

Country Gender Profile

*All data as on December 2005

A. Human Development Indicators : Progress on the MDGs

Target Number/ Indicator Number	Series name	Data for Year 2005 or whichever is latest
3/6	Education enrolment ratio, net, primary level, both sexes (UNESCO)	93% ¹
3/6	Education enrolment ratio, net, primary level, girls (UNESCO)	47,6% (2004) ²
3/6	Education enrolment ratio, net, primary level, boys (UNESCO)	52,4% (2004) ³
3/8	Literacy rates, aged 15-24, both sexes, per cent (UNESCO)	90,3% (2006) ⁴
3/8	Literacy rates, aged 15-24, women, per cent (UNESCO)	93,6 % (2006) ⁵
3/8	Literacy rates, aged 15-24, men, per cent (UNESCO)	94,2% (2006) ⁶
5/14	Infant mortality rate (0-1 year) per 1,000 live births (UNICEF estimates)	17/1000 (2004) ⁷
6/16	Maternal mortality ratio per 100,000 live births (WHO, UNICEF, UNFPA)	85/10000 (2004) ⁸
HDI Rank	GDI Rank	GEM Rank
108/177	83/144	n.a. ⁹

B. Women in Decision making roles - Gender disaggregated data

1) Legislature

	% of women	No. of women	Total No.
National	27,86%	136	488 ¹⁰
	% of ethnic minorities		
	5,94%	29	
State (Provincial)	23,8%	n.a.	
Local Bodies(data maybe aggregated or indicative)	23,2% district 20,1% commune	n.a.	

2) Executive				
a) Government – Ministerial Positions				
	% of women	No. of women	Total No.	Comment
National	10.3% (2006) 12,5% (2004)	3	29	11 12
b) Top Bureaucracy				
	% of women	No. of women	Total No.	Comment
National		n.a.		
State (Provincial)		n.a.		
3) Judiciary				
	No. of women	Total No.	Comments	
High Courts	22%	n.a.	Central Court 22% Provincial Court 27% District Court 35% ¹³	
4) Political Parties				
	% of women	No. of women	Total No.	
Women in executive committees or equivalent decision making bodies in the party	8,3%(executive committee) 2001- 2006 - Members of Central Executive Committee (8.60%) - Members of Provincial Executive Committee (11.32%) - Members of District Executive Committee (12.89%) - Members of Communal Executive Committee (11.88%) ¹⁴	15	181	
Ethnic minorities both sexes	18%(executive committee)	2	11	
5) Trade Union				
	% of women	No. of women		
Women in the governing bodies of major National Trade Unions	- 17,4 % - VGCL Headquarters 3 women /25 - National Industrial Unions, Corporation Unions 1/20 - Federations of labour in provinces and	- Executive Committee 27 women /155 members ¹⁶ - 12% - 5%		

	<ul style="list-style-type: none"> cities 11/60 - Upper Level of Grassroots Unions 3/11 - Grassroots Unions 4/13 - Factories and Workplaces 2/6 - State agencies, mass organizations 3/17¹⁵ 	<ul style="list-style-type: none"> - 18,3% - 27,3% - 30,8% - 33,3% - 17,6% 		
Industry wise (as available in respective countries)	VGCL Executive Committee:		Male (%)	Female (%)
	n.a.			
Initiatives for gender equality in the trade unions				
<ul style="list-style-type: none"> - Enterprises must consult with trade unions to determine reserve occupations for women workers (a job different from the one a woman worker is practicing which is to be used, until retirement, when she can no longer continue her current job). The enterprise must provide training for women for these reserve occupations (article III.1 and 2). 				
6) Private and public corporate business				
		Male (%)	Female (%)	
Top /middle management		n.a.		
Women entrepreneurs APEC - Viet Nam's Progress Report on the Implementation of the Framework for the Integration of Women in APEC, surveys in provinces showed that 24% of 189000 enterprises are women-owned, 28,8% of entrepreneurs are female ¹⁷				
7) Academic World				
		% of women	No. of women	Total No.
Top and middle academic positions		<i>Professor 4%</i> <i>Associate Professor 7.8%</i> <i>Doctor 19.8%</i> <i>University and College 37.5%</i> <i>Technical Worker School 20,8%</i> (2001) ¹⁸	n.a.	
C) Women in the workforce – Gender Disaggregated Data				
Formal Sector		Sector	Male (%)	Female (%)
		<i>Top Position:</i> <i>Science and technology Sector:</i>		<i>Director or equivalent:</i> <i>18%</i> <i>Vice Director or</i> <i>equivalent 6.25%</i>

				13,42% ¹⁹ 2000
	Agriculture Industry Services			68% (2004) 13% (2004) 25% (2004) ²⁰
	business education service			71% 68% 61% ²¹
Informal Sector	% of women	No. of women		Total No.
	65% agricultural 43% industrial 70% informal labor force ²²	n.a.		
D) Policy framework for gender equality				
UN/ International Conventions ratified				
a)	ILO Underground Work (Women) Convention, 1935 (No. 45) (ratified on 03/10/1994)			
b)	ILO Equal Remuneration Convention, 1951 (No. 100) (ratified on 07/10/1997)			
c)	ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (ratified on 07/10/1997)			
d)	UN Convention on the Elimination of All Forms of Discrimination Against Women, 1979 (ratified on 17/02/1982)			
e)	UN Covenant on Economic, Social and Cultural Rights, 1966 (accessed to 24/09/1982)			
f)	UN Covenant on Civil and Political Rights, 1966 (accessed to 24/09/1982) ²³			
National policies/ plans for gender equality/mainstreaming				
	<ul style="list-style-type: none"> • Gender mainstreaming into Vietnam Socio- economic development plan 2006 –2010 • Gender strategy of Ministry of Agriculture and Rural and Development 2000-201 • National Strategy for advancement of women to 2000-2010 <p>- <u>National Plan of Action for the Advancement of Women in Vietnam by the Year 2000</u> Immediately after the Beijing Conference and with the authorization of the government, the National Committee for the Advancement of Women in Vietnam (NCFAW) formulated the National Plan of Action. Adopted by Decision of the Prime Minister (on the Adoption of the National Plan for Action for the Advancement of Women in Vietnam by the Year 2000) (Decision No. 822 TTg) of 4 October 1997, the National Plan comprises an overall objective and eleven specific objectives. The overall objective is to: improve the material and spiritual life of women; enhance and bring into full play their qualification, capacity and role; ensure the performance by women of their functions and their full and equal participation in all sorts of activities, especially in political, economic, cultural and social fields, in the cause of industrialization and modernization of the country towards the goal of "wealthy people, a powerful country, a just and civilized society". The eleven specific objectives are the following:</p>			

Create job opportunities, increase income, contribute to poverty alleviation and hunger eradication, and improve the quality of life for women.

Create equal opportunities for women in education, training and in improving their educational level in all areas.

Improve health care for, and the protection of, women and children.

Enhance the role and position of women in leadership and decision-making.

Protect and promote women's rights and facilitate women's participation in social activities.

Enhance the role of the family.

Develop the role of women in the management of the environment and natural resources, contributing to sustainable development and to the improvement of the living environment.

Intensify communication activities to enhance the awareness of equal rights among men and women.

Contribute to preserving and strengthening peace.

Enhance the capacity of national machinery for the advancement of Vietnamese women.

Protect the girl-child and facilitate their development in all fields.²⁴

- **National Action Plan for advancement of women 2000-2005 and 2006-2010**

From the Mid-term Review, a National Plan of Action for the Advancement of Women 2006 – 2010 was developed with 5 specific objectives, 28 targets and 85 actions to be taken: - The very first objective is labor and employment. Gender Equality Law is in the appraisal process, stipulating clearly measures promoting gender equality in the economic field. - Anti- Domestic Violence Law is being developed in order to deal with existing gender gaps in laws and in practice.

The operation of Network of Gender Advisers is active and has gradually expanded. Its members have been involved more and more in policy formulation and implementation within their sectors.

- **Constitution - Vietnam**

Some provisions of the Constitution of the Socialist Republic of Vietnam of 15 April 1992 are relevant to the equal employment opportunities of women.

Article 52 stipulates that all citizens are equal before the law. Article 63 states that men and women have equal rights in all fields, notably in the economic and social fields. In addition, women workers must not suffer discrimination, and must be provided with a maternity regime, as well as prenatal and post-natal paid leave for women who are State employees and wage-earners. Necessary conditions for women to improve their qualifications must be created and social-welfare facilities and services developed (eg. creches).

Finally, article 40 establishes the responsibility of the State, society, the family and the citizen to ensure care and protection for mothers and children.²⁵

- **National Guidelines in Vietnam - Government**

Circular Guiding the Implementation of a Number of Articles of Decree No. 23-CP of 18 April 1996 of the Government with Specific Stipulations about Women Labour (Circular No. 3-LDTBXH/TT) of 13 January 1997

This Circular gives more details on a number of points raised in Decree No. 23-CP. It states that, to have the capacity to work and sign work contract, a female worker must be at least fifteen years old (article I.1).

After having defined various working regimes in article II.1 (flexible, part time and home work), Circular No. 3 stipulates that enterprises and trade unions must determine the working regimes that best suit women workers and apply them on the basis of the principle of mutual consent and mutual benefit (article II.2). This working regime must not be used to discipline a women worker who has

violated labour discipline. Moreover, employers must not take advantage of the flexible work regime to assign and use women's labour for night-shift work in contravention of labour legislation (article II.2). Together with the trade union, the enterprise must arrange a suitable time-table for each women worker in the following priority order: women more than three months pregnant; women having to nurse babies under twelve months old; women with frail health; and women with difficult family situations (article II.3).

Moreover, enterprises must consult with trade unions to determine reserve occupations for women workers (a job different from the one a woman worker is practising which is to be used, until retirement, when she can no longer continue her current job). The enterprise must provide training for women for these reserve occupations (article III.1 and 2).

Article IV provides methods to determine the enterprises that are to be considered as employing many female workers, as stipulated in article 5 of Decree No. 23-CP of 18 April 1996.

Article V provides guidance for the policy of preferential treatment of the enterprises using a large women workforce. Notably it states the conditions for an enterprise to qualify for capital borrowing (article V.1) and the conditions to qualify for consideration for non-refundable support packages (article V.2).

Article VI defines the usual extra costs due to the employment of women workers that are to be taken into consideration for tax reduction:

- the sixty-minute break per day during the period of nursing a child under twelve months;
- supplementary allowances for women having pre-school aged children;
- purchase of equipment for the creches;
- the thirty-minute break for sanitation;
- one hour of working time less per day for pregnant women up to the seventh month;
- allowances to women after childbirth;
- hiring teachers for the creche;
- purchase of additional labour protection equipment;
- building separate bathrooms and toilets;
- organizing health checks;
- and organizing anniversaries of women.

Finally, article VII of the Circular determines the steps to be taken in order to transfer women workers doing prohibited works to suitable jobs.

Circular Guiding the Implementation of Decree No. 23-CP of 18 April 1996 of the Government Detailing and Guiding the Implementation of a Number of Articles of the Labour Code regarding Specific Provisions on Female Labourers (Circular No. 79/1997/TT-BTC) of 6 November 1997

This Circular applies to enterprises that employ a large number of female workers, a notion which is defined in article I.1 and I.2. Article II.1.3 provides more detailed guidance on the part of the total annual investment capital that enterprises are allowed to use to improve the working conditions of women workers, for works such as:

- installation of the anti-heat, noise-reducing or dust-absorbing system at workshops and factories;
- building of make-shift tents on construction sites, farms and other open-air workplaces;
- building fixed bathrooms and toilets for women at workshops, factories or mobile ones at open-air workplaces;
- building, repair and procurement of non-durable property for the nurseries and kindergartens of enterprises.

Article II.2.1 mentions additional expenses incurred by enterprises as a result of employing a large number of women workers which may be accounted into the costs of business operations:

- the expenses of on job-retraining;
- salaries and salary allowances for female teachers at nurseries;

expenses of medical check-ups;

allowances for female workers after their first or second childbirth;

payment for working overtime during breastfeeding time, if, for some objective reason, a mother does take leave to breastfeed her baby but instead keeps working for the enterprise.

Circular Providing Guidelines for Entering into Labour Contracts in respect of a Number of Forms of Cultural and Service Activities (Circular No. 04-LDTBXH-TT) of 12 February 1995

Paragraph 1 of this Circular states the obligation for employers in certain establishments (such as dancing halls, karaoke, massage services, hotels, guest houses, sanatoriums, rental apartments, basic inns, restaurants, cafes and snack-bars) to enter into written labour contracts with female employees working as dancing girls, waitresses or servers.

Circular Providing Guidelines for Implementation of Decree 72-CP of 31 October 1995 of the Government with respect to Recruitment of Labour (Circular No. 16-LDTBXH-TT) of 5 September 1996

This Circular provides guidelines on recruitment criteria. The criteria may only include professional skills, educational background, health status, age and other conditions which are consistent with the provisions of law (article II.2 (a)). This means that sex may not be a recruitment criterion. In addition, among applicants, priority must be given, inter alia, to female employees (article II.2 (c)).

Circular on Social Insurance (Circular No. 06-LDTBXH-TT) of 4 April 1995

Article II of Part B this Circular gives specific details about the maternity leave regime, notably: the individuals who are entitled to maternity leave benefits in respect of the first and second child (paragraph 1);

the criteria for the determination of the length of the maternity leave period (paragraph 2);

the maternity leave periods in cases where a child dies after birth (paragraph 3); and

the rate of maternity leave benefits (paragraph 6).

E) Institutional Mechanisms

Role and functioning of statutory bodies

1. National Committee for Advancement of Women (NCFAW) and Committees for Advancement of Women of Ministries/Departments and at provincial/district and communes level (CFAW) – are main bodies responsible for gender mainstreaming
2. Ministry of Planning and Investment (MPI) – promoting gender responsible national Policy and Planning
3. Women Union from Central to grassroots levels is functioning as agency responsible for women issues

Legislative and Administrative Institutions

- **Ministry of Labour, War Invalids and Social Affairs (MOLISA)**

According to article 181.1 of the Labour Code, this Ministry carries out the State administration of labour in all branches of employment and localities within the country.²⁶

- **Promote employment and poverty reduction for women**
- The Ministry of Planning and Investment (MPI) shall, in collaboration with Ministry of Labour,
- Invalids and Social Affairs (MOLISA) set quotas for women out of the total number of

workers, people receiving new jobs, people participating in vocational training and households targeted for poverty reduction. These quotas should be considered as legal indicators to assess the ministries' and provinces' fulfillment of national plans.

- The Government Committee for Organization and Personnel (GCOP) shall advise the Government in amending the government's staff recruitment policy to ensure fairness for women workers; develop and implement regulations on setting appropriate proportions of women officials at all levels.
- MOLISA shall take appropriate actions in implementing policies for women workers, which were stated under the Labour Law. In order to ensure gender equality and feasible conditions in the reality, MOLISA shall, in collaboration with Viet Nam Social Insurance, propose to amend and revise key policies such as recruitment, maternity leave, labour safety, vocational training, retirement and social insurance.
- MOLISA shall take a key role in mainstreaming gender into national programmes such as HEPR, labour export, etc.
- MARD shall carry out research on situation of women workers during the transition of agricultural structure, and take appropriate actions to reduce migration, which includes women's migrants which caused by the shortage of employment in rural areas.

- **Strengthen actions to implement policies for women workers**
- MOLISA shall strengthen labour inspection activities and reform all behaviors that degrade the dignity of women and violate women worker's rights, safety and security.
- MOLISA shall review and revise the list of toxic occupations to ensure women's equal rights in the competitive labour market.
- The Viet Nam Chamber of Commerce and Industry (VCCI) shall advocate for businesses to implement all policies and regulations applicable to women workers.
- MOLISA shall, in collaboration with Vietnam Labour Union (VLU) conduct a survey on the situation of non-resident women workers in Industrial Export Zones, Industrial Zones, and in big cities, in order to propose appropriate solutions to improve their problems.
- The VLU shall implement appropriate methods to increase responsibilities and strengthen capacities of the Labour Union and Women's Unit at all levels in order to protect women worker's rights and benefits in all business sectors.
- MOLISA shall, in collaboration with The General Statistics Office (GSO) develop a database and maintain information system on labour market and sex-disaggregated labour market
- The Ministry of Agriculture and Rural Development shall take a leading role in proposing policy and giving guidelines on measures to protect female workers in the rural and agriculture sector²⁷

- **National Committee for the Advancement of Women in Vietnam (NCFAW)**

This Committee was established in 1993. It consists of high-ranking officers from the government, concerned ministries, the NGO Vietnam Women's Union (VWU) and mass organizations. Its mission is to provide advice to the Prime Minister on legislation, policies and cooperation programmes relevant to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.

Among other things, the NCFAW formulated the National Plan of Action for the Advancement of Women in Vietnam by the Year 2000 (see the Chapter on Government Guidelines).²⁸

Parliamentary Committees

Committee for Social issues – responsible for gender

Other

Women in the workforce – Gender Disaggregated Data: Women’s participation in the labor force in Vietnam:

In 2005, men and women comprised 51 and 49% of the labor respectively. In numbers, this translates into 22,754,000 men and 21,631,000 women

Overall, 26% of working women have their main job in waged employment compared to 41% of working men.

Women are over represented in low skills employment with poor pay, particularly in the informal sector¹. Unskilled women employed in waged labor, typically on the production line, also receive few opportunities for skills development and remains “stuck” in poorly paid jobs on the factory floor.

During the period 2001-2005, the gender gap in the labor force increased in favor of men, with an average annual increase of 0.78 percentage point.

Women occupy 39% of newly created jobs within the public sector (NCFAW and MPI 2006)

Workers' and Employers' Organizations

Vietnam General Confederation of Labour

This workers’ organization participates at all levels in the supervision of the State administration of labour in accordance with the provisions of the law (article 181.3 of the Labour Code). It also drafts laws and ordinances in relation to any matters which concern the rights, obligations and interests of workers. Its Women’s Wing is particularly concerned with equal employment opportunity issues. According to article 156 of the Labour Code, the Confederation must take part, together with the competent authorities, representatives of employers and other trade unions, in discussing and resolving labour relations questions. It is also given the right to establish employment services agencies, vocational training establishments, mutual aid funds, legal consultancy offices and other welfare services for workers.

[http://www.ilo.org/public/english/employment/gems/eoo/law/vietnam/lab_org.htm]

Information and Research Institutions:

Centre for Study on Women Workers (CSWW)

An agency of the Research Institute for Labour Sciences and Social Affairs of the Ministry of Labour, War Invalids and Social Affairs, the CSWW is a centre for research. It has collected statistical data on women workers, has conducted research projects on various topics and has organized training workshops for women leaders.²⁹

Centre for Family and Women Studies

This Centre was created in 1987 as a part of the government infrastructure. It has a collection of 5,000 titles and is supported in its research activities on women and the family by an Information, Documentation and Library Department established in 1989.

As an example of its research, in October 1993, the Centre, together with researchers from the Institute of Social Sciences, conducted a survey of 13 enterprises employing a high number of women. The enterprises belonged to four industrial branches: textile; garments; footwear and leather products; and food processing.³⁰

F) Legal Equality

Landmark legislation for gender equality in the last 25 years :

- a) Revised Law on Family and marriage in 2000
- b) Revised Land Law in 2004 (certificate of use land rights should have both name of husband and wife)
- c) Gender equality law (is expecting to be approved in December 2006)
- d) Anti-domestic violence Law (to be approved in 2007)

Discriminatory laws/ policies/practices

- a) no access to credit and land use right in the past
- b) no right of ownership for women in the past
- c) forced marriage

G) Affirmative Action Measures

- **Quotas**
- **Incentives**
- **Other**

Gender equality is considered one of the national development goals to 2010. A strong commitment to implementation of CEDAW and Action Plan of Beijing Platform has been demonstrated in the concrete resolutions and policies in advancing gender equality in all strata.³¹

H) Women's Movement in the country

- Brief history

The history of Vietnam women's Movement is in close relation to the development of the Vietnam Women Union (VWU). The VWU is a political –social organization of women at all social strata throughout the country. VWU's mandate is to strive for the equality and advancement of women and to protect and promote the legitimate and advancement of women. Founded in 1930 VWU has organized and mobilized women of all social strata in activities for protection and promotion of the legitimate right and interest of women, actively contributing to the realization of the socio-economic objectives of the country. Before 1975, all women's movement activities focused on the mobilization for the war. After Vietnam become an independent country (in 1975), women movement activities are for reconstruction

<p>of the country. Presently, the women movement is operating under the main theme: Unity, Equality, Dynamism and Creativity for national industrialization and modernization. Its goals are to “raise the well-rounded capacity and knowledge, and improve the material and spiritual livelihood of women; to effectuate gender equality, and to cultivate a Vietnamese woman who is patriotic, knowledgeable, healthy, dynamic, innovative and attentive to social and community interests”.</p> <ul style="list-style-type: none"> • year women received right to vote and stand for election: 1946 • first woman elected and appointed to parliament: 1976 • Main issues: <ol style="list-style-type: none"> 1. Limited and low education of women, especially in the rural areas 2. Culture of Confucianism: “Respecting men and look down to women” influenced by the Confucianism ideology is still strong among the society • Achievements: <ol style="list-style-type: none"> 1. The movement has mobilized and united women throughout the country in the process of development of the country as well as in the struggle for gender equality 2. Prominent role of women movement to poverty reduction and economic growth of the country. 3. It has contributed in formulating laws and policies including economic, socio and gender equality and protected the legitimate rights and interest of women and children 4. Its efforts for building family that are equal, progressive and happy 5. It builds up and develops an organizationally strong VWU, and to strengthen the capacity of female cadres in all fields • Links with political parties/ movements for democracy/peace/social justice 	
<p>I) Issues in the country that need immediate attention for gender justice</p> <ul style="list-style-type: none"> • Domestic violence • Women in decision making • men’s sharing housework • employment for women 	
<p>J) Enabling factors in the country for gender justice</p> <ul style="list-style-type: none"> • Supporting policies of the government to these issues • Society realized these issues through clarification and through laws • Role of the women in the history 	

K) Main Challenges/deterrents

- Traditional customs (e.g. men do not do housework, domestic violence is a family issue; women stay at home,)
- favoring male children
- longer working time than men (less time to improve qualification)
- lower income in every occupation

Footnotes:

¹http://hdr.undp.org/hdr2006/statistics/countries/data_sheets/cty_ds_VNM.html

² <http://www.unesco.or.id/APGEST/pdf/vietnam/vietnam.pdf>

³ <http://www.unesco.or.id/APGEST/pdf/vietnam/vietnam.pdf>

⁴ CIA

⁵ Worldbank

⁶ Worldbank

⁷ http://www.unicef.org/infobycountry/vietnam_statistics.html

⁸ Vietnam achieving The Millennium Development Goals, August 2005

⁹ [<http://www.unesco.or.id/APGEST/pdf/vietnam/vietnam.pdf>]

¹⁰ <http://www.na.gov.vn/vietnam/index.html>

¹¹ http://www.vietnam.gov.vn/portal/page?_pageid=439,1090566&_dad=portal&_schema=PORTAL

¹² <http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=participation&cty=VNM,Vietnam&hm=home2>] (2004)

¹³ Vietnam achieving The Millennium Development Goals, August 2005

¹⁴ [<http://wedo.org/library.aspx?ResourceID=131>]

¹⁵ [<http://www.congdoanvn.org.vn/english/default.asp>]

¹⁶ [<http://www.congdoanvn.org.vn/english/default.asp>]

¹⁷ [http://www.apec.org/content/apec/documents_reports/gender_focal_point_network/2006.html]

¹⁸ [<http://www.unesco.or.id/APGEST/pdf/vietnam/vietnam.pdf>]

¹⁹ (<http://www.unesco.or.id/apgest/pdf/vietnam/02-report-vnam.pdf>)

²⁰ [<http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=labor&cty=VNM,Vietnam&hm=home2>]

²¹ http://www.undp.org.vn/undpLive/digitalAssets/2759_vie96011.pdf

²² <http://www.onlinewomeninpolitics.org/womensit/vn-w-sit.pdf>

²³ [http://www.ilo.org/public/english/employment/gems/eeo/cover/vie_main.htm]

²⁴ [<http://www.ilo.org/public/english/employment/gems/eeo/guide/vietnam/gov.htm>]

²⁵ [<http://www.ilo.org/public/english/employment/gems/eeo/law/vietnam/const.htm>]

²⁶ <http://www.ilo.org/public/english/employment/gems/eeo/law/vietnam/molisa.htm>

²⁷ <http://siteresources.worldbank.org/INTVIETNAM/Resources/National-Plan-of-Action.pdf>

²⁸ <http://www.ilo.org/public/english/employment/gems/eeo/law/vietnam/ncfaw.htm>

²⁹ http://www.ilo.org/public/english/employment/gems/eeo/law/vietnam/inf_cs.htm

³⁰ http://www.ilo.org/public/english/employment/gems/eo/law/vietnam/inf_cfws.htm

³¹ <http://wedo.org/library.aspx?ResourceID=131>