

VIETNAM COUNTRY LEVEL IMPLEMENTATION PLAN

(V-CLIP)

1. Context for EU action:

1.1. *Overview of situation:*

According to the Global Gender Gap Report ([GGGR 2021](#)) of the World Economic Forum (WEF) published in March 2021, closing the global gender gap would take 135.6 years (due to the impact of the COVID-19 pandemic) – a huge step backwards in comparison with 99.5 years as per the [GGGR 2020](#). Vietnam ranks 87th over 156 countries in terms of gender gap, scoring 0.701 on the scale of 0 (absolute imparity) to 1 (absolute parity). Results by sub-index of the GGGR 2021 show that Vietnam ranks very low in the area of political empowerment (121st out of 156) and even lower for health & survival (152nd out of 156). The area that has seen some progress is economic participation & opportunity, ranking 26th, compared to education attainment, ranking 94th.

According to the update of the Vietnam Country Gender Profile, gender-based violence (GBV) is still a common issue, which tends to become worse in emergencies; during the pandemic; and among disadvantaged groups. Victims often do not fight back, hardly speak about it, nor seek help from official agencies. And the reasons for that include gender-biased norms, social stigma and the tendency to water down violence by using civil procedures instead of criminal procedures (which by the way contain gaps that may “omit” certain forms of violence).

In the area of sexual and reproductive health and reproductive rights (SRHRR), Vietnam has been making some progress in reducing maternal mortality ratio. Nevertheless, adolescent abortion, forced marriage (i.e. among ethnic minorities; LGBTQI; and people with disabilities), imbalanced sex ratio at birth, and lack of access to essential information and services are still prevalent, especially in rural and mountainous areas. Inadequate SRHRR knowledge, gender-biased norms, gender-biased pre-natal sex selection and the lack of SRHRR policy for adolescents are the main causes.

The workforce participation gap, the pay gap in certain occupations and the income gap in self-employed areas indicate that women still face unequal opportunity to engage in economic activity compared to men. It is not because of women having lower qualifications, or a lower level of engagement in the labour market, or working significantly less hours; it is due to the gender-biased norms, binding household responsibilities and unpaid care work seen as women’s roles. Gender-biased norms also

prevent women and girls from accessing some educational subjects, put an additional burden on women in Vietnam's aging context and hinder the access of women with disabilities to supportive services and rehabilitation.

In the political field, women's participation in the political system is still far from the target set by the State and, in case they do, they take part in less-powerful segments of the system. Again, the gender-biased norms and the inadequate accountability mechanism are the main causes of women not having a visible or substantial impact on political decision-making.

Under the peace and security agenda, in addition to the issue of gender-based violence in emergencies, Vietnam still limits the number of female students being admitted to police academies, obviously due to the social norms against women in armed/law-enforcement roles.

In terms of green transition and digital transformation, women do not have sufficient access to technical, land, and financial resources for both mitigation and adaptation. Their inadequate participation in the political system at different levels hinders the inclusion of their specific priorities in preparedness and response programmes. In terms of digital transformation, women need to have the skills necessary to keep pace with Vietnam's reforms towards e-government, e-economy and e-society in their role as consumers, workers and business owners.

1.2. State of play of the implementation of national policy and international commitment

Vietnam ratified a number of international treaties relating to gender equality¹ and human rights. The most relevant one is the Convention on Elimination of all Forms of Discrimination against Women (CEDAW). The [clarifications](#) provided by Vietnam, to follow up on the "CEDAW Committee's concluding observations on the combined seventh and eighth periodic reports of Viet Nam", illustrate recent efforts of the country to internalize international treaties into domestic legislation. However, [review](#) by civil society suggests room for improvement in the areas of independent association, free expression, inclusive consultation, violence against women participating in civic life, and protection of women's rights defenders. It is important to note that Vietnam plans to ratify ILO Convention 87 on freedom of association in 2023 and, hopefully after that, the country may resume the formulation of the Law on Associations (which was drafted in 2015, submitted in 2016 and postponed since 2018). In terms of national legislation, with which gender equality is the principal objective, there are gaps in the law (or

¹ *Poland understands "gender equality" as referring to "equality between men and women".

by-law documents) and discrepancies between several laws. Following the update of the Vietnam Country Gender Profile, there is a need to make other legislations as gender-responsive as possible – but the main challenge is the limited capacity of Legislation Departments of Vietnam’s line ministries for gender mainstreaming. Above all, the enforcement of any laws, especially at lower levels, still requires significant improvement.

1.3. *Main challenges & opportunities:*

The main challenge the EU could address, in the **long run**, is gender-biased norms and stereotypes – which is the root cause of various forms of gender inequality in Vietnam. In the **medium term**, the EU could address the institutional, technical, educational and financial barriers that prevent women and girls from participating in and benefiting from sustainable development, climate-resilient growth, digital and circular economy. In the **short term**, the EU could address some immediate challenges, such as violence against women and girls and humanitarian work targeting women and girls in emergencies.

Main opportunity for the EU includes the [conclusions](#) of the Presidency of the Council on the Gender Action Plan (GAP) III as an “ambitious agenda for gender equality and women’s empowerment in EU external action”, clear guidance for the implementation of GAP III at country level and the framework for performance measurement in each of the GAP’s priority areas. In Vietnam, the EU Delegation and EUMS Embassies have collectively been the key players in development cooperation, with a wide range of interlocutors at all levels, and as a well-known promoter of human rights and supporter for engagement with CSOs. The EU has been supporting gender-equality initiatives at local, national and regional levels – for which effective partnership has been built with the UN, chambers of commerce, the women’ entrepreneur council, the private sector, and the women’s union.

1.4. *Basis used to develop the CLIP:*

Analytical work has been carried out by the Gender Focal Point (GFP), with great support from the Delegation’s (Political and Cooperation Sections) and HQ’s colleagues (EEAS, INTPA C2; G1; E2), on the basis of the Vietnam Country Gender Profile Update (Annex I). In order to come up with recommendations, the CLIP takes into account the Country Strategy for Human Rights and Democracy 2021-2025 and the Country Road Map for Engagement with Civil Society 2021-2025 (extracts of these documents are enclosed as Annex II). Last but not least, the CLIP contains gender-related external actions that contribute to the objectives and results of priority areas of the MIP (Annex III).

1.5. Actors for consultation:

The draft CLIP was circulated to EUMS Development Counsellors for comments and feedback, before being submitted to the Ambassadors of EUMS Embassies and the HoD for endorsement.

2. Selected thematic areas of engagement and objectives:

In relation to the programming 2021-2027, the EU needs to ensure that at least 85% of all new actions in the MIP will have gender equality as the significant (Gender Marker 1 or G1) objective and 5% of these actions will have gender equality as the principal objective (Gender Marker 2 or G2). This section will link the objectives of the EU on gender equality and women's empowerment (GEWE) with the Team Europe Initiatives (TEIs) and priority areas of the MIP. The EU will pursue these objectives through dialogues, activities and programmes in the next 5 years.

2.1. Overall objective of the EU:

Gender equality is a core value of the EU and a universally recognized human right, as well as an imperative to well-being, economic growth, prosperity, good governance, peace and security. The overall objective of the EU is, through external actions, to confirm its role as a global front-runner in promoting gender equality. The EU will pursue a 3-pronged approach, including gender mainstreaming, targeted actions, and political dialogue, to achieve that overall objective.

2.2. The “areas of engagement” and specific objectives to pursue:

As suggested by the GAP III result [framework](#), the specific thematic objectives (STOs) of the CLIP include:

STO.1. Strategies/policies/plans on climate mitigation and adaptation, low carbon development, environmental protection (including waste management) are more gender-responsive at local and national levels.

The EUD and EUMS will support efforts for

- representatives of women to participate equally in public planning and policy consultations at local and national levels
- relevant strategies/policies/plans to be prepared, based on a gender analysis of risk, need, barriers, demand and supply

This STO links to (i) TEI-1 on climate-resilient, low-carbon circular economy and (ii) the MIP's priority area 1 on climate-responsive digital

circular economy. The EUD will pursue such STO through policy advocacy/dialogue under individual projects of the MIP's priority area 1 and through targeted G2 action on women's political participation for decision-making.

STO.2. Women have improved access to jobs, entrepreneurship opportunities and alternative livelihoods.

The EUD and EUMS will support efforts for

- decent work agenda in (i) non-traditional areas, such as science, technology, engineering, mathematics (STEM), armed / law-enforcement forces and (ii) new areas that are offered by low-carbon, circular and digital economy
- women to be better equipped with necessary skills through technical and vocational education and training (TVET)
- women and men to take equal part in the value chain of product or service related to green technologies or digital solutions

This STO links mainly to TEI-2 on decent employment and inclusive entrepreneurship and partly to TEI-1. It links to the MIP's priority area 2 on responsible entrepreneurship and decent employment. The EUD will pursue such STO through general policy dialogue under framework of the EU-VN Free trade Agreement (EVFTA), policy advocacy under individual projects of the MIP's priority area 2 and through targeted G2 action on women economic empowerment.

STO.3. Women, men, girls and boys are better protected from all forms of gender-based violence (GBV) in the public and private spheres, in the workplace and online through legislation and effective enforcement.

The EUD and EUMS will support efforts for

- improving legislations that prohibit or address GBV and strengthening the enforcement of legislations
- using social accountability mechanism(s), led by women's rights organization (such as Vietnam Women's Union) in partnership with non-State actors (such as CSOs, UN, private sector), to monitor and engage in ending GBV

This STO links to the principles of decent work and responsible business of TEI-2. It links to the MIP's priority area 3 on strengthening governance, rule of law and institutional reform. The EUD will pursue such STO through human right dialogue with Vietnam, policy advocacy for improved legislations and through targeted G2 action to fight GBV.

Note: Support to ensure a safe and secure cyber space, where data are systematically protected in line with EU standards, such as GDPR, will indirectly contribute to reducing online GBV, such as virtual sexual harassment.

STO.4. The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and SRHRR, free from discrimination, coercion and violence, is promoted and better protected.

The EUD and EUMS will support efforts for

- lifting the institutional, cultural and technical barriers that prevent individuals from practicing their SRHRR

This STO links to the MIP's priority area 3 on strengthening governance, rule of law and institutional reform. The EUD will pursue such STO by policy dialogue under the existing Health Partnership Group, through public diplomacy activities targeting the vulnerable groups of adolescents and youth, LGBTQI and people with disabilities and through targeted G2 action to integrate GEWE and SRHRR in education curricula.

STO.5. Improved relief and recovery by integrating the women, peace and security agenda.

The EUD and EUMS will support efforts for

- implementing emergency (disaster/pandemic) relief and recovery initiatives that meet the needs of women and girls

On the 20th anniversary of the UN Security Council (UNSC) Resolution 1325 on WPS, under the chair of Vietnam - ASEAN' foreign affairs Ministers committed to continue support for the WPS agenda to be prioritized in ASEAN's cooperation policies and programmes. It is important to highlight that Vietnam is a non-permanent member in the UNSC (2020-2021), where WPS is identified as one priority. In addition to that, Vietnam has announced its bid to join the UN Human Rights Council (UNHRC) for the body's 2023-2025 term. The country's Ministry of Foreign Affairs justifies the application by saying that people's freedom can only be safeguarded if a country defends itself against pandemics like that of COVID-19. This STO links with TEI-1 and MIP's priority area 1. The EUD will pursue such STO through public diplomacy activities, targeting the most vulnerable women in the most impacted regions, and through targeted G2 action that facilitates the networking or partnership between women's rights organizations (such as the Vietnam Women's Union) and non-State actors (such as CSOs, UN, private sectors) on domestic revenue mobilisation for emergency relief and recovery initiatives.

STO.6. Equitable social norms, attitudes and behaviours promoting equal participation and leadership by women and men are fostered at different levels – through education, media, culture and sports.

The EUD and EUMS will support efforts for

- local and national media to challenge discriminatory social norms and gender stereotypes about women's and girls' participation and leadership
- women and girls to be visible and portrayed as equal contributors to society in the media, literature, cultural and sports arenas
- equitable sharing of domestic responsibilities and care work between men and women (within the household and the family)

This STO does not link to a specific TEI or priority areas of the MIP. However, it helps address the root cause of gender-based discrimination. The EUD will treat such long-term STO as crosscutting all other STOs and related interventions.

2.3. *Potential synergies, cooperation, partnership, joint implementation with EUMS or other EU actors:*

Partnership between the EU Delegation and EUMS Embassies will be vital for the implementation of the CLIP and the attainment of GAP III targets. There are several levels for any partnership, ranging from sharing knowledge and working together to pooling resources.

- At level 1, the draft version of the Vietnam Country Gender Profile Update and the draft version of the CLIP are shared with all EU Development Counsellors, seeking for comments, suggestions, or expression of interest, prior to the adoption by the HoD and EUMS Ambassadors. Existing mechanisms, monthly EU Development Counsellors meetings and Heads of Missions meetings, will be the regular knowledge-sharing and coordination mechanisms for the rollout of the CLIP.
- At level 2, building on the success stories of EU public diplomacy and political dialogue – it is envisaged that the HoD and EUMS Ambassadors could jointly communicate for improved gender equality and women empowerment. There will be plenty of opportunities for that, for example ceremonial days (i.e. Women's Day (03 March), World Day on Anti-Human Trafficking (30 July), International Day on Ending Violence Against Women (25 November), Labour Day (01 May)); regular dialogue on the Trade and Sustainable Development (TSD) chapter of the EVFTA; advocacy for the revision of the Domestic Violence Law / Gender Equality Law; advocacy for the

application of gender-sensitive indicators and sex-disaggregated statistics in monitoring and evaluation; regular dialogue under the PCA; demarches with high-ranking officials / politicians (of the government and the National Assembly); etc. The Informal Group of Ambassadors and Heads of Missions on Gender Equality, of which the HoD and several EUMS Ambassadors are members, is also a good basis for the EU to step up joint efforts on a number of priority issues, in consensus with non-EU Ambassadors and the UN.

- At level 3, Gender equality and Women empowerment (GEWE) is mainstreamed in both TEI 1 and TEI 2. The EUD and EUMS Embassies will try to apply the Team Europe approach as much as possible in future gender equality cooperation. It is envisaged that ongoing and planned operations, financed by the EU Delegation and EUMS Embassies, could actively seek for joint implementation opportunities. For future initiatives, it will be crucial for all EU actors/financiers to cooperate throughout the entire project cycle, (i) finding synergies in terms of its objectives, approaches, target groups, sectoral/geographical focus; and (ii) looking for fund-pooling or division of labour, wherever possible. [Following the EU's External Investment Plan (EIP), implementation of the MIP will pursue an integrated approach, combining support for private investment in Vietnam and improving the investment climate. The EIP will address barriers to women's empowerment and gender mainstreaming will be applied to EU blending operation funds and guarantees.]

2.4. *Engagement with CSOs in the design, implementation & monitoring:*

Engagement with CSOs, or in a larger term with all non-State actors (private sectors, social enterprises, mass organizations, think tanks, etc.), will be instrumental for the effectiveness of the CLIP. The new CSO Road Map identifies 4 objectives for engagement with CSOs (2021-2025).

1. CSO Roadmap Objective 1: Promote an enabling environment allowing Civil Society in Vietnam (both formal and informal organisations) better perform their roles and engage in the development and governance perspectives of the country
 - Translation into CLIP STO.1: CSOs advocating for gender equality will be the key driver and beneficiaries of an enhanced enabling environment for CSOs in Vietnam.

2. CSO Roadmap Objective 2: Promote a stronger voice and participation of CSOs in domestic policies at national and local levels (from dialogue to PPP), with a particular emphasis on the areas of EU engagement in Vietnam.
 - Translation into CLIP STO.2: Promotion of stronger voice and participation of women-led and women's rights organizations (such as the women's union, women entrepreneur council) and CSOs active in the fields of gender equality and women's empowerment in the advocacy and monitoring of relevant domestic policies and international commitment. Entry points are: (1) for domestic policies: the implementation of National Strategy on Gender Equality (GE) in Vietnam for 2021-2030, Law on GE 2006, Labor Code 2019; Law on Marriage and Family; (2) international commitments: CEDAW (support CSOs on CEDAW shadow report process); FTA/DAG (gender CSOs and women representatives in DAG).
3. CSO Roadmap Objective 3: Strengthen the capacities and promote networking, partnerships, and alliance-building (within the sector and with other stakeholders, both state and non-state actors) to amplify the collective voice of Civil Society and their contributions to the development and governance of Vietnam.
 - Translation into CLIP STO.3: Strengthening the capacities and promote networking, partnership and alliance building led by women organization, business community (public and private) and CSOs advocating and acting for gender equality
4. CSO Roadmap Objective 4: Promote a structured dialogue between CSOs and the EU
 - Translation into CLIP STO.4: Gender equality would be one of the key topics for EU-CSO structured and regular dialogues. Engagement with CSOs shall include not only EU grantees but all actors - who are advocating for gender equality

3. Targeted action(s):

GAP III aims at increasing the number and effectiveness of actions having gender equality as a principal objective (OECD G2 action), with a target of at least one G2 action, financed by the EUD and implemented in each country by 2025. This section will elaborate on strategic options for G2 targeted action(s), with potential support to national gender mechanisms/networks, institutional actors, women's organizations and entities working on gender equality, according to the guidance provided jointly by the EC and EEAS.

3.1. *Thematic area(s) of the targeted action(s) and related GAP III thematic objective(s):*

The targeted action(s) will aim at achieving sustainable change tackling gender-biased norms and stereotypes, by implementing a comprehensive and transformative approach (reference is made to STO6 above). The table below will match the thematic areas of G2 action(s) with the strategic thematic objectives (STOs) of the GAP to illustrate what the EUD could do. Subject to further consultation, it will be decided later if the EUD would formulate one or more than one G2 action(s).

GAP III Thematic Objectives	PRIORITY AREAS OF THE MIP			Description of targeted action
	Climate-responsive digital circular economy	Responsible entrepreneurship and decent employment	Strengthening governance, rule of law and institutional reform	
1. fighting GBV			X	The EUD will assist in the formulation and operation of social accountability mechanisms, led by a women's rights organization (such as the Vietnam Women's Union) in partnership with non-State actors (such as CSOs, UN, private sector), to improve legislative debate, formulation, enforcement, monitoring, feedback, to end all forms of GBV in public, private, online and offline settings. The purpose is to intensify "triangle cooperation" between (i) legislative agency (the National Assembly and its sub-ordinate bodies); (ii) executive agencies (the Ministries in-charge of or related to GEWE and Provincial People's Committees); and (iii) the league headed by Vietnam Women's Union as the women's rights organization, in partnership with non-State actors. <i>Ref: STO3</i>
2. promoting SRHRR			X	The EUD will help address the institutional, cultural and technical barriers to the SRHRR of every individual, especially adolescents and youth, LGBTI and people with disabilities. <i>Ref: STO4</i>
3. empowering women	X	X		The EUD will assist in lifting the institutional, cultural, financial and technical barriers that prevent women and girls from benefiting equally from skill-building, decent work and entrepreneurship opportunities offered by green transition and digital transformation. <i>Ref: STO2</i>
4. advancing leadership and participation	X		X	The EUD will support education and communication initiatives, which aim to promote and improve the extent and effectiveness of women's political participation for meaningful and measurable decision-making at different levels. <i>Ref: STO1</i>
5. integrating WPS			X	The EUD will facilitate the networking or partnership between women's rights organizations (such as the Vietnam Women's Union) and non-State actors (such as CSOs, UN, private sectors) on domestic revenue mobilisation for emergency (i.e. disaster / pandemic) relief and recovery initiatives, which take into account special needs and priorities of women and girls in disadvantaged circumstances. Results of EU support will inform a process to formulate a WPS National Action Plan. <i>Ref: STO5</i>
6. green transition and digital	<i>Note:</i> <ul style="list-style-type: none"> EU action for this thematic objective is integrated in the above-listed actions for objectives 3&4. 			

transformation	<ul style="list-style-type: none">• <i>EU targeted action(s) will have the STO6, addressing gender-biased norms and stereotypes, as a crosscutting one to ensure long-term impact.</i>
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3.2. *Rationale for the chosen action(s):*

The EU commits to address the gender-biased norms and stereotypes, which are the root causes of gender inequality in different contexts in Vietnam (ref. Country Gender Profile Update). The rationale for the chosen action(s) is justified by the application of the following principles:

- Gender-biased norms and stereotypes are deeply rooted in the culture of Vietnam for a very long time and, therefore, will not be easy to change with the traditional approach currently applied by the majority of actors. As the first principle, the EU will pursue a gender-responsive approach, aiming at cultural shift (as suggested by the [CONCORD Europe](#)) at political, institutional and local levels in both public and private settings. The EU will support women's rights organizations, such as Vietnam Women's Union, to initiate and coordinate change with legislative agency (the National Assembly) and executive agencies (i.e. Gender Equality Department of the Ministry of Labour; Invalids; and Social Affairs / MoLISA and Family Department of the Ministry of Culture; Sport; and Tourism / MoCST), and young people, in particular men and boys, to be drivers of change. Following the analysis at the Country Gender Profile Update, one of the most important changes (or cultural shifts) to be made in Vietnam is to decouple women's roles from the customary home-bound, mothering and wifely duties.
- Second, there are several forms of inequality that are not easy to recognize, disclose, and address, especially in the cultural context of Vietnam. The EU will explore opportunities to work with the General Statistics Office of MPI to collect data/figure to exemplify these inequalities. The EU will combat intersectional inequalities, which are based on sex (and sexual orientation), racial or ethnic origin, religion or belief, disability or age. The EU will support those living in disadvantaged and/or emergency circumstances, where the above-mentioned inequalities tend to be worse.
- With its one-Party regime, Vietnam seems to be cautious about human rights terminology but relatively receptive to non-discrimination. The EU will pursue a rights-based approach but focus on the results yielding from non-discriminatory behaviours, habits and culture established with the EU's support in intervention areas. This third principle will help the EU achieve the long-term objective of gender equality, being conducive to the overall goal of the EU Strategy for Human Rights and Democracy in Vietnam.

- Last but not least, the movement towards fully-fledged civil society in Vietnam will probably take time and require an inclusive approach. Experiences from small CSO projects are valuable but may not be easy to scale up, sustain and institutionalize. Therefore, the EU will support a change process in GEWE on a larger scale basis and with greater budget, focusing on women rights organizations such as Vietnam Women's Union, who has (i) the official mandate to contribute to legislative debate, formulation, enforcement, monitoring and feedback and (ii) the existing cooperation mechanisms with legislative agencies (the National Assembly and its subordinates) and executive agencies (the Ministries and People's Committees at sub-national levels), engaging non-State actors, such as local CSOs; European NGOs; the UN; and especially the private sectors with their increasingly important and visible role in development process of Vietnam. Mobilization of private sectors will be done via the Vietnam Association of Women Entrepreneurs (under Ministry of Industry and Trade / MoIT) and/or Vietnam Women Entrepreneurs Council (under Vietnam Chamber of Commerce and Industry / VCCI). Hopefully, this fourth principle could contribute to the creation of an empowering environment for civil society as per the objective of the new Country CSO Road Map for Vietnam.

3.3. *Main indicators to measure results:*

Indicators to measure results of the EUD targeted G2 action(s) are guided by Part 3 of the Staff Working Document ([SWD 2020](#)) accompanying the GAP III. Main indicators (to be refined during identification and formulation) may include:

- social accountability mechanism(s), established under the lead of women rights organization and engaged non-State actors to contribute to GBV legislative debate, formulation, enforcement, monitoring and feedback (note: indicator to be included in the MIP intervention framework)
- number of individuals benefiting from EU-funded programmes to counter GBV (ref. indicator of the MIP)
- GEWE and SRHRR, integrated in education curricula at secondary or high-school level (note: indicator to be included in the MIP intervention framework)
- number of green jobs (disaggregated by sex) supported/sustained with EU support (ref. indicator of the MIP)

- share of provinces with climate change and/or disaster risk reduction strategies developed, with EU support, based on gender analysis of risk, need, barriers, demand and supply (note: indicator of the MIP but needs adjustment)
- number of specific emergency (such as disaster/health) relief and recovery initiatives that meet the needs of women and girls (WPS indicator to be included in the MIP intervention framework)

3.4. *Estimated amount:*

The envisaged allocation for Vietnam for the 2021-2024 period is €210 million. The allocation for 2025-2027 will be established following the Mid Term Review in 2024. The indicative allocation under MIP for gender will respect the agreed targets (85% G1) within the three priority areas. Additionally a G2 action will be proposed, most likely under priority area 3, but also linked to the other two. The EUD targeted G2 action(s) is/are expected to contribute to policy/political dialogue and support public diplomacy actions on gender equality and women empowerment. According to the financial overview for the first part of the MIP (2021-2024) the tentative estimated for gender relevant activities (G2) would be between EUR 10-15 million.

3.5. *Collaboration among EUMS, Team Europe Initiative(s) and with other development partners:*

EUMS are very much welcomed to co-finance the targeted action(s). Opportunities will be explored with EU Development Counsellors. EUMS Ambassadors are expected to (i) endorse the working-together principle in fighting all forms of discrimination against women and girls and (ii) join political and policy dialogues, as well as public diplomacy activities in the name of the EU or the identity of Team Europe.

The EU will remain in strong collaboration with UN agencies, such as UN Women, UNDP, ILO and UNFPA, and with other partners, such as the Australian, Canadian and New Zealand Embassies.

4. Engage in dialogue:

In the 3-pronged approach pursued by the EU, policy and political dialogue is as important as gender mainstreaming and targeted action(s). Evidence-based dialogues will be carried out jointly by the EUD and EUMS at regional (ASEAN), national and local level. At regional level, the EU will take the advantage of existing mechanism, namely [E-READI](#), which has been

supporting the ASEC's Poverty Eradication and Gender Division (PEGD), for example in the study on Women Political Participation and Leadership in ASEAN and in the organization of high-level EU-ASEAN Gender Equality Dialogue. At national and local levels, the EU will synchronize the dialogue via women rights organization(s), such as the Vietnam Women's Union - as the entry point to engage legislative agencies (the National Assembly and its subordinates); executive agencies (Gender Equality Department of Ministry of Labour; Invalids; and Social Affairs / MoLISA; Family Department of Ministry of Culture; Sport; and Tourism / MoCST; General Population Office of Ministry of Health / MoH; and other line Ministries such as Ministry of Agriculture and Rural Development / MARD; Ministry of Industry and Trade / MoIT; Ministry of Education and Training / MoET); local authorities (People's Committees and/or People's Councils of targeted provinces); and non-State actors. The EUD will mobilize external technical assistance to assist in this process. It is important to plan in advance in a form of an overall work-plan with annualized dialoguing targets so as to secure the availability of the HoD and Ambassadors and to ensure adequate participation of high-level officials for the planned dialogue sessions.

Data will be collected from the ground, through regular exchange with technical agencies of the government, including the General Statistics Office under the Ministry of Planning and Investment / MPI, of UN agencies, mass-organizations, and non-State actors (including CSOs and the private sector), and then analysed by the EU technical assistance (TA) team to generate evidence for the dialogue. Thematic issues of the dialogue will be selected jointly between the HoD and Ambassadors, surrounding the strategic objectives of the CLIP and based on the analysis made under the CGP. The EU TA team will be responsible for preparing a Concept Note for each dialogue, acting as Secretariat for the dialogue, promoting EU visibility and follow-up as required.

The EUD and EUMS Embassies shall also join the dialogues organized by the Informal Group of Ambassadors/HoMs on Gender Equality, and, where it is deemed appropriate, synchronize "EU dialogues" with activities of this group. As mentioned under 2.4., gender equality and women's empowerment will be featured as one of the objectives of regular dialogue with CSOs at country level (i.e. within the framework of the annual forum).

5. Outreach and other communication / public-diplomacy activities:

Outreach, communication and public diplomacy activities play a crucial role in achieving the CLIP' strategic objectives. The ambition of the EU is, within the

scope of 5-7 years, to create a socio-cultural shift to greater gender equality, bearing in mind that the gender-biased norms and customary stereotypes are the root causes of gender discrimination in Vietnam. A media and communication consortium, tendered by the EUD, will support the outreach, communication and public diplomacy (PDO) activities towards the CLIP's objectives on GEWE.

It is very important that outreach, communication and public diplomacy activities will be organized together with relevant Legislative agencies (National Assembly) and Executive agencies (Government/law enforcement), with high-ranking representatives of these agencies being in the driver seat as “**gender equality champions**”. The team, once recruited, will take stock of available opportunities and possibilities (as mentioned under 2.3), at national and lower levels, to develop an overall work plan with annualized communication and public diplomacy targets. The HoD and EUMS Ambassadors will be leading on the European side, and planned activities will be included in the annual/monthly agenda of the HoD/Ambassadors for effective participation. The EU-funded team will be responsible for drafting the Terms of Reference for each activity, convene the activity (with all logistical support), provide Secretariat services, disseminate afterwards and report to the EUD.

6. Technical facility and/or financial resources allocated:

There is no specific amount earmarked in the EUD's cooperation facility (ref. MIP template part 3.2.) to support the implementation of GAP III at country level. There will be definitely a need to allocate budget for the gender sector analyses to inform gender mainstreaming in view of the AAP. Such allocation may be sourced from Vietnam's STTA annual budget or from EUMS, in case of co-financing. The EUD will recruit two external teams, one technical assistance (TA) and one media and communication (MC), as part of the allocation specified under 3.4, in support of the CLIP's objectives and results.

Endorsed at the Heads of Missions meeting on 17 June 2021

E-signed

Giorgio Aliberti

Head of the Delegation of the European Union to Vietnam

