

OUTCOME XM-DAC-41146-VNM_D_1.1

SN Outcome 1 [CF Outcome 2] Climate Change Response, Disaster Resilience and Environmental Sustainability By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to safer and cleaner environment resulting from Viet Nam's effective and gender responsive mitigation and adaptation to climate change, disaster risk reduction and resilience building, promotion of circular economy, the provision of clean and renewable energy, and the sustainable management of natural resources.

The outcome was achieved in 2022 through the government approval of important strategies and tools, strengthening partners' capacity, promoting the collection of sex and age disaggregation data for disaster monitoring and increasing leadership on women in climate change decision-making. Regarding the approval of policies, in 2022, a more gender responsive National Strategy on Climate Change (2021-2030) (NSCC) was endorsed. The new strategy, for the first time, includes a section on 'Ensuring social security and gender equality' as one of its critical tasks and solutions for climate change adaptation. This improvement in gender integration in the NSCC responds to UN Women and partners' efforts in advocating for more gender-responsive climate change policies in Viet Nam over the last few years. Since 2020, UN Women and partners have provided technical support to the Ministry of Natural Resources and Environment (MONRE) to successfully mainstream gender in the Nationally Determined Contribution of Viet Nam to the Paris Agreement (NDC), setting up national commitments on climate change. After the NDC, in 2022, the government developed the new nationwide NSCC to meet its international commitments. To support MONRE on gender mainstreaming in the NSCC, UN Women and GIZ commissioned a gender review of the previous NSCC (2011-2020) in order to identify gaps and provide recommendations for gender mainstreaming. Moreover, consultation with a women-led CSO network on climate change was also organized to understand their concerns and priorities. UN Women and GIZ worked closely with the NSCC drafting team to provide timely inputs and advice during the drafting process. Additionally, two technical guidelines on gender mainstreaming in disaster management of the country were developed by Viet Nam Disaster Management Authority, with technical support from UN Women. They are: (1) Guidance on gender mainstreaming in the updated Community-based Disaster Risk Management Programme; and (2) Guidance on the development of gender-responsive disaster evacuation plans at the community level. Both guidance documents provide tools and experiential technical assistance for government officials and practices to ensure the vulnerability, needs, and capacity of women and men are fully integrated into all stages of the disaster management plans and evacuation plans. The work on sex, age, and disability disaggregated data for disaster monitoring has been further promoted in 2022, to inform disaster preparedness and response decision-making with more gender sensitiveness. UN Women provided technical support to Viet Nam Disaster Management Authority to continue collecting of sex, age and disability disaggregated data for disaster monitoring, through rolling out the guideline on the collection of gender statistics, developed in 2021, in more provinces. In 2022, 290 disaster management officials at the provincial, district, and commune-level in the two provinces of Ha Tinh and Quang Tri were trained and then conducted the data collection in their provinces. Collected information will be consolidated and integrated into the Viet Nam Disaster Monitoring System of VNDMA. The guideline was also used by other organizations such as FAO and UNICEF to support the data collection in other provinces. Since early 2022, the collected SADD in these provinces were used to generate impact-based forecasting of disasters hitting the provinces and guide response actions with gender, age, and disability sensitivity. The collection of SADD

data for disaster monitoring has been documented and shared as one of good practices in ASEAN on gender responsive disaster management. <https://asean.org/book/ensuring-gender-responsive-disaster-risk-reduction-good-practices-from-asean/> Besides, in order to increase the voice and leadership of women in climate change discussion and decision-making, in 2022 UN Women supported Viet Nam Women's Union to strengthen its institutional capacity to better perform its role in the Steering Committee on Disaster Management. 67 core staff (66 female and 1 male), including presidents or vice-presidents of Women's Unions of 41 provinces in the northern and central region of Viet Nam participated in trainings on "Gender Analysis and Advocacy in Disaster Risk Management" to strengthen their capacity in raising gender issues in the Committee on Natural Disaster Management. Viet Nam Women's Union organized a Policy Dialogue on "Supporting women's climate-resilient livelihood development and recovery after COVID-19". The event attracted more than 100 women, women-led cooperatives, and women-owned SMEs from all over the country sharing challenges that they are facing in the development of climate-resilient livelihoods and businesses. Government leaders from the Ministry of Trade and Industry, the Ministry of Agriculture and Rural Development, the Ministry of Natural Resources and Environment, the Ministry of Labor, Invalid and Social Affairs, and the Social Policy Bank dialogued with women on government policies and programme to support women's economic development in the context of climate change. The event was live-streamed on the website of Viet Nam Women's Union at livestream.chungtrinh.vn/thoichiahsach/H?tr?ph?n?ph?acute;t?tri?n?sinh?k?th?acute;ch?ng?bi?n?d?i?kh?acute;h?u?sau?nh?hu?ng?d?ch?Covid-19 ´ B´o Ph´ N´ Vi´t Nam (phunuvietsam.vn) In 2022, the women led CSO network on gender and climate change enhanced their capacity through the implementation of gender and climate change initiatives, with support from UN Women. As follow-up actions of the ToT training for CSOs organized in 2021, eight CSOs received funding support of around USD1,000 from EmPower and the Blue Water Fund of the United States Agency for International Development (USAID) for the implementation of their initiatives to promote gender equality in climate change in their working areas in Son La, Ha Noi, Da Nang, Nghe An, Thai Binh, Quang Tri, and Ben Tre province. As a result, from January to May 2022, 563 women, and 392 men, of which 9 people with disability and 186 ethnic minority people directly benefited from these initiatives, through learning new knowledge and skills as well as taking action on disaster risk reduction, climate change adaptation and mitigation measures. CSO women leaders are also recognized for their role and contribution to climate change actions by community people and local authority leaders. These key results will contribute to the achievement of UNCF Outcome 2 that people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a safer and cleaner environment. It will support Viet Nam in implementing its commitment to gender equality and climate change under the SDG agenda.

OUTCOME XM-DAC-41146-VNM_D_2.1

SN Outcome 2 (CF Outcome 3). Shared Prosperity through Economic Transformation
By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from more sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

The outcome was on track in the reporting year. The new Circular 06/2022/TT-BKHÒt guiding some provisions of the Decree 80/2021 NÒCP regulating details and guidance of the SMEs' Supporting Law was adopted by the Vice-Minister of Planning and Investment in May 2022 <https://thuvienphapluat.vn/van-ban/Doanh-nghiep/Thong-tu-06-2022-TT-BKHDT-huong-dan-Nghi-dinh-80-2021-ND-CP-514234.aspx> . UN Women's technical support was made it possible through a strong partnership with the Agency for Enterprises Development of the Ministry of Planning and Investment (AED – MPI) in making joint gender review to assess the implementation of the related Law and Decree which provided evidence-based recommendations, organizing technical consultation and policy advocacy workshops with related public and private stakeholders for gender mainstreaming in the new Circular. As the result, the Circular included

gender responsive regulations such: (i) the recognition of “women-owned SMEs” and “enterprises that employ many women workers”; and (ii) the requirement for SMEs supporting agencies and organizations to prioritize budget for supporting women-owned SMEs and enterprises that employ many women workers and social SMEs. This new Circular will bring positive impact and benefits to millions of women-owned enterprises, women entrepreneurs, and enterprises that employ many women workers, contribute to more sustainable, inclusive and gender-responsive economic transformation. UN Women worked to strengthen relevant government partners’ accountability to gender equality and women’s economic empowerment in order to improve innovation capacities and increase productivity and profitability of sustainable resilient livelihood models. At national level UN Women documented good examples and initiatives by the Vietnam Women Union on women’s economic empowerment, later shared at National Forum on Agriculture and Extension Services, with the participation of Agriculture Extension Services leaders from 63 provinces. UN Women has actively strengthened the capacity of relevant stakeholders in mainstreaming gender into financial strategies to 2030 of Viet Nam and advocating for the development of an integrated financial framework toward achieving SDGs in Viet Nam. The achievement of this Outcome in 2022 has contributed to more sustainable, inclusive and gender-responsive economic transformation based on women entrepreneurship development policies, sustainable resilient livelihood, and financing for gender equality which contribute to the achievement of SDG 5, 8 and SDG 10.

OUTCOME XM-DAC-41146-VNM_D_3.1

SN Outcome 3 (CF Outcome 4) Governance and Access to Justice By 2026, people in Viet Nam, especially those at risk of being left behind, will have benefited from and have contributed to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality, and freedom from all forms of violence and discrimination in line with international standards.

Progress has been made towards good gender equality legislation and policy that is inclusive for people from all gender identities and sexual orientations and prevents and responds to different forms of discrimination, and gender-based violence was made in 2022. UN Women supported the government, Ministry of Labour-Invalids and Social Affairs (MOLISA) with a 15-year review of the GEL to identify the main achievements and understand the performance gaps and, from this evidence, propose issues that need to change to accelerate progress towards gender equality in Viet Nam. The review divulged that the time was right for the country to consider initiating changes to the scope of GEL and the legal system of Viet Nam concerning gender equality by expanding the objectives, size, and content of GE to diminish the remaining inequality. This includes addressing GEL restrictive gender binary through its exclusive focus on men and women instead of a more fluid, inclusive interpretation of gender. In the context of human rights and bearing in mind the international commitments Viet Nam has signed on gender equality, it is vital to consider an expanding definition of gender on the grounds of gender-based discrimination to include broader gender identities and sexual orientation. With support from UN Women, the government presented the policy issues for change under the GEL amendment to more than 500 representatives from line ministries, CSOs and social organizations, and LGBTQI groups to amass their input. In support of this, discussions on the development of a legal document on Social Protection were also made in the year to help the government plan for the policies, programs, infrastructure and resources that support the population, including those who are most vulnerable in the society to mitigate and manage the crisis and risks, to protect them from marginalization, discrimination and exclusion from socio-economic opportunities. The first one-stop model for women and children using ESP principles and the city budget was established in 2022 in HCMC under Decision 1275/QĐ/UBND. This showcased the more significant commitment from an improved and responsible government that sets the determination to further protect women and children with concrete facilities and resources. This was also supported by (a) thousands of

service providers who, with the support from UN Women, now have increased capacity to deliver coordinated EAWC essential services for the survivors of violence, (b) the enforced application of the Standard of Procedures (SOP) in providing gender-sensitive legal aid and service referral for victims of GBV and human trafficking and (c) the drafting of the SOP to address sexual harassment cases on public buses and at bus stops. The Prime Minister's decision to develop a National Action Plan on Women, Peace and Security (WPS NAP) in Viet Nam demonstrates the significant progress in generating the government's commitment to implement UNSCR1325 and subsequent resolutions. Throughout the year, UN Women support focused on sponsoring a series of international workshops on NAP international experiences and case studies of NAPs that could serve as a point of reference for Viet Nam, and on supporting MOFA to lead this process and generate buy-in and support from different stakeholders in the country. As a result, a consortium was created under MOFA's leadership with MOD, MPS and MOLISA/Gender Equality Department to drive the NAP development work and concluded with an official decision to develop a WPS NAP for Viet Nam confirmed by the Prime Minister in December 2022. UN Women in Viet Nam will continue to provide the necessary technical support to the Government of Viet Nam to develop the NAP, which is expected to be completed and approved in 2023. A Viet Nam NAP on WPS will connect with the efforts undertaken at the ASEAN level, mainly the 2019 ASEAN Joint Statement on Promoting the WPS Agenda and the ASEAN Regional Plan of Action on WPS launched in December 2022. Moreover, it will reinforce Viet Nam's implementation of other international commitments on women empowerment and the promotion of gender equality, such as the CEDAW, the Beijing Platform for Action and the SDGs. The year also witnessed an impressive increase in the participation of diverse stakeholders from government, women's unions, civil society organizations, activists, academia, and the public in UN Women's events throughout the year, especially on social norm changes and EAWC prevention. UN Women also worked to ensure that other UN agencies and donor communities are in sync when discussing, planning, and implementing gender equality-related activities and movements. The leading roles, both technical and coordination, of UN Women toward the UNCT and Head of Agencies' related dialogues further confirmed our unique position in promoting a more just, safer, and more inclusive society in Viet Nam. (TOC) These has proved that the tendency of a whole society approach that is facilitated and to be happening in Viet Nam and years to come when UN Women works to bring in all development actors and related UN Agencies together to promote positive social norms and to dismantle negative gendered attitudes, perceptions and stereotypes so to gradually making gender equality and women empowerment an important mandate and priority for the country.

OUTCOME XM-DAC-41146-VNM_O_1

Assuring an accountable organisation through principled performance: UN-Women is an accountable and trustworthy development organisation that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations.

In 2022 Vietnam Country Office has reached the IPSAS delivery rate up to 100% on Institutional Budget, 97% on regular resources (core) and 93% on the non core. Our risk register is meeting Enterprise Risk Management policy and framework. The CO also 100% completed all long outstanding internal audit recommendations (7) and there is no pending in external audit (partner audit) recommendations. We have cleared all. This year VCO has updated its BCP document in line with the BCP of the Green One UN House. We also fulfilled all Occupational and Health requirements detailed in Security and Safety Compliance Survey. We are in the process of transition to Crisis Management Application and will complete in the coming year.

OUTCOME XM-DAC-41146-VNM_O_2

Advancing partnerships & resourcing; Effectively influencing for impact & scale: UN-Women effectively leverages and expands its partnerships, communications and

advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.

In 2022, as Viet Nam enters the recovery phase from COVID-19, UN Women has run numerous events, initiatives and campaigns in different key focused areas. Our activities attracted significant coverage and results on different media channels, continuing to spread the message on gender equality and the empowerment of women and girls to the Vietnamese public. VCO strengthen our relationships with the media and often spread the messages through our key activities. This year, UN Women's work has been extensively covered on national media and social media, with 503 media clippings recorded, including online and printed articles as well as news reports on national television. Through VTV broadcasting, it is estimated that our messages have been reached about 12 million people (based on VTV rating). On social media channels including UN Women Viet Nam Facebook, UN Women Viet Nam Twitter, the number of followers has increased to 50,000 people. In general, this indicator surpassed the target.

OUTCOME XM-DAC-41146-VNM_O_3

Advancing business transformation: UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership.

2022 offered an opportunity to draw valuable lessons for Vietnam Country Office (VCO) to enhance both internal procedures and ways of working as well as the results generated from implementing our triple mandate. In particular, the office focused on implementing the remaining four recommendations of the internal audit by IAS from the 2020's Country Programme Evaluation and Audit (CPE+A) and the external UN Board of Auditors' audit of VCO that happened from 14 November to 16 December 2022. We received a support mission from the regional Operation Team (Operations Manager and HR Business Partner) to review our internal procedures and offer solutions for enhancing efficiency while securing compliance with UN Women policies and procedures. The important lessons learned from these processes can serve to inform the "pivoting to the field" efforts: Country level recommendations of audits and evaluations should be connected with structural changes needed or frameworks/technical resources available at corporate level: as a result of the internal CPE+A, VCO was required to develop: a Coordination Strategy, a Capacity Building Strategy, and an Integrated Monitoring Framework even when these strategies or tools do not exist at HQ or regional levels. That gap transferred the burden and cost of developing these to the CO level, even if there is a clear value to have them at HQ or RO level first. This challenge placed the CO in the dilemma of either reallocating core funding normally used for normative and catalytic efforts towards internal tool development or overburdening the staff with additional workload to produce them in-house. In our case we did the latter, with the cost of adding an extra layer of work to already stretched programme officers. Building a relationship of trust and client orientation between HQ and ROs and CO/MCOs in order to improve efficiency and effectiveness of our field presence: Raising challenges openly with the RO allowed the CO to get the hands-on support needed. In this case, through a week-long mission to the country and open discussions between CO staff and RO colleagues, clear recommendations were made and implemented immediately after through a series of memos, on key issues related to office organization, HR, travel and contracts. For this effective team work to work across the organization, we need to build a relationship of trust between CO/MCOs and the ROs and promote for the ROs and HQ to follow a client orientation approach.

OUTCOME XM-DAC-41146-VNM_O_4

**Nurturing an empowered workforce and advancing an inclusive UN-Women culture:
With its unique and inclusive culture, UN- Women is an employer of choice with a**

diverse and highly performing cadre of personnel that embodies UN values.

In the reporting year, with the improvement in shortening time in using online written test, the average number of weeks from the time the vacancy announcement closes until the selected candidate is notified has been reduced 8% and we are aiming to reduce more in the coming years. With continued quarterly surveys about the various values of working at UN Women Vietnam office plus improving working environment, the office has reached progress with reduced in staff turn over rate (from 15% in 2021 to 5% in 2022).

OUTCOME XM-DAC-41146-VNM_O_5

Effective normative, programmatic and coordination products, services and processes: UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate at HQ, Regional and Country levels, including through shared services

In 2022, UN Women took efforts to develop the Knowledge management plan for the SN 2022–2026 period with the aim to advance the effective normative, programmatic and coordination products, services and processes. This is part of the SN and will be fully implemented in 2023 that contribute to the office capacity on knowledge management to deliver the commitments under the SN.