

PROMOTING GENDER EQUALITY WITHIN GIZ VIETNAM

Country	Viet Nam
Authors of the entry	<ul style="list-style-type: none"> • Ms. Pham Thi Hong Net, Country Gender Focal Point • Mrs. Tran Huong Giang, Project Gender Focal Point • Mrs. Hoang Thanh Ha, Project Gender Focal Point • Mr. Tran Le Tra, Project Gender Focal Point • Mrs. Nguyen Anh Minh, Project Gender Focal Point • Ms. La Minh Phuong, Project Gender Focal Point • Mrs. Tong Thu Huong, Project Gender Focal Point • Ms. Tran Phuong Dung, Project Gender Focal Point • Mrs. Nguyen Do Ha Minh, Project Gender Focal Point

1. Corporate culture (50% of marks)

Gender equality is a key value and part of how we see ourselves. Describe your contribution, i.e. the measures, processes and/or approaches you use to make gender equality visible as part of our corporate culture and to champion it both internally and externally as a goal in itself and as a principle to guide action.

During the year 2018 & 2019, GIZ Vietnam has taken various measures to promote gender equality as our corporate culture both internally and externally.

Inside GIZ:

Developing and promoting gender sensitive policy and guideline: Anti-harassment policy at workplace was developed in 2018 with an aim to prevent harassment of any kind (including sexual harassment) by any staff or persons associated with the organization ([see here](#)). This policy is included in the welcome package and introduced at the introductory day for new staff. A practical guideline on gender sensitive communication ([see here](#)) was also developed by country gender focal point to help GIZ staff, especially the communication officers, to avoid using sexist language and be more gender sensitive in developing communication products.

Providing a private space for nursing mothers: According to Viet Nam's Labor Code, nursing mothers with children under 12 months have an extra 60-minute break during working time to breastfeed their baby, express milk and take a rest with full salary. While this is applied in principle, they still find it difficult once returning to work due to the lack of adequate space and facilities for pumping and storing milk. In order to support female staff to have a safe, clean and private space to express milk, 03 lactation rooms have been set up at country and project offices. More lactation rooms are expected to be available in other project offices, subject to the availability of space.



*A nursing mother is using the lactation room
Photo Credit: Nguyen Ngoc Anh/ GIZ Viet Nam*

Establishing a gender circle: In early 2019, GIZ Vietnam established a gender circle with 9 members including a country focal point and 8 project gender focal points (GFPs). Apart from the full-time country gender officer/focal point, the project GFPs allocate approximately 10-20% of their working time to facilitate gender mainstreaming aspects in the program or project activities. The roles of gender circle are to strengthen gender learning and sharing among programs, as well as to take collective actions in the promotion of gender equality within GIZ and in program management.



*Members of gender circle at the annual staff meeting
Photo Credit: GIZ*

Organizing annual events: Gender circle members jointly organized an annual brown bag lunch on gender equality within the International Women's Week and a gender section at the annual staff meeting. Through these events, we have raised our staff's awareness on GIZ's gender strategy, gender equality within organization and project's good practices in the form of quizzes and games.



*Gender section at annual staff meeting
Photo Credit: Nguyen Anh Minh/ GIZ Viet Nam*

Making gender equality as a cross-cutting topic in routine work: Gender equality has become a cross-cutting topic in the development and review of the annual country operational plan and discussions at the monthly Management Team of Operation (MTO) meeting. The country gender focal point (GFP) regularly participates in these activities and presents gender issues to managers and relevant stakeholders. Besides, the country GFP has taken part in project-level operation plan meetings to share, discuss gender activities and work with clusters to prepare gender analysis reports for new projects. Thus, the country gender focal point has space to influence project team leaders and members regarding the importance of gender mainstreaming not only during planning but also in the whole project cycle management.

Outside GIZ:

Participating in gender networks/working groups: GIZ Vietnam participates in several gender networks/working groups in Vietnam (e.g. gender & climate change group, gender action partnership etc.). Apart from being a regular member of these networks/working groups, GIZ Vietnam also implements joint activities with other development organizations and Vietnamese government agencies. For instance, GIZ Vietnam has joined forces with the gender & climate change working group (including GIZ, UN Women, UNDP, NGOs' Climate Change Working Group - CCWG) to support the Ministry of Natural Resource and Environment (MONRE) in the gender mainstreaming process of the Nationally Determined Contribution (NDC) (see [policy paper on recommendation of gender mainstreaming in NDC policy paper](#)) and the National

Adaption Plan (NAP). This is highly appreciated by our government partners and other stakeholders.

Supporting government partners to enhance their gender equality work: Apart from networking with other organizations, GIZ has also partnered with Vietnamese government agencies to enhance their gender equality work. For example, in 2018 and 2019, GIZ provided technical support to the Vietnam's General Statistics Office (GSO) in the revision of the Set of National Statistical Indicators (See [available document here](#)) on Gender Development and the Development of Vietnam Sustainable Development Goals Indicators (158 indicators including [70 gender indicators](#)) (see [available document here](#)). A key actor providing technical support for the indicator development and revision process, GIZ's visibility of gender prowess was highly acknowledged by our government partners in many publications, press releases, opening remarks, and other media, etc.

Participating in public campaign: Recently, GIZ has cooperated with the Center for Studies and Applied Sciences in Gender - Family - Women and Adolescents (CSAGA) and 02 partner TVET institutes to organize a school tour on 16 Days of Activism Against Gender-Based Violence campaign to raise awareness for students on harassment at school and workplace. This is the first time that GIZ directly participated in a public campaign related to gender.



School tour to raise awareness for students about gender-based violence under TVET cluster - Photo credit: CSAGA

2. Gender competence (30% of marks)

Describe the context, your organizational unit and the challenges faced by your organizational unit or country and explain how you contributed to enhancing gender competence among your colleagues or in your organizational unit, a specific team or the company. Share the approaches that have proven successful.

Context:

A major challenge for GIZ staff in implementing the gender strategy was a lack of gender knowledge and skills. Most

people were neither well aware of key concepts of gender equality nor informed of how to promote gender equality within organization and in project cycle management. For example, a preliminary survey of a gender training shows that understanding of several key gender concepts were pretty low among participants.

section at the annual staff meeting; (iii) gender presentation at 03 introductory day events and 03 induction trainings for new staff.

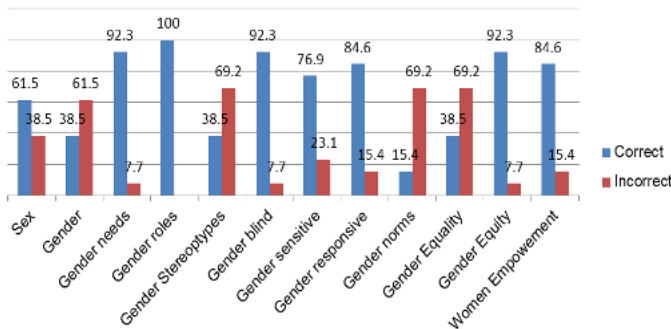


Figure 2: Understanding of key gender concepts before training for MCRP program staff

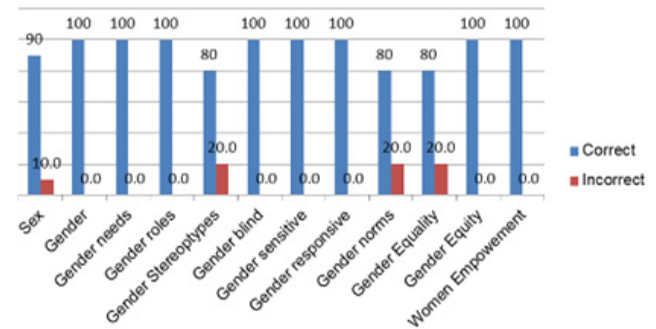


Figure 3: Understanding of key gender concept after training (%) for MCRP program

Approach:

A key approach of enhancing gender competence among our staff is to conduct trainings for both administrative and program technical staff. The training helps participants to understand key concepts of gender equality as well as to be aware of the importance of promoting gender equality within the organization and in project cycle management. They are also expected to apply gender analysis tools for gender mainstreaming within the organization and in project cycle management. The learner centered methodology is the key which promotes learning through games, role play interaction and sharing experiences among participants. Besides, GIZ staff can familiarized themselves with GIZ’s gender strategy and good practices through quiz games at brown bag lunch, introduction training, annual staff meeting, etc.

And some immediate results:

The participants have enhanced their understanding of basic gender concepts such as gender and sex; gender roles, gender need, gender stereotypes; gender norms; gender-responsive, gender-sensitive; gender blind, gender discrimination, gender equality, and gender equity as well as relations among these concepts.

And in the year 2019, GIZ Viet Nam has conducted some capacity building activities, including: (i) 02 gender training courses (04 days & 02 days); (ii) a brown bag lunch within the International Women’s Week and a half-day gender

After the training, the participants have also improved their knowledge and skills in gender analysis and gender mainstreaming. Specifically, they have come to understand the gender analysis objective(s), key questions in the gender analysis and key gender aspects in policy review, as well as had a clear understanding of gender targets, gender indicators, and gender actions required in each step of the project cycle management through practicing various exercises and examples of their own projects.

Moreover, our staff’s motivation to promote gender mainstreaming have increased dramatically. Majority of participants expressed their confidence in facilitating gender mainstreaming into their daily works.

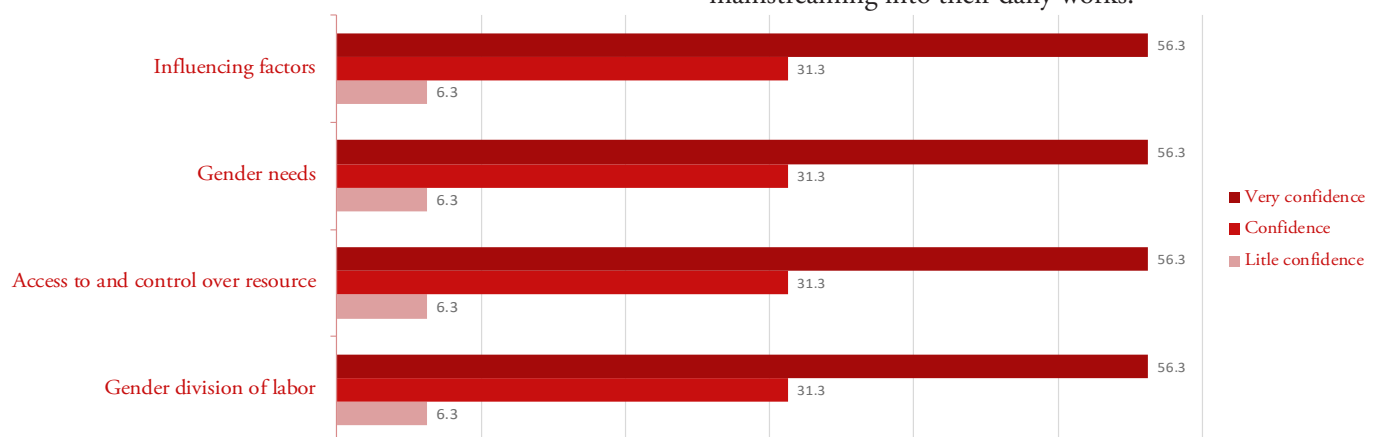


Figure 5: Level of confidence to do gender analysis after training (%) for Macro Economic Reform Cluster

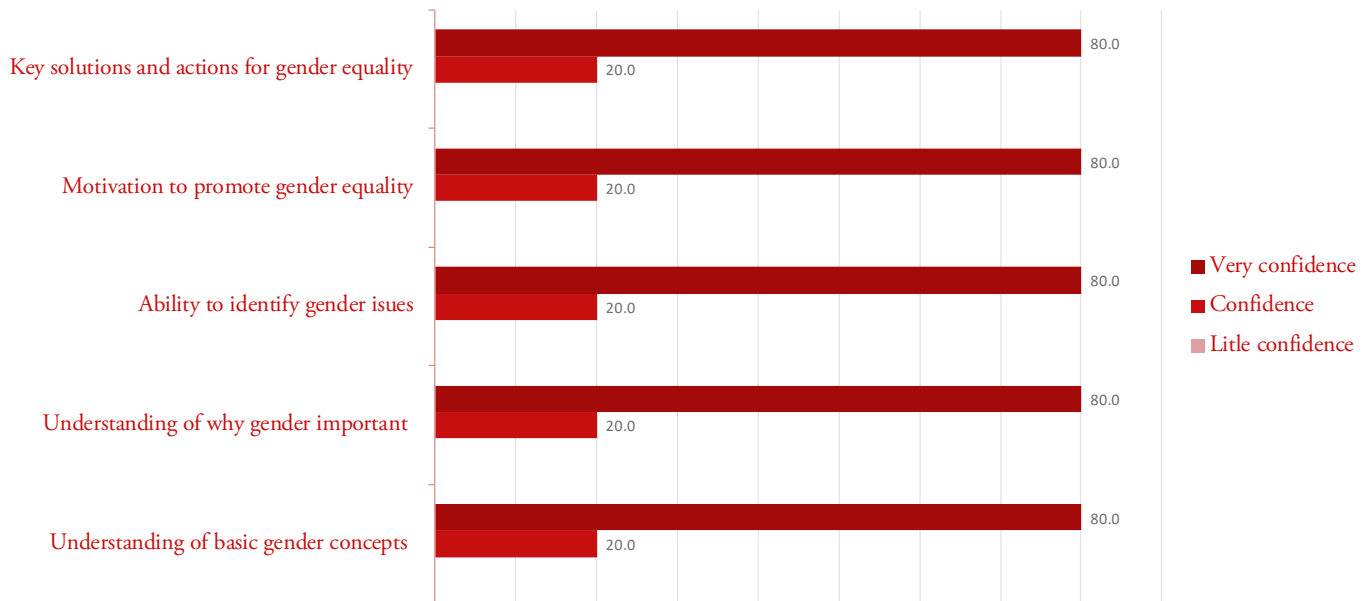


Figure 6: Motivation towards gender mainstreaming after training (%) for Macro Economic Reform Cluster

3. Cooperation (20% of marks)

Gender equality cannot be achieved by individuals alone. It is a joint task – how did you go about it? Who did you cooperate with? What were the major challenges you encountered individually or together? What were the three key success factors? What were the outcomes?

Our message “Promoting gender equality and women rights is everyone’s task” has been well communicated to all GIZ staff by the country director. With the constant support from the management team, gender activities have not only been jointly implemented by gender circle members but also by other staff. For instance, the anti-harassment policy at workplace was developed by HR department with inputs from country gender focal point. Another instance is that 03 lactation rooms were established with the support from admin departments.

A remaining challenge is that the project gender focal points are often overloaded with their daily work and most of them do not have gender expertise. They would need more time to enrich their knowledge and experiences through learning by doing and sharing with other gender circle members.

Three key success factors:

- *Strong support from managers:* The country management team has shown strong commitment to the promotion of gender equality and women’s rights within the organization and in project cycle management. This is reflected in (i) the nomination of project gender focal points; (ii) budget allocation for gender capacity building and mainstreaming activities; (iii) engagement of GFPs in project design, planning, monitoring and

evaluation; (iv) introduction of gender as a cross-cutting topic in the development and review of annual country operation plan and annual events; (iv) contribution of project budget for a full-time country gender focal point position; (v) allocation of office space for lactation rooms. These supports have created space for GFPs and other team members to be active and to work together toward a common goal of advancing gender equality.

- *Talking about gender equality in a fun way:* To familiarize and inspire people with gender topic, it is important to organize gender activities in a fun and meaningful way. Therefore, most of our awareness raising and capacity building activities have been designed in the form of games, role play interaction and personal experience sharing.
- *Important role of project GFPs:* As mentioned above, GFPs are often very busy with their daily work and most people undertake this GFP task out of personal interest and commitment to gender equality. Apart from technical support from country gender focal point, project GFPs play an important role in coordinating gender mainstreaming activities within their project teams. For example, some admin GFPs play as a gender gate keeper to review if gender perspective is integrated in the TORs and collect sex disaggregated data on project beneficiaries. In the meantime, technical GFPs initiate gender mainstreaming activities when working with partners as well as do gender equality check when necessary. For example, project GFPs of MCRP program and Macro Economic Reform cluster actively proposed to organise gender trainings for technical and admin staff.