programmes and services do not adequately address the different needs and roles of women and men in service design or delivery. Implementing institutions do not routinely assess gender issues related to user fees, design and maintenance of water supply systems or the provision of information, education and communication (IEC) to users. In addition, the regions which have the highest share of agricultural

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<sup>11</sup> NCFW 2002

in GDP including the Mekong River Delta, the Central Highlands, and North East have the lowest proportion of population with access to safe water.<sup>12</sup> In 2000, 28% of the rural Vietnamese population did not have access to an improved water source.<sup>13</sup> Women have little involvement in the assessment, design, planning or monitoring and evaluation of local irrigation schemes.

**Credit** - Although Viet Nam's laws and national policies endorse equal rights for women and men in access to credit, there remain significant gaps in the application of these laws and policies. In addition, women have greater difficulty fulfilling the criteria required to access formal credit than men. This is primarily because women are usually not considered to be the head of a household and their names are sometimes not written on the certificates of common property ownership or on Land Use Right Certificates. Banks are aware of the inequity in access to credit by female farmers and business owners. Lending policies and procedures are under review for the purpose of surmounting this inequity.

**Labour time** - Women and men spend approximately the same amount of time on income-generating labour in the rural areas. However, women spend nearly twice as much time as men on unpaid reproductive and household work. Rural women of all ages have a longer working day than men and women represent the majority among groups of people working from 51 to 60 hours per week and over 61 hours.<sup>14</sup>

There is a considerable impact on the well-being and health of Vietnamese women and their families as a result of long working hours as they have little time for rest or relaxation. Women also have less time to participate in community activities, training and other opportunities to increase their skills and knowledge, undertake management and leadership positions, thereby leading to a lower level of capacity and confidence than men.

### **1.3.5 Lack of institutional planning capacity and systems to mainstream gender**

MARD's institutional capacity to mainstream gender within its functional responsibilities and internal operations is currently limited by a combination of factors. These include a lack of human and financial resources, institutional procedures and norms and organisational culture. Although there have been a number of gender projects and training courses in MARD in recent years, there remains a lack of knowledge and skills on how to mainstream gender in policies and programmes of action throughout the Ministry and its related institutions.

Planning processes and administrative reform do not systematically take gender issues into account, nor is gender considered in systems of accountability or organisational performance indicators. Few, if any, sex-disaggregated statistics are routinely collected, analysed or used for performance improvement. Capacity for gender responsive operations within MARD's functional and management departments is extremely limited to the few MARD CFAW members who have received training in gender analysis and gender mainstreaming. Opportunities to mainstream gender into annual, five-year and ten-year plans as well as into the reform process itself are therefore missed.

Results of a recent stakeholder analysis conducted in MARD, some provincial DARDs and relevant units in the Sector indicate that there is a considerable gap in awareness, knowledge and skills to address gender issues among individuals. Analysis of related stakeholders also indicates that MARD still lacks internal systems for addressing gender issues as part of the planning process in its departments. MARD has no gender sensitive monitoring and evaluation system. MARD's budget plan has not dealt with gender issues and the only budget sources for gender related activities come from the fund of MARD CFAW.<sup>15</sup>

In a recently conducted survey of 270 staff in the Sector on gender awareness<sup>16</sup> although 47% of respondents perceive that they are "well aware" of gender and gender equality and 46% stated that they understand gender concepts to a "certain extent", only 1.6% of these staff could explain correct concepts on 'gender'. When asked the meaning of certain gender concepts, however, more than half of staff incorrectly defined these concepts. Similarly, only 1.2% of the total staff

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<sup>12</sup> 1999 Population Census, GSO 2002

<sup>13</sup> Human Development Report 2003, UNDP.

<sup>14</sup> VLSS 1997-98, GSO 2000.

<sup>15</sup> For the first time, MARD has approved a budget for CFAW in 2002

<sup>16</sup> Mid-term Report. TA3831-VIE, 11-2002

interviewed were fully aware of "gender equality" and only one member of staff (0.4%) explained "gender mainstreaming" correctly. Almost all respondents (97%) have no idea or very little idea about basic gender concepts.

### **1.3.6 Public services are not gender sensitive and do not reach men and women equally**

The main objective of the agriculture sector is to increase effectiveness of food production and animal husbandry by: improving technologies for production of inputs including seeds, breeds, fertilizer, animal food, and integrated pest management; increasing production, processing, post-harvest preservation and marketing; investment in irrigation structures; increasing diversification of agricultural products including cash crops to meet the demands of domestic and export markets and creating jobs.

Women currently have more limited access than men to agricultural and forestry extension services and inputs. They have therefore not developed capacity to use more advanced technologies and are less able to contribute to development objectives. In most rural areas, small and medium-scale production technologies are often oriented toward men as heads of households and do not adequately meet the needs of users.

While women represent above half to three quarters of the workforce in animal husbandry, depending on the region, only 20% of extension training courses on animal husbandry have women's participation. Similarly, although 80% of rural women work in cultivation, they only represent 10% of participants in horticulture training courses<sup>17</sup>. Gender roles are not taken into consideration in the process of design and implementation of public services in agriculture and rural development. Most public servants in the Sector at the grassroots level are men and they usually consider male farmers (household heads) to be the targeted beneficiaries of agricultural extension activities.

In forestry sector development, including effective management of forests, the objectives of the national forestry programmes include promoting natural regeneration of forests and developing concentrated areas for growing trees to be used as raw materials for wood and non-wood processing. These activities are also aimed at generating more jobs, especially among ethnic minority people. However, education and dissemination activities on forest management and protection have not reached men and women, especially ethnic minority women. The forestry projects currently under way are generally concentrated on transferring technology to develop new tree species for large scale farms and for export markets. Most large scale farms are managed by men.

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<sup>17</sup> Situation Analysis, NCFW, 2000

## PART II : VISION AND STRATEGIC OBJECTIVES

### 2.1. *Vision of gender equality*

Gender inequalities undermine socio-economic development in all areas and sectors. Global experiences indicate that gender inequalities contribute to increased poverty, poor health care, lack of income generating opportunities and other losses for societies. Countries that actively promote gender equality experience faster and more sustainable socio-economic growth.

While the broad objective of gender equality is often considered key to development and poverty reduction efforts, gender equality is also a central tenet of a rights-based approach to development and growth.

Gender equality does not imply equal numbers of women and men, but it does require that women and men, girls and boys, have equal opportunities to exercise their rights. Development programmes and public and social services should be comprehensive and designed to meet the different needs and priorities of all women and men. Socio-economic development will then lead to equitable outcomes, allowing men and women to achieve their individual potential.

#### **Principles of Gender and Development recognised by the International Community**

- Gender Equality has a positive correlation to socio economic growth in agriculture and rural development;
- Gender Equality is consistent with a rights-based approach to development;
- Gender Equality leads to equitable human and socio-economic development;
- Men and women, boys and girls, are equal partners in the national development process.

***Empowering women will ensure that men and women are equal partners in development.***

In order for women and men to achieve their full potential, it is imperative that they have a sense of self-confidence and worth and believe that their capability and actions will bring about desired changes in their life.

Access to education, health care, information and resources and the size of

work load all significantly influence women's empowerment, whether it is a sense of self or their decision making power in the household, in the workplace and in the community. Rural women require skills, confidence and development opportunity, whether they are farmers, small rural business owners or commercialised farm owners. It is only when women are empowered that they can make choices, articulate needs and ideas and influence the direction of social and economic change and be true equal partners in the development process.

### 2.2. *Strategic Objectives*

#### 2.2.1 *Overall objectives*

##### **Sectoral Development Goal by 2020 :**

National agricultural and rural development policies and programmes contribute to increased incomes and reduction of rural poverty for both women and men.

##### **Main indicators :**

- Labour income in agriculture and rural areas is increased.
- Income gap between men and women in rural areas is reduced.
- Incidence of poverty for rural women is reduced.

##### **Overall objectives of Gender Strategy by 2010 :**

1. Improve gender equality and women's status in the agriculture and rural development sector.
2. Gender responsive planning, programme design and implementation are institutionalised in the sector.

**Main indicators :**

- Significant increase in GDI and GEM for rural areas.
- ARD plans, programmes and activities and M&E Systems address key gender inequalities in sector and include gender sensitive measurable performance indicators.
- Sex disaggregated data are collected in regular basis.

**2.2.2 Concrete objectives, monitoring indicators and solutions :**

**Objective 1: To increase social awareness of gender issues in the industrialisation and modernisation of agriculture and rural areas following the socialist orientation.**

**Targets :**

1. 80% officers and public servants will receive gender awareness information by 2005 and 100% by 2010.
2. 30% working people in rural areas will receive gender awareness information by 2005 and 50% by 2010.

**Monitoring indicators :**

- Number of IEC programmes that are gender inclusive/responsive
- Number of training materials in gender and gender analysis in ARD.
- Number of written legal documents, texts stating legal norms to address gender issues in ARD sector
- Number of ARD leadership receiving training in gender awareness and gender analysis
- Number of ARD leadership at all levels having gender knowledge and committing to achievement of gender equality
- Market based research/studies in agriculture and rural areas with sex disaggregated data and analysis of gender roles

**Solutions**

An awareness-raising campaign is a necessary first step in order to begin addressing gender issues as a fundamental factor of the socio-economic development course of the country. A communications strategy aimed at people at all levels of society, from the grassroots communities in the rural areas to the leadership of MARD shall be developed.

At the community level, publicity campaigns on gender equality could be conducted using various media such as television, radio and printed materials and through grassroots associations and mass organisations. Campaigns should be consistently integrated into public service announcements. Each community should develop a core group of gender equality advocates among its leaders. Commitments should be established between representatives of the Party, People's Council, People's Committee, Agriculture and Rural Development Sector, Youth Union, Women's Union, Farmers' Union and War Veterans' Association at all levels to develop a communication strategy to raise gender awareness and change actions at important places to increase the understanding of people of the importance and benefits of mainstreaming gender in the development process.

At the central government level, publicity campaigns should be designed to meet the specific needs of senior leadership highlighting the linkages with socio-economic development and the role that both women and men play in achieving socio-economic goals in the sector and economic integration objectives. Focused studies on prominent gender issues in ARD and best practices of gender mainstreaming elsewhere in the sector must be designed and implemented to advocate for gender equality.

MARD programmes and projects shall plan and integrate gender in all activities.

**Objective 2: To increase rural women's access to and control of key resources, including land, credit, water resources, infrastructure and public services in ARD.**

**Targets :**

1. By 2005, names of both husband and wife will appear on 100% of newly issued Land Use Certificates.
2. By 2010 at least 85% of rural women will have access to safe water.
3. Increase representation of women in Management Boards of ARD projects, programmes and public services to 30% by 2010.

**Monitoring indicators:**

- Number of LUCs listing names of both spouses.
- Share of VBARD and VBSP loans made to women.
- Percentage of households with access to safe water supply and sanitation facilities.
- Percentage of women and men with access to agricultural and forestry extension and other public services of the ARD sector
- Percentage of women represented in Management Board of ARD projects and programmes.

**Solutions:**

**Land.** Consistent with the objectives under the CPRGS, all LUCs must have the names of both husband and wife. Communication campaigns as well as training for civil service personnel at the provincial, district and commune levels must be conducted to ensure effective implementation of the laws.

**Credit.** Banks should simplify procedures and lending conditions and accept more diversified purposes of loan use. Policies, procedures and operating norms should be gender sensitive to ensure that men and women have equal access to loans of VBARD and other State-owned banks, and lending programmes reach men and women borrowers and beneficiaries equally. Bank representatives should be trained to be sensitive to gender roles, cultural and family characteristics. Especially, close cooperation between bank staff and extension officers should be developed to provide technical and business planning training as well as market information to all borrowing households. Households, and women in particular, should receive accurate information on available credit. Data on loan recipients and loan performance must be sex-disaggregated.

**Water.** Gender analysis should be conducted as part of rural water supply and sanitation project design processes so that both women and men are targeted as beneficiaries of water supply projects and able to participate in determination of water user fees, maintenance schemes, IEC campaigns and training.

Women and men must also have equal opportunities in management of irrigation schemes. Gender roles and needs should be considered in the design and maintenance of irrigation schemes. Both women and men should be represented on irrigation management boards at the community level and water user associations.

**Objective 3 : To integrate gender targets and sex-disaggregated M&E tools in policies, plans, programmes and development projects of the Ministry and the Sector.**

**Targets :**

1. Documents guiding integration of gender targets in policies, programmes, plans and projects will be issued by 2005.
2. By 2010, 100% reports of MARD include gender-disaggregated targets.

**Monitoring indicators:**

- Number of programmes, plans and development projects with gender targets and sex-disaggregated M&E systems.
- Budget allocation for gender analysis in plans and M&E systems.

**Solutions**

There must be commitment at the highest level of MARD's leadership. The institution's capacity for gender integration in terms of human resources, financial resources and organisational operating norms and administrative procedures must be strengthened, beginning with efforts to raise awareness and knowledge of gender at the highest levels of leadership.

Management and professional staff, especially those with responsibility for the development of policy, plans and budgets and the provision of public services in all MARD system should be knowledgeable, skilled and accountable for ensuring that plans, budgets and public services are gender sensitive and that the needs of men and women are taken into consideration equitably. Moreover, systems of accountability must include gender indicators and sex-disaggregated data.

In addition to targeted communication strategies within the MARD system, a gender-inclusive professional development programme will be designed and phased in over time, which includes initial and annual refresher training and is linked to relevant initiatives at management schools, National Academy of Public Administration and the Ho Chi Minh Political Academy. Gender education certificates should be acknowledged in personnel records and reported to personnel and organisation units annually, and reports should include sex-disaggregated data.

The needs of women and men must be taken into consideration in the selection, study, design, appraisal and implementation of rural development projects and programmes at the central and lower levels of government. Impact assessments of new infrastructure projects including water supply, irrigation, roads, health stations, communications, schools and markets etc. should be conducted as part of the design process. Participatory rural appraisals must be conducted .

**Objective 4 : To achieve gender sensitive practices and gender equality in agricultural research, public services and training.**

**Targets:**

1. 80% ARD staff will be able to apply gender knowledge and skills in their work by 2010.
2. By 2010, women will account for 50% of all participants of technical training and beneficiaries of public services.

**Monitoring indicators :**

- Number of staff at all levels in the Sector who receive training in gender awareness each year.
- Percentage of women in the total participants who receive technical training and/or public services.
- Number of trained and strengthened "trainers of gender trainers" in ARD (who have knowledge and are competent enough to train gender trainers).
- Number of Information, Education and Communication (IEC) materials on public services and market information in the Sector that are gender inclusive/responsive and target women and men equally.

**Solutions**

Research on new technologies and business development opportunities should be targeted to those fields from which both male and female workers have the potential to benefit. Risk analysis

and social safety nets should take into account the needs of women as well as men and the gender roles in both the household and community.

Develop public services in ARD, agricultural and forestry extension services in particular, to introduce new technologies in crop production, animal husbandry and the sustainable use and management of forest areas. Considerations including location and duration of activities etc. must be taken into account during the design and implementation of agricultural and forestry extension programmes to ensure that both men's and women's needs are met. Sex disaggregated data on need, appropriateness and participation should be routinely monitored, analysed and used as a performance management tool.

In addition to agricultural and forestry extension services, vocational training courses should specifically target women to both raise their technical knowledge and enhance their self-confidence. At the community level, a core group of female and male experts in local production technologies with strong linkages to People's Councils, People's Committees, Farmers' Unions and Women's Unions should be established.

Increased publicity and encouragement of female enrolment in agricultural universities, colleges and vocational schools are long-term solutions. The proportion of females and males in total newly recruited staff in the sector must be established. Rates of female and male candidates eligible for enrolment in professional re-training courses of MARD's management schools must also be set.

Gender issues in ARD must be considered a compulsory subject in education programmes of all education and training institutions in the sector. Gender issues must also be integrated in other subjects related to social and economic development.

**Objective 5 : To increase women's empowerment and access to decision-making in key institutions in the sector including MARD, DARDs, People's Committees at all levels, agricultural universities, institutes, colleges, vocational schools and enterprises.**

**Targets :**

1. From 2005, at least 20-30% promoted staff at all levels in ARD sector will be women.
2. By 2010, all units of MARD will have 30% female representation in Management Board of the unit.
3. All units having above 30% female in total staff must have female representation in Management Board of the unit.

**Monitoring indicators :**

- Percentage of women in leadership positions in ARD sector and people's committees at all levels.
- Percentage of women among newly recruited staff
- Percentage of female owners of enterprises in agriculture and rural development sector.
- Rate of female representation in Management Boards of ARD programmes and projects.

**Solutions**

Gender equality should be a key tenet under MARD's administrative reform, specifically in efforts to strengthen human resource development and management. All aspects of human resource management, including the development of job descriptions, recruitment, re-assignment, planning, training and promotion policies, should clearly reflect the commitment to gender equality. Job performance reviews should include achievement of goals under the Plan of Action for Gender Equality. Human resource development activities including training courses, study tours abroad and in-country, support for advanced education, participation in key national and international projects and conferences..., should also be made available in a gender-equitable manner and with

the goal of furthering the advancement of women and closing the "gender gap" among officials in leadership and those with high level of technical expertise.

There is a need to establish a sub CFAW network in MARD and have specialised and responsible gender personnel for building momentum towards gender equality and championing the issue as fundamental to achieving the socio-economic development goals of the sector. As part of strengthening the MARD CFAW, efforts will be made to develop specialised and responsible gender personnel in all key units of MARD. During the phased transition to mainstreaming gender in MARD, the MARD CFAW will require adequate capacity building, conditions for operation, clear mandates and plans of action that are supported with human and financial resources and reasonable time commitments. The MARD CFAW should make use of the support and guidance of the MARD leadership.

Women and men must also have equal access to education opportunities. In rural communities, gender criteria should be considered in enrollment in primary, secondary and post secondary education. Local policies should be established to recruit local women for advanced education opportunities, prioritising women who will return to their communities as local leaders.

Raising the capacity of rural women to ensure their participation in all economic activities is the key to achieving gender equality in community management and decision-making. At the local level, committees should be established to conduct a general review of the implementation of laws and policies on agriculture and rural development with full participation of all relevant stakeholders including Agriculture and Rural Development, Justice, Labor, War Invalids and Social Affairs, Viet Nam Women's Union and the Committees for Advancement of Women. A consultation process, which ensures participation of women and men in the formulation of socio-economic plans and programmes appropriate for the technical requirements and target groups at local level, is required. IEC activities on the rights of women and children and gender equality in communities should also be developed.

In addition, the development of the MARD DOP human resource information systems should include the requirement to report on sex disaggregated data in all aspects of HRM and HRD.

## **PART III : CONDITIONS AND IMPLEMENTING ORGANISATIONS**

### **3.1 *Conditions to achieve gender equality***

In 1995, at the fourth International Conference on Women, conference delegates adopted a "gender mainstreaming" approach as the internationally accepted mechanism for governments and development organisations to promote and achieve the goal of gender equality. Viet Nam, like many other countries, is in transition towards achieving gender equality as a goal and in utilising a gender mainstreaming approach to achieve gender equality.

Gender and Development (GAD) and gender mainstreaming represent a shift from the Women in Development (WID) model that emerged in the 1970s and 1980s. The aim of GAD is to integrate women fully into development activities. A mainstreaming approach is founded on the principle that gender equality can only be achieved by addressing the "norms of the mainstream"— the values, behaviours, practices, ideas and conventions that dictate the way the majority of people, organisations, communities and society function.

Experiences have shown that basic conditions for achieving gender equality include:

- Support from the highest-level leaders for specific objectives on gender equality and efforts made to achieve these objectives are the most important condition.
- Policies and programmes in the Sector should be formulated on the basis of separate data for men and women. Reporting systems should be based on analysis and reports using gender disaggregated indicators.
- Appropriate resources – both human and financial (including domestic and international financial assistance) – are required for capacity building.
- Concrete plans should be developed to train and prepare female personnel for decision making positions.

- Efforts should be focussed on measuring the impact of strategies and development programmes on both men and women. Frequent dissemination of findings is necessary in order to improve measures aimed at increasing gender equality at the highest levels.

A gender mainstreaming approach includes focusing on both meeting the short term "practical needs" that have resulted from traditional gender discrimination or stereotyping (patriarchal or matriarchal), and addressing the "strategic interests"<sup>19</sup> that will challenge and change social norms, institutional practices, power relations and work loads.

### ***Mainstreaming women in ARD Institutions and Organizational Change***

Ensuring that women's voices are heard, particularly in community decision-making, political representation, leadership and governance is of vital importance in gender mainstreaming. Only when women and men are equally represented, and are able to act as equal participants in policy development and decision-making processes will gender equality be achieved.

Mainstreaming women in decision-making and leadership in traditionally male dominated organisations is perhaps the most difficult long-term challenge in achieving gender equality. However, gender equitable development is impossible without women's empowerment; both women and men need to participate in and influence the pattern of socio-economic development. This begins with the political will to change, demonstrated by the highest levels of leadership, and is supported by policy and administrative reforms and the allocation of necessary resources for implementation.

### **3.2 Plan of Action and relevant organisations**

In order to achieve gender equality in agriculture and rural development, efforts and coordination should be made by key ministries and branches, local administrative levels and leaders of communities and households.

MARD will make short-term and medium-term plans (3-7 years) within MARD, in which functional departments and management departments will be responsible for implementation within their areas of responsibilities and tasks. MARD will play a key role in the implementation of the Gender Strategy in agriculture and rural development, but, for the Strategy to be implemented successfully and sustainably over the long term, the coordination between relevant agencies is indispensable, i.e. People's Committees at provincial, district and commune levels; Committees for the Advancement of Women at all levels; the line ministries: Planning and Investment; Education and Training; Natural Resources and Environment; Labour, Invalids, and Social Affairs; Transport; Post and Telematics; Home Affairs; General Statistical Office; Viet Nam Bank for Agriculture and Rural Development and Viet Nam Bank for Social Policies; and mass organisations, especially the Viet Nam Women's Union, Viet Nam Farmers' Association, Viet Nam Trade Union, Trade Union of ARD Sector, and Ho Chi Minh Communist Youth Union.

**ON BEHALF OF THE MINISTER  
OF AGRICULTURE AND RURAL DEVELOPMENT  
VICE - MINISTER  
PHAM HONG GIANG (signed)**

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<sup>19</sup> Caroline Moser, Gender Mainstreaming in Development, 1999



## Logical Framework of the Gender Strategy for Agriculture and Rural Development

Objectives	Targets	Monitoring Indicators	Responsible organisations	Assumptions & Risks
<b>OVERALL OBJECTIVES</b>				
<p><b>Sectoral Development Goal by 2020</b></p> <p>National agricultural and rural development policies and programmes contribute to increased incomes and reduction of rural poverty for both women and men.</p>	<p><b>Main targets :</b></p> <ul style="list-style-type: none"> <li>▪ Labour income in agriculture and rural areas is increased.</li> <li>▪ Income gap between men and women in rural areas is reduced.</li> <li>▪ Incidence of poverty for rural women is reduced.</li> </ul>			
<p><b>Overall objectives of Gender Strategy by 2010</b></p> <ol style="list-style-type: none"> <li>1. Improve gender equality and women's status in agriculture and rural development sector</li> <li>2. Gender responsive planning, programme design and implementation are institutionalised in the sector.</li> </ol>	<p><b>Main targets :</b></p> <ul style="list-style-type: none"> <li>▪ Significant increase in GDI and GEM for rural areas</li> <li>▪ ARD plans, programmes and activities and M&amp;E Systems address key gender inequalities in sector and include gender sensitive measurable performance indicators.</li> <li>▪ Sex disaggregated data are collected in regular basis.</li> </ul>			

Objectives	Targets	Monitoring Indicators	Responsible organisations	Assumptions & Risks
<b>1.4 Concrete objectives to be achieved by 2010</b>				
<p><b>Objective 1 :</b> To increase social awareness of gender issues in the industrialisation and modernisation of agriculture and rural areas following a socialist orientation.</p>	<ol style="list-style-type: none"> <li>1. 80% officers and public servants will receive gender awareness information by 2005 and 100% by 2010.</li> <li>2. 30% working people in rural areas will receive gender awareness information by 2005 and 50% by 2010.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Number of IEC programmes that are gender inclusive/responsive</li> <li>▪ Number of training materials in gender and gender analysis in ARD.</li> <li>▪ Number of written legal documents, texts stating legal norms to address gender issues in ARD sector</li> <li>▪ Number of ARD leadership receiving training in gender awareness and gender analysis</li> <li>▪ Number of ARD leadership at all levels having gender knowledge and committing to achievement of gender equality</li> <li>▪ Market based research/studies in agriculture and rural areas with sex disaggregated data and analysis of gender roles</li> </ul>	<ul style="list-style-type: none"> <li>• MARD and its affiliated units</li> <li>• MARD CFAW</li> <li>• Mass media and press</li> <li>• MPI</li> <li>• MOET</li> <li>• MoNRE</li> <li>• NCFAW</li> <li>• VWU</li> </ul>	<p>Adequate financial resources for implementation of research and information /results dissemination activities are made available.</p>
<p><b>Objective 2 :</b> To increase rural women's access to and control of key resources including land, credit, water resources, infrastructure and public services in ARD.</p>	<ol style="list-style-type: none"> <li>1. By 2005, names of both husband and wife will appear on 100% newly issued LUC.</li> <li>2. By 2010 at least 85% of rural women will have access to safe water.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Number of LUCs listing names of both spouses.</li> <li>▪ Share of VBARD and VBSP loans made to women.</li> <li>▪ Percentage of households with access to safe water supply and sanitation facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• MNRE</li> <li>• MARD</li> <li>• VBARD and VBSP</li> <li>• MPI</li> <li>• VWU</li> </ul>	<p>Data collection systems of GSO are strengthened to collect sex-disaggregated data.</p>

Objectives	Targets	Monitoring Indicators	Responsible organisations	Assumptions & Risks
	3. Increase representation of women on Management Boards of ARD projects, programmes and public services to 30% by 2010.	<ul style="list-style-type: none"> <li>▪ Percentage of women and men with access to agricultural and forestry extensions and other public services in ARD sector</li> <li>▪ Percentage of women represented in Management Board of ARD projects and programs.</li> </ul>		
<p><b>Objective 3 :</b> To integrate gender targets and sex-disaggregated M&amp;E tools in policies, plans, programmes and development projects of the Ministry and the Sector.</p>	<ol style="list-style-type: none"> <li>1. Documents guiding integration of gender targets in policies, programmes, plans and projects will be issued by 2005.</li> <li>2. By 2010, 100% reports of MARD include sex-disaggregated targets.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Number of programmes, plans and development projects with gender targets and sex-disaggregated M&amp;E systems.</li> <li>▪ Budget allocation for gender analysis in plans and M&amp;E systems.</li> </ul>	<ul style="list-style-type: none"> <li>• MARD and its departments, institutes, schools and corporations</li> <li>• MPI</li> <li>• NCFAW</li> <li>• VWU</li> </ul>	<p>Gender Strategy for ARD and MARD POA are approved by MARD.</p> <p>The Government, relevant Ministries and donors agree on necessary technical assistance and financial support for implementation.</p> <p>M&amp;E systems exist for sectoral development plans and programs.</p>
<p><b>Objective 4 :</b> To achieve gender sensitive practices and gender equality in agricultural research, public services and training.</p>	<ol style="list-style-type: none"> <li>1. 80% ARD staff will be able to apply gender knowledge and skills in their work by 2010.</li> <li>2. By 2010, women will account for 50% of all participants of technical training and beneficiaries of public services.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Number of staff at all levels in the Sector who receive training in gender awareness each year.</li> <li>▪ Percentage of women in the total participants who receive technical training and/or public services.</li> <li>▪ Number of trained and strengthened "trainers of gender trainers" in ARD (who have knowledge and are competent enough to train gender trainers).</li> </ul>	<ul style="list-style-type: none"> <li>• MARD</li> <li>• DARDs</li> <li>• People's Committees at all levels</li> <li>• NCFAW</li> <li>• MARD CFAW</li> <li>• Technical departments and schools affiliated to MARD.</li> </ul>	<p>Leadership of relevant ministries, sectors, organisations, institutions, and PCs at all levels are interested and committed to implement gender mainstreaming in the sector.</p>

Objectives	Targets	Monitoring Indicators	Responsible organisations	Assumptions & Risks
		<ul style="list-style-type: none"> <li>▪ Number of IEC materials on public services and market information in the Sector that are gender inclusive/responsive and target women and men equally.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>	
<p><b>Objective 5 :</b> To increase women's empowerment and access to decision-making in key institutions in the sector including MARD, DARDs, People's Committees at all levels, agricultural universities, institutes, colleges, vocational schools, and enterprises.</p>	<ol style="list-style-type: none"> <li>3. After 2005, at least 20-30% promoted staff at all levels in ARD sector will be women.</li> <li>4. By 2010, all units of MARD will have 30% female representation in Management Board of the unit.</li> <li>5. All units having above 30% female in total staff must have female representation in Management Board of the unit.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Percentage of women in leadership positions in ARD sector and people's committees at all levels.</li> <li>▪ Percentage of women among newly recruited staff</li> <li>▪ Percentage of female owners of enterprises in agriculture and rural development sector.</li> <li>▪ Rate of female representation in Management Boards of ARD programmes and projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Party Executives and leadership of MARD and relevant units in ARD.</li> <li>• Party Executives and leadership of PCs of all levels.</li> <li>• Party leadership and personnel departments of universities, institutes and enterprises in the Sector.</li> </ul>	<p>Leadership of the Party and Government's organisations of all levels consider achieving gender equality in decision making an important component for successful implementation of CPRGS and overall socio-economic development course of the country.</p>

## Gender glossary

**Access to resources** is ability of an individual to use a resource. For example, ability to have land for cultivation or street house for a retail shop.

**Control of resources** is ability of an individual to decide who can use the given resource, how to use the given resource and when to stop the use. For example, to sell rights on land use, to open retail shop.

**Empowerment** is the process of increased opportunity of women and men to control their life. Empowerment of women or men includes increasing their power to make decisions, to have their voices heard, to put things on the agenda, to negotiate and to challenge past customs.

**Gender analysis** is a process to assess the differential impact of policies, programmes, projects and legislation on men and women. Gender analysis recognises that the realities of men's and women's lives are different, and that equal opportunity does not necessarily mean equal results.

**Gender and Development (GAD)** is an approach that was developed in the 1980s to overcome perceived weaknesses of the Women in Development (WID) approach. Rather than focusing exclusively on women, this approach is concerned with relations between women and men, particularly inequality in power sharing and decision making. GAD tries to address profound causes of gender inequality through integrating gender in policy making process in all sectors at all levels, focusing on implementation of necessary steps to ensure that all members of the society equally enjoy the fruits of development.

**Gender empowerment measure (GEM)** is a comprehensive index measuring gender inequality in three basic dimensions of empowerment - economic participation and decision-making, political participation and decision-making and power over economic resources.

**Gender equality** means that women and men enjoy the same status within a society. It does not mean that women and men are the same, but rather that their similarities and differences are recognised and equally valued. Gender equality means that women and men experience equal conditions for realising their full human rights, and have equal opportunity to contribute to and benefit from political, economic, social and cultural development of their country.

**Gender equity** is the process of being fair to both men and women. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, where equality is the end. Equity leads to equality.

**Gender gap** is a concrete example of political, economic, social and cultural difference or inequality between men and women or between boy and girl.

**Gender mainstreaming** refers to the process or a strategy to work toward the goal of gender equality that was developed in 1990s. Unlike WID, gender mainstreaming focuses on changing the "gender norms of the mainstream"—the values, behaviours, practices, ideas and conventions that dictate the way the majority of people, organisations, communities and society functions. Gender mainstreaming involves (i) making men's and women's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programs in all sectors of society; (ii) changing policies and institutions so that they actively promote gender equality; (iii) rethinking socio-cultural values and development goals in the long-term.

**Gender prejudice** reflects characteristics that are foisted on women and men but fail to recount actual individual ability. For example, housework is women's work, not men's. Gender prejudice often limits an individual in doing what he or she is able to do.

**Gender** refers to the socially determined differences between men and women, such as roles, attitudes, behaviour, and values. Gender characteristics are assigned to men and women during their childhood and are expected to be followed. For example, in some societies women are considered dependent on men; in other societies women are decision-makers, or men and women equally make decisions. Gender characteristics vary across cultures and over time; they thus are amenable to change.

**Gender responsiveness** entails consistent and systematic attention to the differences between women and men in society with a view to addressing institutional constraints to gender equality.

**Gender roles** are behaviours that are expected from men and women. Gender roles are learned and vary across cultures and over time; they are thus amenable to change.

**Gender stereotypes** are popularly held ideas about men and women. For example, ideas that women are tender, men are strong. Gender stereotypes are learned and vary across cultures and over time; they are thus amenable to change.

**Gender-related development index (GDI)** is a comprehensive index measuring average achievement in the three basic dimensions of human development - a long and healthy life, knowledge and a decent standard of living - adjusted to account for inequalities between men and women.

**Labour division by gender** is the assignment of different tasks and responsibilities to women and men. Gender-based assignment of tasks is learned and pervaded by all members of a given community or society.

**Lack of gender awareness** is the shortage of information and knowledge about gender issues and their impacts on experiences and development results of men and women, boys and girls.

**Sex** identifies the biological, genetically determined differences between women and men and is not amenable to change. Only a very small proportion of the differences in roles assigned to men and women can be attributed to biological or physical differences based on sex. For example, insemination is a male sexual role, pregnancy and childbirth are female.

**Status** of women (or men) is the term used to compare socio-economic conditions of women (or men) with corresponding conditions of men (or women). For example, women have lower status than men in political life, that is seen in lower rates of women at decision making levels.

**Women in Development (WID)** is an approach that emerged in 1970s, with the goal of integrating women more fully into the development process. It includes strategies such as women-only income generation projects, training and credit for women. In this approach, women are passive beneficiaries of development; women's concerns are considered separately from the whole development issues.

#### **Literatures used**

1. Gender Mainstreaming Guidelines, NCFAW, 2003
2. Human Development Report 2003, UNDP
3. Accelerating Change - Resources for Gender Mainstreaming. Ed. by Melissa Innes. Agriteam Canada Consulting Ltd., supported by CIDA, Asia Branch. 2-2000.
4. Handbook in Gender and Empowerment Assessment. Norwegian Agency for Development Cooperation (NORAD), 1999

## APPENDIX 3

## Selected Statistics on Gender in Agriculture and Rural Development

Source	Indicators	1993			1998			2002		
		Total	Female	Male	Total	Female	Male	Total	Female	Male
<b>LABOUR PROFILES</b>										
MOLISA	Share of rural economically active population over 15 years old, (%)	100*	51.0*	49.0*	100	50.4	49.6	100	49.5	50.5
MOLISA	Share of wage employment in agriculture, (%)	100*	4.5*	95.5*	100	4.0	96.0	100	1.7	98.3
MOLISA	Share of trained in total rural workforce (urban in brackets)	7.8* (31.6) *	5.7* (27.5) *	10.0* (35.6) *	8.0 (33.7)	6.3 (29.2)	9.8 (38.0)	12.2 (44.0)	9.2 (39.0)	15.2 (48.8)
MOLISA	Under-employment in rural economically active population over 15, %	20.6*	18.1*	23.2*	27.6	25.5	30.5	56.4	55.8	57.0
MOLISA	Unemployment in rural economically active population over 15, %	1.0*	0.9*	1.1*	1.1	1.1	1.1	0.9	1.0	0.9
MOLISA	Rural labour utilisation rate, %	73.6*	73.5*	73.7*	70.9	70.9	70.8	84.2	84.2	84.2
GSO1	Female wage and compensation from main job as percentage of male		66.9	100		79.2	100		...	...
GSO1	Hours per week spent on housework by population over 6 years old	13.4	15.5	10.9	11.0	12.8	8.3	...	...	...
GSO2	Annual net-migration rate (%), rural areas									-0.29
GSO2	Annual net-migration rate (%), urban areas									0.93
GSO2	Sex ratio (men/100 women) of rural migrants (urban in brackets)									87.7 (107.4)
<b>SOCIAL INDICATORS</b>										
GSO1	Gini coefficient of expenditure per capita for rural areas (urban in brackets)				0.278 (0.340)			0.275 (0.348)		...
GSO1	Food poverty rate in rural areas (urban in brackets)				29.1 (7.9)			18.3 (2.3)		...
GSO1	Poverty rate in rural areas (urban in brackets)				66.4 (25.1)			44.9 (9.0)		...
GSO1	Rural poverty gap ratio, % (urban in brackets)				21.5 (6.4)			11.6 (1.7)		...
GSO1	Per capita living area of rural population (urban in brackets)				8.4 (8.2)			9.5 (10.4)		...
GSO1	Percentage of literate population aged 10 and over in rural area				84.8	80.0	90.1	88.0	83.7	92.6

Source	Indicators	1993			1998			2002		
		Total	Female	Male	Total	Female	Male	Total	Female	Male
GSO1	Enrolment rate of rural children aged 6-35 months (nursery age), %	4.7	4.2	5.2	2.2	2.4	1.9	...	...	...
GSO1	Enrolment rate of rural children aged 36-71 months (kindergarten age), %	22.4	24.7	20.3	36.7	37.9	35.5	...	...	...
GSO1	Mean years of education of rural population (urban in brackets)				5.7 (7.9)	5.1 (7.4)	6.2 (8.5)	...	...	...
GSO1	Rural children aged 0-155 months under weight for age, %				43.1	41.2	45.0	...	...	...
GSO1	Rural women having at least one prenatal care during the nearest pregnancy, %				62.0			...		
GSO2	Rural infant (under 1 year) mortality rate, ‰ (urban in brackets)	55.0			41.0 (18.3)			...		
UNDP	Rural population without sustainable access to an improved water source, % (urban in brackets)	52** (14)**						28*** (5)**		
<b>SECTOR INDICATORS</b>										
MARD1	Share of labour force in MARD and MARD affiliated units, % Of which :							100	39.9	60.1
	- Agriculture							100	50,6	49,4
	- Forestry							100	40,9	59,1
	- Processing industry							100	44,6	55,4
	- Production and distribution of electricity, gas and water							100	7,9	92,1
	- Construction							100	9,4	90,6
	- Trading including vehicle repair							100	44,7	55,3
	- Science and technology							100	44,1	55,9
	- State management							100	39,1	60,9
	- Education and training							100	38,5	61,5
	- Other activities							100	38,5	61,5
MARD2	Share of MARD and DARD management (vice-head of section and higher), %							100	8	92
MARD2	Share of MARD leadership (vice-director of department and higher levels), %							100	5.7	94.3
NCAFAW	Share of extension workers at provincial and district levels, %				100	28	72			

**NOTE:**

\* 1996 data

\*\* 1990 data  
\*\*\* 2000 data

*Sources:*

GSO 1 Viet Nam Living Standards Surveys 1993 and 1998.  
GSO2 Population Census 1999.  
MARD 1 Survey of Labour Force, TA3831-VIE, 2002  
MARD 2 Report on Labour and Income of Units under MARD, 2002.  
MOLISA Survey of Labour and Income, 2002  
NCFAW Situation Analysis and Policy Recommendations for Gender Equality and  
Women's Advancement in Viet Nam. 2000  
UNDP Human Development Report 2003