



THÚC ĐẨY BÌNH ĐẲNG GIỚI CHO PHÁT TRIỂN LÂM NGHIỆP BỀN VỮNG PROMOTE GENDER EQUALITY FOR SUSTAINABLE FORESTRY DEVELOPMENT

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry

Bình Định, 5-6 tháng 10 năm 2023



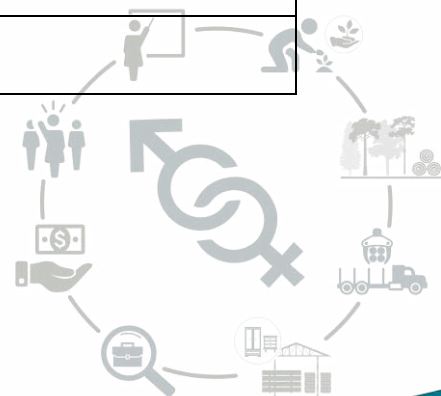


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Binh Dinh, 5-6 October 2023

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EVENT SUMMARY

Forum on “Promoting Gender Equality for Sustainable Forestry Development”

Binh Dinh, 5-6 October 2023

Gender equality in the forestry sector remains an important topic. Addressing inequalities in labour division, remuneration, employment opportunities, and forest land allocation is crucial for both the country in general and sustainable development specifically. In this context, the forum on “**Promoting Gender Equality for Sustainable Forestry Development**” is co-organised by the Ministry of Agriculture and Rural Development (MARD) — represented by the Department of Forestry (DOF) and the Management Board of Forestry Projects (MBFP), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with other partners, including the European Forestry Institute (EFI), the Centre for Rural Economy Development (CRED), the Centre for Rural Development in Central Viet Nam (CRD), the Viet Nam Forest Owner Association (VIFORA), the Timber and Forest Products Association of Binh Dinh (FPA Binh Dinh), and ECUE Consultancy and Service Company Ltd., as a joint effort to promote gender equality for sustainable forestry development.

Under the motto “**Gender Equality for Sustainable Forestry,**” this 1.5-day event aims at fostering dialogue, sharing experiences, and promoting gender equality in the forestry sector in Viet Nam. In a collaborative manner across different stakeholders, recommendations for fostering gender equality in the forestry sector will be developed to inspire action and guide policy enhancements at individual, organizational, provincial, and national levels.

The photo exhibition “**Forestry Through Women’s Eyes**” is to be displayed throughout the forum to highlight the diverse roles and contributions of women in the forestry sector. The exhibition showcases the inspiring stories, perspectives, and experiences of ten remarkable women who are instrumental in integrating and strengthening gender equality in the forestry sector.

The event provides different formats for networking among the participants to exchange ideas, build relationships with like-minded professionals, and brainstorm opportunities for working together in the future.

DAY 1: PROMOTING GENDER EQUALITY IN THE FORESTRY SECTOR

The first day of the forum will focus on exploring the policy framework, practices, and networking opportunities to advance gender equality in the sector.

The day will start with participants gaining insights into the policy framework and situation of gender equality. Stories and experiences from various stakeholders actively engaged in promoting gender equality in the forest industry will be shared. This session aims to provide a comprehensive understanding of the challenges and opportunities in implementing gender-



related practices and policies on the ground, along with efforts to improve the legal and institutional framework to advance gender equality in the sector.

Panel discussion: “Actions for Promoting Gender equality in the Forestry Sector”

The distinguished panellists from the Department of Forestry, the Department of Agriculture and Rural Development of Binh Dinh province, the German Embassy, local NGOs, and the private sector will engage in an extensive dialogue, sharing their expertise, perspectives, and strategies.

Thematic group discussions

Participants will explore in thematic working groups specific topics related to gender equality and social safeguards in the forestry value chain. These interactive working groups provide a platform for diverse stakeholders to exchange experiences, foster connections and explore innovative approaches. The group work offers networking opportunities to exchange observations on women’s contributions and empowerment in the forestry sector. It is expected that examples of successful gender mainstreaming and supporting measures can inspire participants to implement similar approaches within their respective organisations.

Documentary: “The Forest Is My Life”

The documentary shows the working day of a young woman within the forestry sector, providing an insight into her daily activities, stories, thoughts, and ambitions. By following her throughout a typical day, the documentary offers viewers a glimpse into the challenges, triumphs, and aspirations of a woman working in the forestry sector.

Team building

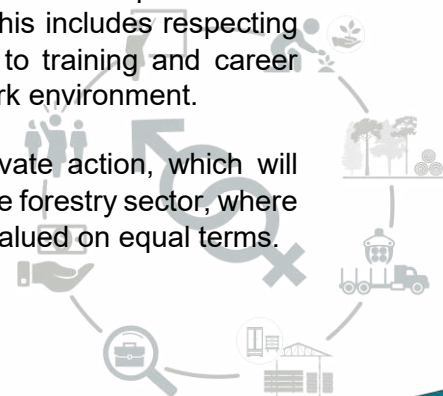
Toward the end of the day, participants will engage in team-building activities designed to get to know each other better and to encourage collaboration and networking. While also having fun, the aim is to create a supportive network for future collaborations, strengthening the collective efforts towards promoting gender equality in the forestry sector.

DAY 2: FIELD VISIT

On the second day of the event, participants will have the opportunity to embark on a field visit to two timber enterprises located in Binh Dinh province – Nguyen Hanh company and Quy Nhon Forestry Company. Participants will be given the opportunity to observe and exchange insights on the practicalities of ensuring and fostering gender mainstreaming within the forestry sector.

During the field visit, participants will witness firsthand how timber enterprises have mainstreamed gender equality considerations into their operations. This includes respecting gender-inclusive recruitment and hiring practices, equitable access to training and career advancement opportunities, and the establishment of a supportive work environment.

The field visit aims to create a space to foster empathy and motivate action, which will contribute to the ongoing efforts to create a more inclusive and equitable forestry sector, where women’s voices, experiences, and contributions are recognised and valued on equal terms.



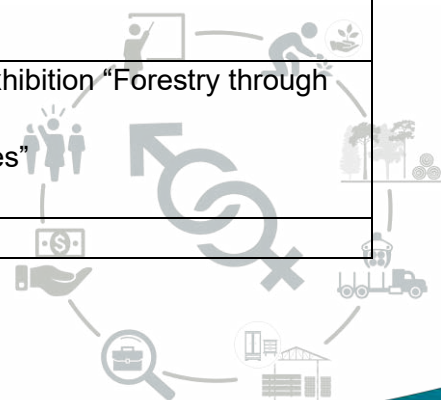


AGENDA

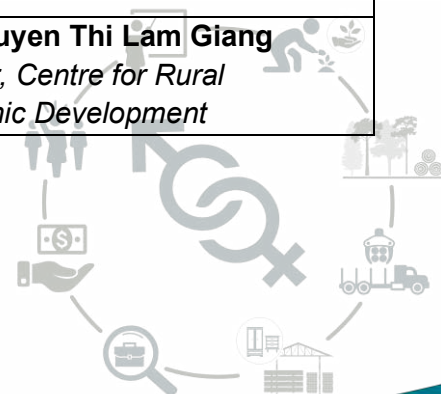
Forum on “Promoting Gender Equality for Sustainable Forestry Development”

Binh Dinh, 5-6 October 2023

| TIME | AGENDA | SPEAKER |
|--|--|--|
| Day 1: Promoting gender equality in the forestry sector | | |
| 8:00 – 8:30 | Registration | |
| 8:30 – 9:00 | Introduction and opening | |
| | Introduction: Objectives, agenda, and participants | Mr. Le Quang Binh <i>ECUE Consultancy and Service Co. Ltd.</i> |
| | Opening remarks | Mr. Tran Quang Bao <i>Director, Department of Forestry</i> |
| | Welcoming remarks | Ms. Nguyen Thi To Tran <i>Vice Director, Binh Dinh Department of Agriculture and Rural Development</i> Mr. Santiago Alonso Rodriguez <i>Head of Cooperation Development, German Embassy to Viet Nam</i> |
| 9:00 – 9:30 | Overview of gender-related policy framework | |
| | Highlight of achievements of the Action Plan on Gender Equality for the agriculture and rural development sector | Ms. Vu Thi Phuong Lan <i>Head of Trade Union, Ministry of Agriculture and Rural Development</i> |
| | BMZ/AA Feminist Development Policy and mainstreaming gender in development cooperation | Mr. Santiago Alonso Rodriguez <i>Head of Cooperation Development, German Embassy to Viet Nam</i> |
| 9:30 – 10:00 | Voices from the ground – Insights into actions for promoting gender equality | |
| | Actions for promoting gender mainstreaming and gender equality in forest protection and management | Ms. Hoang Lac Tu Minh <i>Representative of Quy Nhon Forestry Company, Binh Dinh province</i> |
| | Insights and passion for work in the forestry sector from female perspectives | |
| 10:00 – 10:15 | Handing over of photos to women featured in the photo exhibition “Forestry through Women’s Eyes” Opening: Photo exhibition “Forestry through Women’s Eyes” Group photo | |
| 10:15 – 10:30 | Coffee break | |



| TIME | AGENDA | SPEAKER |
|---------------|---|--|
| 10:30 – 10:35 | Video screening: “The Forest is My Life” | |
| 10:35 – 11:30 | Panel discussion: Actions for promoting gender equality | <p>Mr. Tran Quang Bao <i>Director, Department of Forestry</i></p> <p>Ms. Anja Barth <i>Chief Technical Advisor, GIZ Viet Nam</i></p> <p>Ms. Nguyen Thi Anh Nguyen <i>Deputy Head of Department, Binh Dinh Forest Protection Department</i></p> <p>Ms. Vu Thi Bich Hop <i>Director, Centre for Sustainable Rural Development</i></p> <p>Ms. Dang Thi En <i>Vice Chair, Van Diem Wood Village Association</i></p> |
| 11:30 – 11:45 | Wrap up of morning session | |
| 11:45 – 13:30 | Joint lunch | |
| 13:30 – 13:35 | Warm-up | |
| 13:35 – 13:50 | Data analysis on gender and the forestry sector in Viet Nam | |
| | Presentation on key results of the “Situation Analysis: Gender and Forestry” | Ms. Hoang Thu Hang <i>Researcher, Institute of Labour Science and Social Affairs, Ministry of Labour, Invalids and Social Affairs</i> |
| 13:50 – 14:00 | Instructions for parallel group discussion | Mr. Le Quang Binh <i>ECUE Consultancy and Service Co. Ltd.</i> |
| 14:00 – 15:30 | Parallel group discussions | |
| | Group 1: Promoting and mainstreaming gender equality in State management agencies of the forestry sector | <p>Mr. Pham Hong Luong <i>Department of Forestry</i></p> <p>Mr. Truong Quang Hoang <i>Director, Centre for Rural Development in the Central Viet Nam</i></p> |
| | Group 2: Promoting gender quality in forest production and protection | Ms. Nguyen Thi Lam Giang <i>Director, Centre for Rural Economic Development</i> |



| TIME | AGENDA | SPEAKER |
|---------------|---|---|
| | Group 3: Promoting gender equality among forest smallholders and micro and small enterprises | Mr. Thomas Colonna <i>Expert, European Forestry Institute</i> Mr. Nguyen Ba Ngai <i>Vice President cum Secretary General, Viet Nam Forest Owner Association</i> |
| | Group 4: Promoting gender equality in timber processing and exporting | Mr. Tran Le Huy <i>Vice President cum Secretary General, Forest Products Association of Binh Dinh</i> Ms. Le Thi Loc <i>Senior Project Officer, GIZ Viet Nam</i> |
| 15:30 – 15:45 | Coffee break | |
| 15:45 – 16:15 | Recommendations and feedback from group discussions | Representatives of 4 groups |
| 16:15 – 16:30 | Wrap-up: summarise set of recommendations after group discussion | Mr. Le Quang Binh <i>ECUE Consultancy and Service Co. Ltd.</i> |
| 16:30 – 16:45 | Closing remarks and way forward | Mr. Pham Hong Luong <i>Department of Forestry</i> |
| 17:00 – 18:00 | Team-building activities | |
| 18:30 | Networking dinner | |





Upscaling of Sustainable Forest Management and Certification

Context

Covering 42 per cent of the nation's land area, forests play a central role as natural carbon sinks that contribute to Viet Nam's goal to reach net-zero emissions by 2050. However, the overall quality of forests remains poor and species diversity is low. Forests are subject to major climatic risks such as damages from storms, which are exacerbated by climate change.

Viet Nam is the largest exporter of timber products in Southeast Asia. The plantation economy is dominated by short-term rotation models that produce wood chips for biomass. On the other hand, 60 per cent of timber imported to Viet Nam is sawn timber, because the domestic production of timber cannot meet the increasing demands for large-sized sustainable timber.

Despite an existing political will, the transition to sustainable climate-friendly forest management has not yet fully been put into practice. Forest owners have little experience with large-sized timber cultivation. They also do not have any access to information on how to mobilise financing to bridge the gap during the transition period. The regulatory framework needs to provide more incentives to foster the transition.

Objectives

Viet Nam is moving forward in its transition to sustainable climate-friendly forest management with a higher diversity of tree species, long-term rotation of harvesting, and sawn timber production.

The legal and institutional prerequisites for the transition to sustainable climate-friendly forest management are established.

The capacities of relevant actors in the forestry sector for the transition to sustainable, climate-friendly forest management are strengthened. Information and instruments for financing the transition to sustainable, climate-friendly forest management are available to relevant forestry actors. Overall, sustainable forest management with long-term rotation of harvesting acts as a natural climate sink, thereby contributing to achieving Viet Nam's climate goals.



| | |
|-----------------------|--|
| Project name | Upscaling of Sustainable Forest Management and Certification in Viet Nam |
| Commissioned by | German Federal Ministry for Economic Cooperation and Development (BMZ) |
| Project region | Hanoi / Quang Tri, Binh Dinh and Phu Yen provinces |
| Lead executing agency | Ministry of Agriculture and Rural Development (MARD) |
| Implementing partner | Management Board of Forestry Projects (MBFP) - under MARD Deutsche Gesellschaft für internationale Zusammenarbeit (GIZ) |
| Duration | German side: 01.01.2021 – 30.09.2024; Viet Nam side: 01.01.2022 – 30.09.2025 |
| Contact person | Project Director for Viet Nam – Mr. Pham Hong Vich Phamhongvic67@gmail.com Chief Technical Advisor – Ms. Anja Barth anja.barth@giz.de |

Approach

The project follows a multi-level approach. It works at national as well as provincial level, focusing on the provinces of Quang Tri, Binh Dinh and Phu Yen. Results from provincial level will be fed back into policy-making and capacity development processes at national level.

The Management Board of Forestry Projects (under MARD) and GIZ jointly implement the project. The implementation is in part supported by the consulting company unique land use GmbH with a focus specifically on activities at provincial level.

The project carries out the activities under the following three components:

1. Establishing legal and institutional prerequisites

The project advises national and provincial stakeholders on how to improve the legal framework to accelerate the application of sustainable forest management. At provincial level, silvicultural guidelines on technical topics with special relevance to large-sized timber are being developed. Forest owners are supported in applying sustainable forest management to the areas under transition in their annual action plans.

Planting seedlings of cinnamon trees at Dong Xuan protection forest, Phu Yen, Viet Nam

2. Strengthening capacities

The project develops the capabilities of service providers so that they in turn can enhance the ability of forest owners to manage long-term rotation plantations. Training modules will be transferred to open-source e-learning, making them easily accessible for all. On demonstration plots, the transition to long-term rotation silviculture will be piloted and showcased to prepare for upscaling. The sites will act as a hands-on classroom to practice silvicultural techniques.

3. Financing sustainable forest management

The project supports forest owners in developing innovative business models and identifying possible financing options for the transition. Options for collaborating with forest smallholders will be explored. Agreements are to be developed on the basis of mutual interest and benefits that will incentivise the transition to sustainable forest management.

Digitalisation

As forests are subject to multiple pressures such as droughts, wind, pests, and diseases, which are all exacerbated by climate change, forest owners will be supported to assess the risks to their plantations and define risk mitigation measures. Digital modelling will be applied to inform the design of forest plantations.



Planting seedlings of cinnamon trees in Dong Xuan protection forest, Phu Yen.

Results

Since implementation started, the project has advised MARD on amending Decree 118 on the restructuring and development of state-owned agricultural and forestry companies. Based on a consultative process the following was i.a. amended: increased economic incentives for agricultural and forestry companies; clarification of land use rights and responsibilities among national and provincial authorities; promotion of innovation and digitalisation. The updated draft was submitted to the Prime Minister for approval. The amended decree is expected to enhance the economic efficiency and privatisation of forestry companies.

Through a participatory assessment process, six forest owners including state-owned forest companies and protection forest management boards (PFMB) were selected to partner with the project. Each forest owner has established demonstration plots for sustainable forest management with a total area of 45.2 ha. Mixed stands including 10 ha native tree species have been planted.

Capacity building offers will be institutionalised in the sector so that training opportunities are widely available. Access to finance for this transition will be enhanced. This includes cooperation models between forest smallholders and companies or PFMBs.

In summary, large and high-value timber models shall offer higher profit margins, contributing to sustainable economic development. Longer rotation times and more diverse forests will increase benefits for biodiversity, climate and people.

Gender mainstreaming

The fostering of gender equality is being promoted across all activities. A gender and social safeguards guideline and action plan have been developed that formulate concrete measures that will ensure gender equality during the implementation of the project. For instance, trainings on gender equality in the forestry sector have been conducted for a broad range of stakeholders in the three partnering provinces. Annual gender networking events will provide forest owners and other actors in the timber value chain with a forum to exchange about the importance of gender equality and to enhance the benefits for both women and men in sustainable forest management.

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GIZ and Management Board of Forestry Projects are responsible for
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In cooperation with

unique land use GmbH



Achievements of gender equality efforts of the Ministry of Agriculture and Rural Development

Bình Định, 5-6 tháng 10 năm 2023
5-6 October, 2023



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I. Overview

1. Organisational structure:

The Ministry of Agriculture and Rural Development is a governmental agency that performs the State management functions in the following areas: agriculture, forestry, salt production, fishery, irrigation, natural disaster, rural development; State management of public services in the sector under management of the Ministry. There are 95 departments and units under the Ministry, including State management agencies; research, training and economic units.

2. Personnel of the Ministry:

- Civil servants: 1,586 people, including 496 females (accounting for 31.3%)
- Public employees: 13,771 people, including 4,470 females (accounting for 32.5%)
- Leadership position (appointed by the Ministry): 314 people, including 43 female leaders (accounting for 13.7)

I. Overview

3. Committee for the advancement of women of the Ministry: Part-time

- Head of Committee: Vice Minister Nguyen Hoang Hiep
- Deputy Head of Committee: Director of Personnel Department
- Secretariat: Personnel Department
- Departments and units under the Ministry: Established Committees for the advancement of women of these departments and units
- The Committees has its operational regulations

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

1. Objective 1: Increase the participation of women in management and leadership positions to gradually reduce gender gap in politics

| Objective 1 (In politics) | Number (F/M) | Implementation results | Notes |
|--|-----------------|------------------------|---|
| - % of women in the Ministry's Party Executive Committee in 2015-2020 period | 54/337 | 16.02% | |
| - % of women in the Ministry's Party Executive Committee in 2021-2026 period | 68/346 | 19.6% | Increase compared to 2015 – 2020 period |
| - % of women in the Ministry's Trade Union Executive Committee in 2018-2023 period | | 33% | Target: 30% |
| - Number of female leaders in department and units under the Ministry as of 2020 | 35/322 | 10.9% | Title of Director: 02/8 Congress woman: 01 |
| - As of 2022 | 43/314 | 137% | Title of Director: 09 |
| - % of women planned for leadership positions under management of the Ministry in 2021-2026 period | 131/757 | 17.3% | |

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

2. Objective 2: Reduce gender gap in economy and employment; increase the accessibility of poor rural women and ethnic minority women to economic resources and labour market

| Objective 2 (gender equality in economy and labour) | Number (F/M) | Implementation result (%) | Notes |
|---|-------------------|---------------------------|--|
| Recruitment of civil servants and public employees | 162/552 | 29.3% | From 2016 to 2020 |
| Technical professional and vocational training | 812,879/1,801,729 | 45.1% | Source: Department of Cooperatives and Rural Development in 2010 – 2020 period |

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

3. Objective 3: Enhance the quality of female labour forces, gradually ensure equal participation between males and females in education and training

| Objective 3 (gender equality in education and training) | Number (F/M) | Implementation results (%) | Notes |
|---|--------------|----------------------------|--|
| In-country training | 392/1,970 | 19.9% | Training, professional and political development |
| Abroad training | 236/592 | 39.9% | Training, professional development |
| Master, Doctorate | 94/302 | 31.1% | In 2019 (achieving target in the Strategy) |

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

| Objective 4 (gender equality equality in medical care) | Plan | Implementation results | Assessment |
|--|--------------------|--|---|
| Target 3 (increase the % of pregnant women accessing the medical care services and prevention of mother-to-child HIV transmission) | 2020: 50% | 100% | Achieved |
| Objective 5 (gender equality in culture, information) | Guideline document | <ul style="list-style-type: none"> - Guideline document - Cooperation with agencies, international organisations to organize meetings, workshops | <ul style="list-style-type: none"> - 1,327 dissemination sessions with participation of 11,000 people - 100 trainings to improve capacity and knowledge about gender for civil servants, public employees - Knowledge contests, awards for outstanding staff |
| Objective 6 (gender equality in family life, elimination of gender-based violence) | | Thematic workshops, websites, newspaper, banners, slogans | Propagandation of the Law on Domestic Violence Prevention, Directive 49 on family building in the course of modernisation and industrialisation |

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

| Objective 7 (Enhance capacity of State management on gender equality) | Plan | Implementation result | Assessment |
|---|--|-----------------------|------------|
| | <ul style="list-style-type: none"> - Decision No. 1519/QĐ-BNN-TCCB dated 21/4/2017 on consolidation of the Committee for Advancement of Women. - Fully implemented tasks on gender equality for the advancement of women at the Ministry and tasks MOLISA, National Committee for Advancement of Women and other Ministries. - Carried out various studies on gender equality for the advancement of women, roles of women in agriculture and rural development (Agriculture Academy, scientific institutes under the Ministry...). | | |
| Target 4 (training on gender equality) | 2020: 100% | 2018: 80% | Achieved |
| 2021 -2022 | Organised workshops, events on gender quality, women empowerment and gender integration in natural disaster presentation, climate change response, agriculture extension, etc. for more than 600 civil servants, public employees and trade union staff | | |

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

2. Challenges:

- Due to specific nature of the agriculture sector, there are some jobs that are difficulties for women, such as fisheries surveillance, forest protection, specialized technicians...
- Attention has not been paid to the work of female officials. The planning and training of female officials remain slow, therefore there is lack of sources of female officials for leadership and management positions as required.
- Incomplete awareness on the Party's views on the work of female officials still exists in many places. There is lack of unification when evaluating the capacity, qualifications of female officials in appointment and planning. The appointment of female officials in leadership positions is not courageous

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

3. Orientations in the coming years:

- 1) **Overall objective:** To well implement the Action Plan for Gender Equality in 2021-2025 period of the Ministry in order to narrow gender gap and raise position of women in the agriculture and rural development sector, contributing to successful implementation of the National Action Plan for Gender Equality in 2021-2025 period and the National Strategy for Gender Equality in 2021-2030 period
- 2) **Specific objective:** To continue implementation of 6 objectives of the Action Plan for Gender Equality in 2021-2025 period of the Ministry.

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

1) Objective 1: In politics

- Target 1: By 2025, 60% of heads of departments and units under the Ministry are women.
- Target 2: By 2025, 80% of departments and units under the Ministry have female officials being planned for leadership position.

2) Objective 2: In economy and labour

- Target 1: Every year, the percentage of newly recruited female officials, employees will reach 40% of total recruited officials, employees
- Target 2: By 2025, the percentage of female workers in the rural sector will reduce to below 30% of total employed female workers
- Target 3: By 2025, the percentage of female directors/owners of enterprises, cooperatives in the agriculture sector will reach at least 27%

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

3) Objective 3: In family life and prevention and response to violence-based violence

- Target 1: Propagandise, raise awareness of men's responsibilities in sharing housework chores. Shorten the gap between men and women in spending time on housework chores by 1.7 times by 2025
- Target 2: 100% of officials, public employees and labourers of the Ministry need assistance in preventing and responding to gender-based violence in different forms

4) Objective 4: In medical care

- Civil servants and public employees of the Ministry have annual health checks; 100% of female civil servant and public employees of the Ministry are given opportunities to have maternity check-ups

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

5) Objective 5: In education and training

- Target 1: By 2025, strive to reach 60% of schools under the Ministry to include propaganda sessions in their curricula to disseminate knowledge about gender and gender equality
- Target 2: The percentage of women holding master degrees among those holding master degrees will not drop below 50% from 2025 onward. The percentage of women holding doctorate degrees among those holding doctorate degrees will reach 30% by 2025
- Target 3: At least 40% of female civil servant and public employees will participate in political, professional, foreign language, information technology, etc. training courses
- Target 4: By 2023, 50% of female rural labourers under 45 years old will receive vocational and technical professional training courses

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

6) Objective 6: In information and communication

- Target 1: The percentage of civil servants, public employees, labourers and students in the agriculture sector accessing basic knowledge about gender equality will reach 60% by 2025 and 80% by 2030
- Target 2: Every quarter, at least 01 news, article or bulletin about gender equality is posted on the Ministry's information system
- Target 3: 100% of civil servants, public employees and labourers of the Ministry receive information on gender and gender-based violence
- Target 4: From 2025 onward, 100% of departments and units receive and update information on gender equality and commit to implementation of gender equality

II. Implementation results of the National Strategy for Gender Equality in 2016 – 2020 and 2021 – 2022 periods

Tasks and solutions:

1. Strengthen the leadership and direction of the Party committees at all levels, management responsibility of governments at all levels in raising awareness, implementing and finalising gender equality institutions. Promote roles and responsibilities of leaders in implementing gender equality regulations
2. Strengthen the integration of gender equality in developing laws, policies, national target programs, action plans, programs and projects of the Ministry and of its departments and units. Enhance capacity on gender equality for legal officials so as to promote the integration of gender equality in developing legal documents
3. Promote information, communication and application of information technology in raising awareness for civil servants, public employees, labourers, students about gender equality. From 15 November to 15 December every year, organise the Month of action for gender equality and prevention and response to gender-based violence
4. Increase exchange and experience sharing; expand international cooperation to utilise and mobilise financial sources and fundings; have appropriate policies and mechanisms to encourage female officials to self-study to improve their qualifications, such as allocating time, reducing workload or supporting training costs
5. Increase the inspection and checking of implementation of gender equality policies and regulations in the Ministry's departments and units

III. Action plan for Gender equality in 2021 – 2025 period of the Ministry of Agriculture and Rural Development

1. The Committee for Advancement of Women of the Ministry

- Participate and cooperate with functioning units in researching, finding and proposing solutions to address gender issues in development and implementation of the Ministry's programs and agendas
- Instruct the Ministry's departments and units and their committees for advancement of women to review and evaluate the implementation of action plans for gender equality and progress of achieving targets
- Organise annual review meetings and report to the Ministry's leaders and Office of the National Committee for Advancement of Women on the implementation of the Ministry's Action Plan for gender equality

III. Action plan for Gender equality in 2021 – 2025 period of the Ministry of Agriculture and Rural Development

2. Head of departments and units

- Consolidate the unit's committee for advancement of women of the departments, and send decisions to the Ministry's Committee for Advancement of Women
- Develop the unit's action plan for gender equality in 2021-2025 period to achieve targets set for the unit's personnel and send to approved action plan to the Ministry's Committee for Advancement of Women
- Regularly and timely direct the implementation of the unit's action plan for gender equality

III. Action plan for Gender equality in 2021 – 2025 period of the Ministry of Agriculture and Rural Development

2. Head of departments and units

- Cooperate with functioning units and the Ministry's Committee for Advancement of Women to research and address gender issues in development and implementation of contents of the Ministry's programs and agendas that the unit is in charge
- Based on guidance of the Ministry of Finance, estimate budget for activities related to advancement of women within the estimated budget for regular expenditure of the unit
- Organise meetings to review and evaluate the implementation of the unit's action plan for gender equality, implementation results according to set targets for the unit's personnel, as well as results of the unit's task implementation, and send regular reports the the Ministry's Committee for Advancement of Women./.

Thank you for your attention!

Thúc đẩy bình đẳng giới cho phát triển lâm nghiệp bền vững
Promote gender equality for sustainable forestry development

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry



TRIỂN LÃM ẢNH

Lâm nghiệp qua góc nhìn phụ nữ

Triển lãm ảnh “Lâm nghiệp qua góc nhìn phụ nữ” nêu bật mười câu chuyện của mười phụ nữ đang tham gia trong ngành Lâm nghiệp. Họ là sinh viên, thành viên tổ tuần tra bảo vệ rừng thôn bản, cán bộ kỹ thuật, nhà nghiên cứu khoa học, giám đốc doanh nghiệp, cán bộ làm việc trong lĩnh vực bảo tồn và xây dựng chính sách.

Những chia sẻ thực tế về cuộc sống hàng ngày, khó khăn, thách thức, niềm đam mê cũng như những thành quả mà họ đạt được trong công việc phần nào giúp chúng ta có cái nhìn rõ nét hơn về vai trò và sự đóng góp quan trọng của phụ nữ trong sự phát triển của ngành Lâm nghiệp Việt Nam.

Triển lãm diễn ra trong khuôn khổ Diễn đàn “Thúc đẩy bình đẳng giới cho phát triển lâm nghiệp bền vững” vào tháng 10/2023 do Bộ Nông nghiệp và Phát triển nông thôn - đại diện là Cục Lâm nghiệp và Ban quản lý Các dự án lâm nghiệp – đồng tổ chức cùng với GIZ - được Bộ Hợp tác Kinh tế và Phát triển liên bang Đức (BMZ) ủy quyền.

Diễn đàn nhấn mạnh vai trò quan trọng của bình đẳng giới trong phát triển Lâm nghiệp bền vững. Song song với đó, triển lãm còn truyền tải thông điệp rằng phụ nữ không chỉ là đối tượng được hưởng lợi từ rừng mà còn tích cực tham gia công tác quản lý và bảo vệ rừng.

Sau khi được giới thiệu tại Diễn đàn “Thúc đẩy bình đẳng giới cho phát triển lâm nghiệp bền vững”, triển lãm sẽ tiếp tục được tổ chức tại các sự kiện, hoạt động khác nhằm truyền thêm cảm hứng cho đông đảo các khán giả thông qua câu chuyện của những người phụ nữ tiêu biểu trong ngành Lâm nghiệp Việt Nam.

PHOTO EXHIBITION

Forestry through women's eyes

The photo exhibition "Forestry through women's eyes" highlights stories of ten women participating in the forestry sector: from students, members of village forest protection patrol teams, technical staff of management boards, scientific researchers, and entrepreneurs, to those working in the field of forest conservation and policy development.

The authentic accounts of their daily lives, challenges, passions, and achievements related to their work centred around forests provide us with a comprehensive view of the vital roles and contributions of women in the development of the forestry sector in Vietnam.

The exhibition was launched at the Forum on “Promoting Gender Equality for Sustainable Forestry Development” organised in October 2023 jointly by the Ministry of Agriculture and Rural Development (MARD), represented by the Department of Forestry (DOF) and the Management Board of Forestry Projects (MBFP), and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

The forum highlighted the important role of gender equality in shaping a sustainable forestry sector. The exhibition shows vividly how women are not only beneficiaries of forests but also actively engage in forest management and conservation efforts.

After being displayed at the forum on “Promoting Gender Equality for Sustainable Forestry Development” this touring exhibition will be displayed at many more occasions to allow a broad audience to be inspired by these ten remarkable women.



Experiences sharing on promoting, mainstreaming gender equality in protection forest management at local levels

Bình Định, 5-6 tháng 10 năm 2023

5-6 October, 2023





- Presented by: Hoang Lac Tu Minh
- Position : Chief Accountant of Quy Nhon LN Co., Ltd
- Dual role: Head of Women's Department
- Length of employment at company: 13 years
- Education:
 - Bachelor of Economics
 - Bachelor of Laws
 - Forestry Engineer



CHAPTER 1

Company Introduction

- Year of establishment: July 12, 1977 of the People's Committee of Nghia Binh province
- Business sector
- Production, business in the forestry sector, forest resource management, supply of products, services, and utilities. Across various business sectors:
 - Forest planting, forest care, and forestry seedling cultivation;
 - Forestry service activities;
 - Introduction of other food items: Swiftlet processing, production of food products derived from swiftlets;
 - Wholesale food distribution: Buying and selling swiftlets and products derived from swiftlets;
 - Other services.





CHAPTER 2

Management and Human Resources Department



- Total current employees: 112 people
- The Board of Directors includes: Chairman, Director, 02 Deputy Directors, Controllers and Chief Accountant.
- Functional departments: 4 departments
 - + Department of Organization - Administration
 - + Planning Department
 - + Accounting Department
 - + Technical Department- protection forest management



CHAPTER 3

Production and protection forest management

- Production team: Song Ngang seedling production team
- QLBVR Team: 4 Teams
 - + Long My Protection Forest Management Team
 - + Bac Son Protection Forest Management Team
 - + Vung Chua Protection Forest Management Team
 - + Cu Mong Protection Forest Management Team
- Swiftlet Management, Protection, and Exploitation Team.





CHAPTER 4

Gender Policy and Gender Equality of the company

OBJECTIVES

- Men and women are equal in participating in management and social activities.
- Men and women are equal in participating in the development and implementation of the company's regulations and policies.
- Men and women are equal in self-nomination to leadership positions within political organizations such as the Party, Labor Union, Youth Union, etc., is conducted in a gender-equal manner.
- Men and women are equal in professional qualifications and age criteria for promotion and appointment to the same managerial or leadership positions



OFFICIAL DOCUMENTS

1, Activities Regulations

2, Salary and Bonus Regulations

3, Appointment of Officials Regulations





CHAPTER 5

Gender mainstreaming activities in business operations

1. Launching competitions, organizing contests to promote gender equality.
2. Participating in management tasks, attending meetings, and expressing opinions
3. Organizing conferences seminars, and discussions to honor and promote women's integration and participation
4. Officials Training





CHAPTER 6

Results from Gender activities supported by SFM project

RAISING AWARENESS

- Basic Knowledge of Gender and Gender Mainstreaming
- Expand knowledge about gender and gender equality to partners and contractors

APPLYING GENDER TOOLS

- Practice gender analysis tools
- Develop a Gender Action Plan for enterprises
- Gender Action Plan Implementation



CHAPTER 7

Gender Action Plan

1. ENTERPRISES OPERATION

- Equality in recruitment, promotion and salary, bonus, leave, sick leave, maternity leave
- Adopt policies to prioritize women when recruiting local technical staff
- Safe working environment, free from sexual harassment
- Senior and middle managers are gender-savvy and advocate for gender equality

2. COOPERATION WITH CONTRACTORS AND LOCAL COMMUNITIES

- Have a policy of signing contracts with both spouses, ensuring that the signatories fully understand the contract's content.
- Enhancing the knowledge of contractors/local communities about promoting gender equality

3. COOPERATION WITH FARMERS

- Have a policy of signing contracts with both spouses, ensuring that the signatories fully understand the contract's content
- Training and technical assistance using a variety of methods suitable for both women and men
- Promote changes in gender-related standards related to women's ability to participate in forest management and development

4. PROMOTE A GENDER EQUALITY COMPANY BRANDING

- The partners and employees recognize Sông Kôn as a company promoting gender equality.



CHAPTER 8

Forest certification and impact on company's gender policy and gender equality



- Showing more concern for individuals, especially women, to meet social standards.
- Expanding and deepening gender-related activities.
- Enhancing capacity and understanding.
- Emphasizing the use of the power of connection and communication.

Sustainable Forest Management Contests



Training on gender equality, disseminating laws related to women.



Training and development activities



Team-building and networking activities



Travelling activities





CHAPTER 9

Gender mainstreaming activities in cooperation with households



- Register to build a cultural family at local levels
- Promote and enhance gender awareness among all officials and employees
- Disseminate and raise awareness about Gender and Gender Equality for the community
- Collaborate with local Women's Associations to enhance Gender Equality awareness



CHAPTER 10

Gender mainstreaming activities in contracts with contractors



- Promote policies and laws on gender equality during specialized training sessions, FSC certifications
- Incorporate it into contracts signed with contractors
- Networking, meetings, and conversations
- Inspect and supervise the contractor's activities



CHAPTER 11

The impact of gender-related activities on the company's business operations



- Awareness raising
- Enthusiasm laboring
- Unity and sharing
- Equality in all aspects



CHAPTER 12

Disadvantages and advantages in gender mainstreaming



- Women are still hesitant and have not fully embraced their role
- Seasonal production is a unique aspect of work.
- The content of training and communication is repetitive and lacks variety.
- The ability of content presentations has not yielded high effectiveness.



CHAPTER 13

Recommendations on Gender Equality and Gender Mainstreaming



- It is necessary to raise gender awareness and eliminate prejudices
- Non-discrimination
- Enhance monitoring, inspection, and evaluation of compliance with gender equality laws in leadership and management of officials.

Thank you for your attention!

**Thúc đẩy bình đẳng giới cho phát triển lâm nghiệp bền vững
Promote gender equality for sustainable forestry development**

*Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry*

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LÂM NGHIỆP QUA GÓC NHÌN PHỤ NỮ

Forestry Through Women's Eyes



Đặng Thị Ân

Phó Chủ tịch, phụ trách đối ngoại, Hiệp hội Làng nghề Mộc cao cấp Vạn Điểm, Thường Tín, Hà Nội

Vice President, in charge of external affairs, Van Diem Carpentry Village Association, Thuong Tin, Hanoi



Mai Thị Phương Thủy

Phó Trưởng Bộ Môn Công nghệ Tế bào Thực vật - Viện Nghiên cứu Giống & Công nghệ Sinh học Lâm Nghiệp

Deputy Head of the Department of Plant Cell Technology Institute of Forest Tree Improvement and Biotechnology



Lai Thị Nhung

Nhân viên phòng kỹ thuật Công ty Lâm nghiệp Sông Kôn, Bình Định

Technical Officer Song Kon Forestry Company, Binh Dinh



Lê Thị Yến Nhi

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Nguyễn Thị Mai Hiền

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Deputy Director - Legislation Department - Ministry of Agriculture and Rural Development



Trần Thị Lê Xuân

Kiểm lâm viên phụ trách quản lý và bảo vệ rừng - Hạt kiểm lâm Triệu Phong - Chi cục Kiểm lâm Quảng Trị

Forest Ranger Trieu Phong Forest Ranger Division - Quang Tri Forest Protection Department



A Lăng Thị Bé

Thành viên tổ tuần tra bảo vệ rừng Giám đốc Hợp tác xã du lịch cộng đồng bản thác Kazan Bần Dối, xã Thượng Lộ, huyện Nam Đông, tỉnh Thừa Thiên Huế

Director of Kazan Waterfall Community Tourism Cooperative Ban Doi, Thuong Lo commune, Nam Dong district, Thua Thien Hue province



Phan Thị Hạnh

Giám đốc doanh nghiệp kinh doanh dịch vụ cây trồng Nguyên Hạnh

Director of Nguyen Hanh Seedling Service Enterprise



Nguyễn Cao Hoàng Quyên

Cán bộ Ban Quản Lý Rừng Phòng Hộ Đồng Xuân, Phú Yên

Officer of Dong Xuan Protection Forest Management Board, Phu Yen



Vũ Thị Bích Hợp

Giám đốc Trung tâm Phát triển Nông thôn Bền vững (SRD)

Director of the Center for Sustainable Rural Development (SRD)



Implemented by



In cooperation with



SITUATION ANALYSIS OF GENDER AND FORESTRY IN VIET NAM BY MARD AND GIZ IN COOPERATION WITH EFI (2023)



SUMMARY OF THE REPORT

This is a summary of the study “Situation Analysis of Gender and Forestry in Viet Nam” prepared in the framework of the impact monitoring for the voluntary partnership agreement on Forest Law Enforcement, Governance and Trade (VPA FLEGT). The forum “Promoting Gender Equality for Sustainable Forestry Development” provides the opportunity to present key findings and recommendations. Discussions and recommendations at the forum will help to finalise the study to be published in November 2023. In case of any feedback please contact eileen.lemke@giz.de

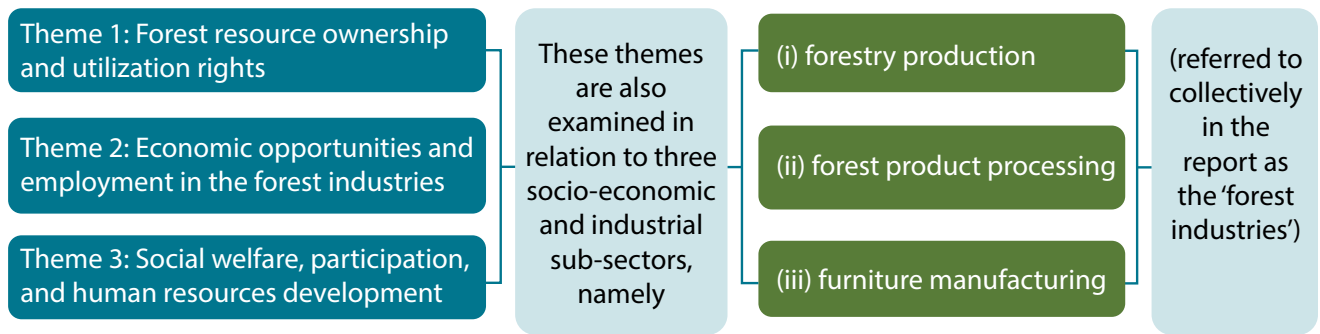
The study was conducted in the frame of the project “Support to the FLEGT VPA implementation in Viet Nam” which is commissioned by the Federal Ministry of Economic Cooperation and Development of Germany (BMZ) and jointly implemented by the Ministry for Agriculture and Rural Development (MARD) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. The preparation of the study was done in cooperation with the European Forest Institute (EFI) and builds on earlier unpublished work funded by the European Union (EU) and EU Member States through the EU FLEGT Facility and the Regional-ASEAN Forest Governance Support Programme (EU FLEGT Asia).

Disclaimer: The findings, analysis, and interpretations expressed in this document do not represent the views of GIZ, BMZ, MARD, EFI or the EU. Neither GIZ, BMZ, MARD, EFI nor EU guarantee the accuracy or completeness of information in this document, and cannot be held responsible for any errors, omissions or losses which may result from its use.

Authors: Edwin Shanks and Hoang Thu Hang

Date: August / September 2023

This report provides a situation analysis of gender-related rights and gender dimensions in forestry in Viet Nam. The report examines gender across three themes:



The report has three specific objectives

- 1** To describe the legal setting of gender-equality rights as applicable to the forestry sector and forest industries.
- 2** To synthesize the available statistical evidence on the current situation and to examine critical issues and trends in the realization and fulfilment of these gender-equality rights.
- 3** To identify future priorities and opportunities, including policy considerations to advance gender equality in forestry, and recommendations for achieving the Sustainable Development Goal #8 on decent work for inclusive and sustainable economic growth in the forest industries.

Chapter 1

Begins by describing key characteristics of Viet Nam's forestry sector and economy that are relevant to the study, together with a timeline of the major political and legislative developments concerning gender equality. This chapter also gives an overview of the available statistical information and existing research on gender and forestry.

Until now, most existing studies on gender and other social aspects of forestry in Viet Nam have been based on qualitative information sources. Those studies that do use quantitative data are mostly field surveys with a small sample size that are not statistically representative at the national scale. Meanwhile, many existing reports assert that there is a lack of sufficient sex-disaggregated statistics in forestry. In fact, a lot of relevant sex-disaggregated information is collected in several nationwide surveys conducted by the General Statistics Office (GSO), but these data sources are not fully utilized.

Particular attention is given in this situation analysis to using official statistics from the Labour Force Survey (LFS), the Vietnam Households Living Standards Survey (VHLSS), the Rural and Agriculture Survey, and the Statistical Yearbook to complement other sources of information and research.

Main findings

Chapter 2

Looks at gender in connection to forest resource ownership and utilisation rights (Theme One). This begins by summarizing the available statistics on several indicators including the current forest land ownership situation; the numbers of households using and managing forest land and resources; the valuation of household forest-based livelihoods; forest land use certification; and payments for forest environmental services.

The study has found that women have played a significant role in the widespread adoption of farm forestry systems and the rapid growth in the forest economy in Viet Nam in recent years. There is also a strong historical precedence to the high level of participation of women in the forestry labour force that goes back many decades. The economic role and contribution of women in forestry production systems is, however, still often overlooked and underestimated. The common division of labour in forestry work, and the differentiation of economic roles between men and women in forest-based livelihood systems, is documented in many reports. Yet there is still limited statistical evidence to characterize the nature and burden of women's work in forestry, and how this might be changing in response to changes in the structure of the rural economy and household economies in recent years.

Rural women are still often disadvantaged by gender disparities in access to the benefits from policies and services. This appears to be the case, for instance, with the policy on Payment for Forest Environmental Services (PFES). PFES has become a major source of forest sector investment and household revenues from forestry in many localities in recent years. Several recent research studies have found evidence to suggest that there are widespread disparities between men and women in the rates of PFES registration, participation, and the distribution of benefits, although further research is needed to substantiate these findings.

Forest protection measures which limit access to forests and non-timber forest products (NTFPs) can have a major adverse impact on women's livelihoods and household well-being, particularly for women from ethnic minorities, poor households and women-headed households. Promoting security of forest land use rights for women is a priority. And promoting gender equity in forest use rights means safeguarding the 'tenure niches' that enable rural women to use NTFPs as sources of income as well as for domestic consumption.

Chapter 3

Looks at gender in relation to employment rights and economic opportunities in the forest industries (Theme Two). The available statistics are summarized for several indicators, including the employment structure and the proportion of workers in different types and sizes of enterprises and household businesses; the proportion of workers in salaried and non-salaried forms of employment, and in different occupational categories; incomes and the gender wage gap; and the degree of formality of labour contracts.

The study has found that the gender wage gap in some parts of the forest industries is substantially wider than in other economic and industrial sectors in Viet Nam. There is, however, wide variation within the sector. The wage disparities are most pronounced in the forest product processing sub-sector, but less so in furniture manufacturing. They are also more pronounced among micro and small-scale enterprises, but less so among larger domestic and foreign investment manufacturing companies. Meanwhile, the gender wage gap is exacerbated for many rural women working in forestry production and processing because of their greater reliance on unpaid family work and self-employment.

Gender segmentation between occupational categories and the work carried out by men and women in processing factories is pronounced. This type of segmentation is linked to underlying social norms and social biases, which can lead to the under-valuation of women's work and discrimination in wage determination. The large wage disparities between men and women in the forest industries are a reflection of this occupational segmentation.

There are also comparatively high levels of labour contract informality in the forest industries, with a large proportion of workers without labour contracts or just with verbal agreements with their employers. This affects both men and women; but there are much larger numbers of men who work under informal arrangements. To some extent, the situation of female employees is less vulnerable, such as in export-oriented furniture manufacturing where a higher proportion of women are in salaried employment with stable contracts.

Chapter 4

Looks at gender in connection to social welfare, participation, and human resources development (Theme Three). The available statistics are summarized for several indicators including the professional and technical qualifications of workers; social insurance participation rates; occupational health and safety; the incidence of child labour in forestry; the gender balance in business management; the gender balance in the state forest sector; and gender participation in forums for forestry stakeholders.

The study has found that social welfare provisions for employees in some parts of the forest industries lag behind other economic and industrial sectors in Viet Nam. For instance, there are comparatively very low social insurance participation rates in forest product processing, especially among women in micro and small-scale enterprises. Meanwhile, compliance with social welfare requirements is generally higher among the larger manufacturing enterprises, especially among export-oriented furniture manufacturers that have to fulfil the corporate social responsibility standards of their international buyers.

Women in the forest industries are still generally disadvantaged in terms of access to professional and technical training opportunities. One particular concern is that the rate of women with vocational

training qualifications (at pre-intermediate or intermediate levels) is persistently low, and only appears to be improving slowly among the younger age-groups. This is despite the fact that vocational training for rural women has been prioritised in Government policy for many years. There is, at the same time, some evidence to suggest that having better qualifications can result in more equal employment and income outcomes for women. In the furniture manufacturing sector, for instance, the proportion of female employees with college or university education is higher than men, and the gender wage gap for senior professional staff in this sector has been more-or-less eliminated.

Priorities, opportunities and recommendations

The main recommendation from the study is that there is a need to broaden the scope of application of gender equality rights in forest policy.

In recent years – alongside other social and economic sectors – gender equality has been more systematically incorporated into forestry legislation and policies in Viet Nam. Hitherto, the promotion of gender equality in both agriculture and forestry has focused on four main areas: (a) ensuring non-discrimination in the land allocation process; (b) prioritizing rural women’s access to vocational training, credit, and other productive assets and services; (c) promoting gender equality in the recruitment and deployment of government staff in the sector; and (d) increasing the representation of women in senior management and leadership positions. These are all important policies which need to be maintained in the future. One key message to emerge from this study, however, is that the scope of critical gender issues in forestry is in fact broader, and there are additional issues that need to be addressed in policy and practice.

Many forestry policies remain gender neutral.

For instance, the official regulations on Payment for Forest Environmental Services (PFES) do not provide guidance on how to promote and ensure gender equality in the implementation of this important policy. Another significant policy that remains gender neutral is the scheme on sustainable development of the timber processing and export industry that was issued through Decision No.327/QD-TTg (dated 10/03/2022). This scheme prioritizes the need to strengthen human resources, to improve the quality of training programs to help ensure the timber industry is competitive, and to attract and maintain high-quality employees for modernization of the timber industry. But gender equality, social welfare and labour factors are still largely absent from this policy.



It is suggested that there are three highest priority areas of forest policy that warrant greater attention to gender equality rights in the next few years. These are:

(i) Fully integrating ‘decent work’ principles and practices into the policies, strategies and incentives for sustainable and inclusive development of the forest industries;

(ii) Reinvigorating the existing policies to prioritize vocational training and education for rural women, and to improve the quality of the workforce in the forest industries taking into consideration the need for gender balance and equal opportunities;

(iii) Strengthening the attention given to gender equity and equality in the regulations, guidelines, implementation, and monitoring of the policy on PFES.

There is still some way to go before the forest industries can achieve the SDG #8 targets.

In 2017 the Government of Viet Nam adopted a National Action Plan to implement the 2030 Agenda for Sustainable Development, which includes the SDG#8 on Decent Work and Economic Growth. The National Action Plan sets targets for achieving full and productive employment and decent work for all men and women and young people, ensuring equal pay for work of equal value, protecting labour rights, and promoting safe and secure working environments. This study has found that some parts of the forest industries lag behind other industrial sectors in several key indicators such as achieving gender wage equality and social welfare provisions, although there is considerable variation within the forest industries.

As part of the drive to modernize the forest industries, the adherence to ‘decent work’ practices could become a core element in the strategy to enhance the reputation of Viet Nam as a supplier of legal forest products on the competitive global market.

In order to achieve the objectives of the SDG#8 in the forest industries, particular attention will need to be given to three issues: (i) reducing the gender wage gap and achieving a greater degree of wage parity between women and men; (ii) ensuring that occupational health and safety and environmental standards are adhered to across all segments of the industry; and (iii) improving employment security, as well as social welfare provisions, especially for women in the micro and small-scale enterprise sector in rural areas. The adoption of decent work practices and superior employment conditions will also be critical to enable manufacturers to continue to attract sufficient young skilled workers in the future.

Tangible incentives will need to be combined with behaviour change communication programs to promote gender equal business practices.

To affect positive long-term changes in this diverse industrial sector will, however, require more than awareness-raising and strengthening regulatory enforcement. It will also depend on changes taking place in social norms and attitudes – amongst enterprise owners and managers and employees – which underlie issues such as gender bias in the valuation of work and gender discrimination in wage determination. In this situation, tangible economic and financial incentives will be needed, combined with sensitive approaches to behaviour change communication, to encourage changes in conventional employment and business practices.

On the basis of the analysis in this report, several priorities have been identified for further research and data collection systems.

Under Theme One – Forest Resource Ownership and Utilisation Rights, there are two main priorities:

Firstly, there is an urgent need for an in-depth survey and analysis of the distributional outcomes and impacts of the implementation of PFES in order to inform future policy and guidelines.

The PFES policy has been in operation for over 10 years and in many localities it has become the major source of forest sector investment and household revenues from forestry. However, understanding of the positive or negative impacts of PFES implementation is still limited. This research should be undertaken with a sufficient representative sample of locations, villages and households across the country in order to better understand the diversity of impacts in different settings. In particular, it should further examine the potential adverse impacts on women's livelihoods through restrictions on the use of NTFPs. The research should inform future guidelines on how to ensure equity in PFES implementation.

Secondly, up-to-date gender disaggregated information should be collected on the proportion of household forest Land Use Certificates that are jointly or individually titled by men and women.

This should be combined with analysis of the issues that affect the de facto rights to harvest and sell forest produce and the impacts on women's incomes and livelihoods. It is already well known that the rate of joint titling of LUCs varies considerably between different provinces and localities; therefore, careful sampling would be needed to gain an accurate picture of the current situation. This research would yield a better understanding of the extent to which gender equality and non-discrimination is achieved in forest land allocation and certification.

Under Theme Two – Economic Opportunities and Employment in the Forest Industries, there are three priorities:

Firstly, the various factors that underlie the large gender wage gaps in the forest industries need to be more fully understood

This research should look into issues such as social norms and social bias in task assignment, labour segmentation and the valuation of work, and the mechanisms of wage determination and negotiation etc. The purpose of the research would be to gather more comprehensive information evidence on these issues and to develop recommendations for how to address them through advocacy, awareness raising, and industry-wide efforts to overcome the disparities.

Secondly, the issues affecting employment security and vulnerability in the forest industries also need exploring more fully.

Due to the high proportion of seasonal work and piece-work arrangements, and the common patterns of labour segmentation, many workers in forest industries are not in stable salaried employment. Further investigation is needed to fully understand the nature and extent of these vulnerabilities, including the perceptions of enterprise owners and employees themselves.

Thirdly, there is a need to quantify the existing and potential future economic contribution of women in the forest economy.

While basic information on the labour force exists, there is insufficient detailed information on essential labour factors which can be used to inform future economic policies and strategies for the industry. This research should look at factors relating to labour participation and productivity, in terms of the potential added-value of investing in human resources and female employment.

**Under Theme
Three – Social
Welfare,
Participation and
Human Resources
Development,
there are two
main priorities:**

Firstly, a study should be undertaken on the future human resource development needs of the forest industries which could be used to improve the quality and provision of vocational training and education

Such a study would be undertaken with enterprise owners and the technical vocational training schools and colleges. It would assess the employment prospects of young workers, and the strengths and weaknesses of existing training programs. It would also make projections for the future workforce requirements in terms of essential skills and the numbers of workers, taking into consideration the need for gender balance and creating equal opportunities.

Secondly, action-oriented research is needed on the best ways of scaling-up engagement with the large numbers of micro and small-scale enterprises on issues such as gender and labour rights.

Various suggestions have been put forward above, such as building on existing incentive mechanisms combined with behaviour change communication, and building the capacity of intermediary organisations. But further work is needed to determine the most practical and effective approaches.



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 EFI



Gender Equality in the Forest Industries in Viet Nam Essential Statistics

Report: Edwin Shanks and Hoang Thu Hang (2023). Situation Analysis of Gender and Forestry in Viet Nam.

Data sources:

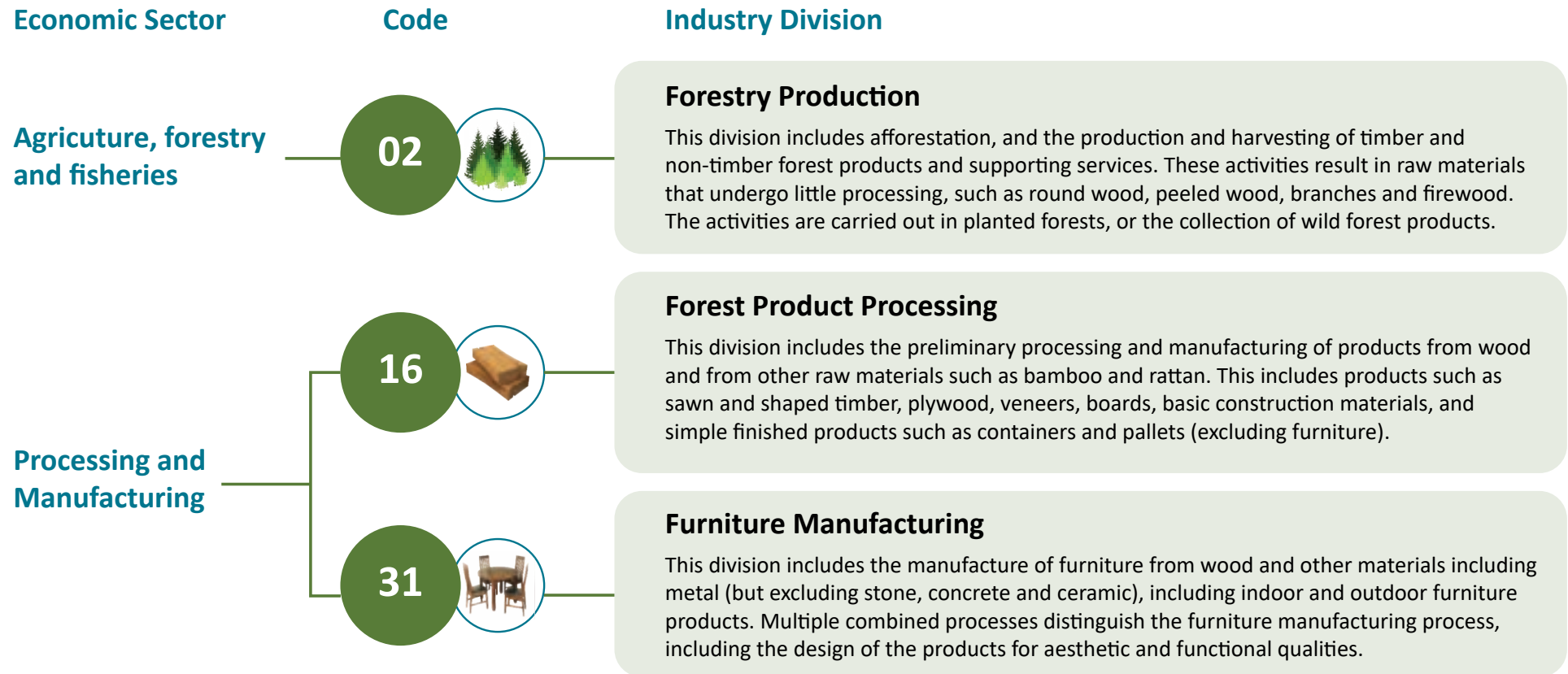
- (i)** Labour Force Survey 2022;
- (ii)** Results of the Mid-Term Rural and Agricultural Survey (GSO 2022);
- (iii)** Statistical Yearbook of Viet Nam 2022 (GSO 2023).

This document contains essential statistics on gender equality in the forest industries in Viet Nam that are part of the study “Situation Analysis of Gender and Forestry in Viet Nam” prepared in the framework of the impact monitoring for the voluntary partnership agreement on Forest Law Enforcement, Governance and Trade (VPA FLEGT). The forum “Promoting Gender Equality for Sustainable Forestry Development” provides the opportunity to present key findings and recommendations. Discussions and recommendations at the forum will help to finalise the study to be published in November 2023. In case of any feedback please contact eileen.lemke@giz.de

The study was conducted in the frame of the project “Support to the FLEGT VPA implementation in Viet Nam” which is commissioned by the Federal Ministry of Economic Cooperation and Development of Germany (BMZ) and jointly implemented by the Ministry for Agriculture and Rural Development (MARD) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. The preparation of the study was done in cooperation with the European Forest Institute (EFI) and builds on earlier unpublished work funded by the European Union (EU) and EU Member States through the EU FLEGT Facility and the Regional-ASEAN Forest Governance Support Programme (EU FLEGT Asia).

Disclaimer: The findings, analysis, and interpretations expressed in this document do not represent the views of GIZ, BMZ, MARD, EFI or the EU. Neither GIZ, BMZ, MARD, EFI nor EU guarantee the accuracy or completeness of information in this document, and cannot be held responsible for any errors, omissions or losses which may result from its use.

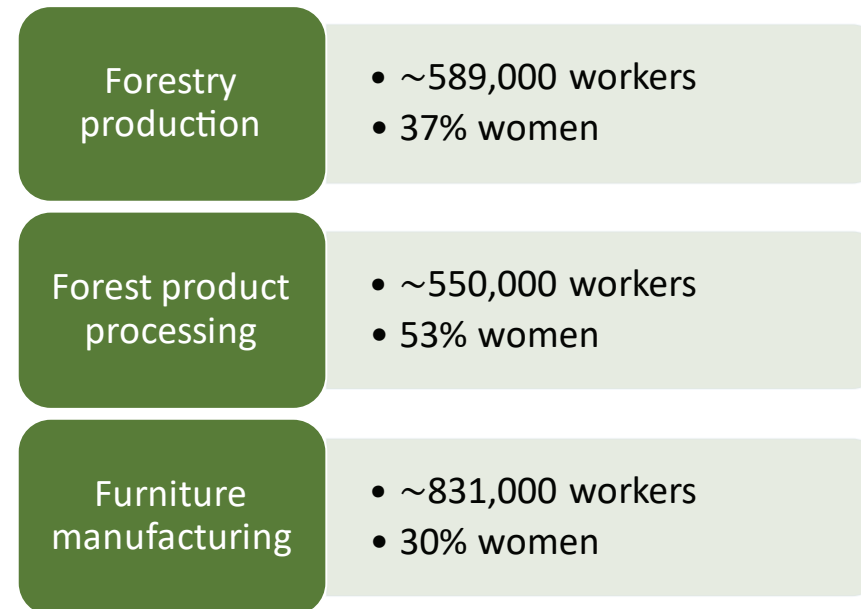
“Forest Industries” as defined by the Viet Nam Standard Industry Classification [*]



[*] Decision No.27/QĐ-TTg (dated 6 July 2018) promulgating the Viet Nam Standard Industrial Classification.

The forest industries are important employment sectors for both women and men

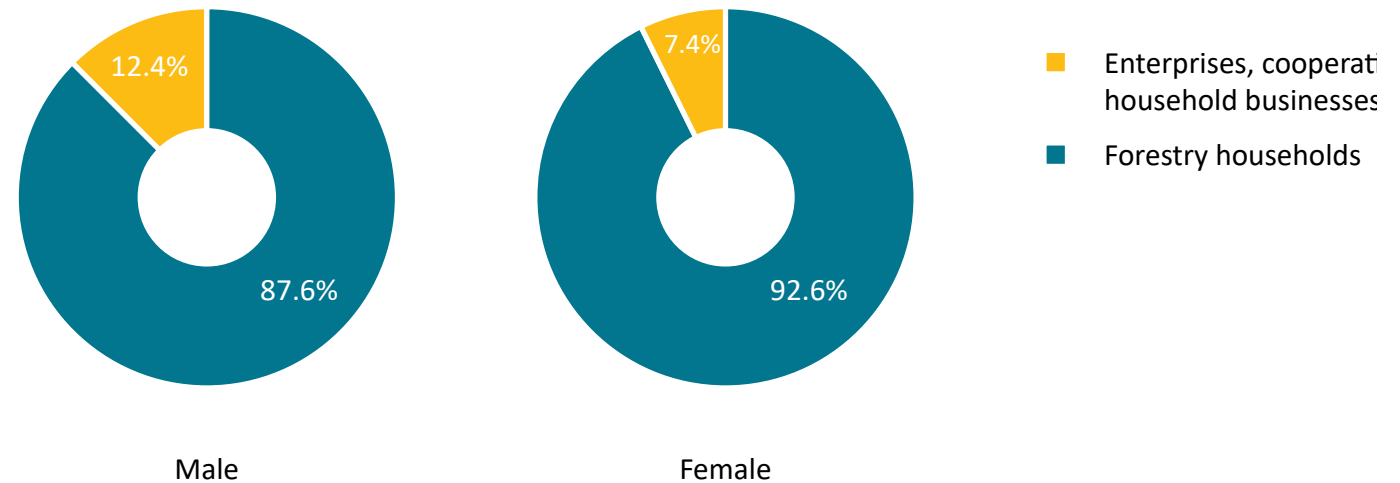
Number of workers in the forest industries in 2022



The three sectors combined employ around 3.5% of Viet Nam's total labour force.

[] This category includes workers who obtain revenues or salaries from forestry related work. This does not include people who use forests only for subsistence needs.*

In forestry production, the majority of workers are in forestry households



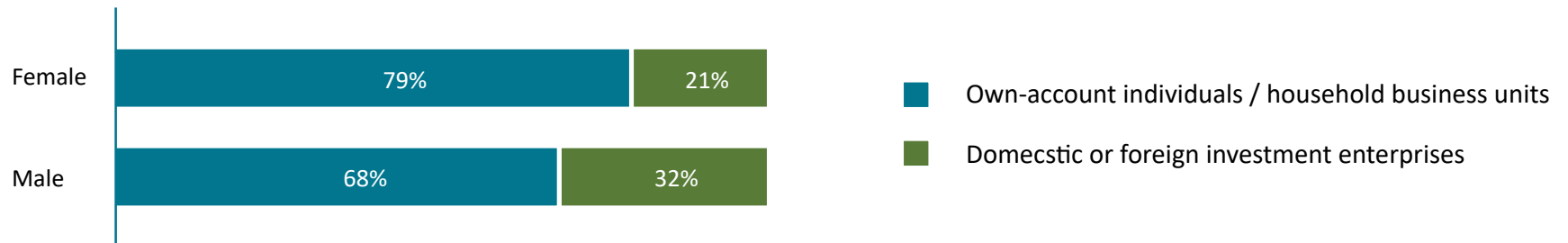
Proportion of forestry production workers in different employment sectors in 2022 (%)

Forestry households are defined as those household which devote the majority of their labour resources to forestry production. There are around 160,000 forestry households across the country.

In forest product processing, the majority of workers are in household businesses

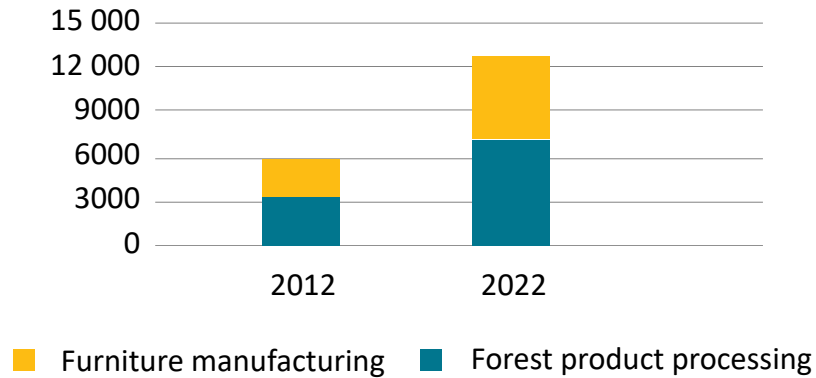
Around 400,000 workers are 'self-employed' in household businesses that are engaged in sawmilling and the manufacture of basic wood products; and processing of various products from bamboo, rattan and other fibrous raw materials as well as handicrafts.

This is an important sector for rural women who are traditionally involved in household-based processing of forest products and handicrafts. The location of forest product processing factories in the rural areas also provides off-farm employment that is close to rural women.



Meanwhile, in the furniture manufacturing sector, a generally higher proportion of workers are employed in domestic private enterprises or foreign investment enterprises.

There has been steady growth in the forest industries over the last decade

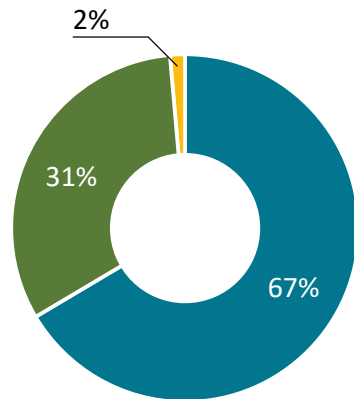


These figures show the number of fully registered enterprises (not including household businesses). Since 2012, the number of acting enterprises has increased by 113% in forest product processing, and by 103% in furniture manufacturing.

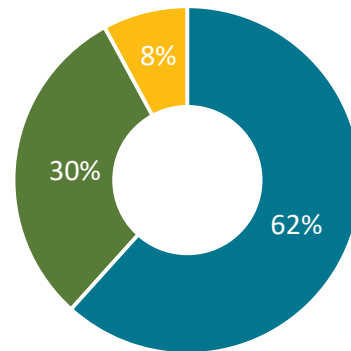
Number of acting enterprises

Two-thirds of the enterprises are micro-enterprises with less than 10 employees (2021)

Forest Product Processing



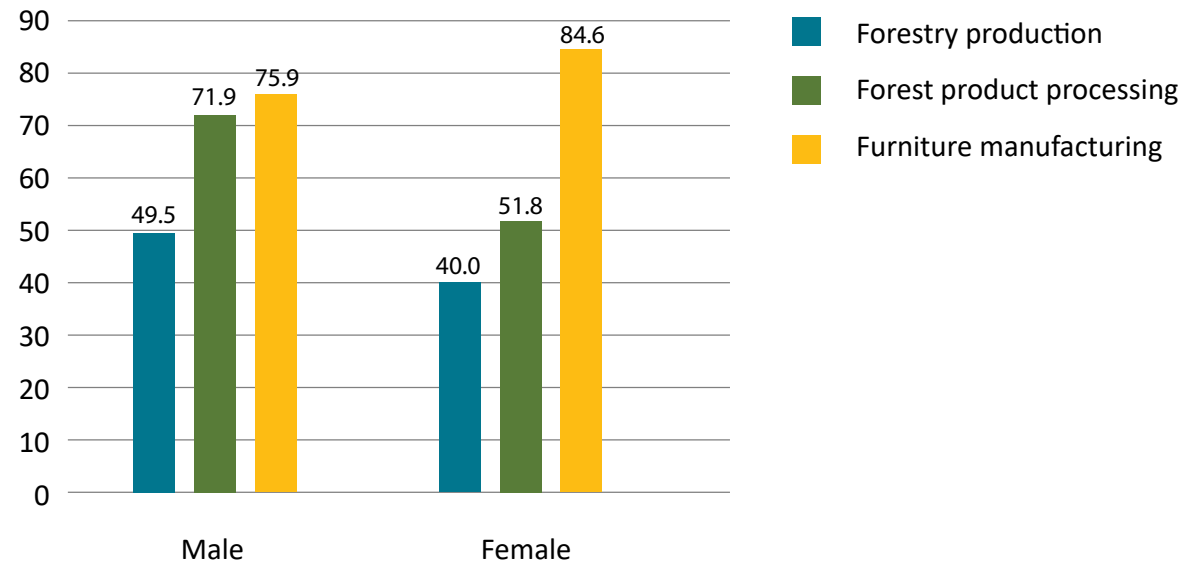
Furniture Manufacturing



■ < 10 employees ■ 10-199 employees ■ > 200 employees

Small- and medium-sized enterprises comprise around one-third of enterprises in the forestry industries. Only a small proportion are large-scale enterprises with more than 200 employees.

The proportion of workers in salaried employment varies between the three sectors

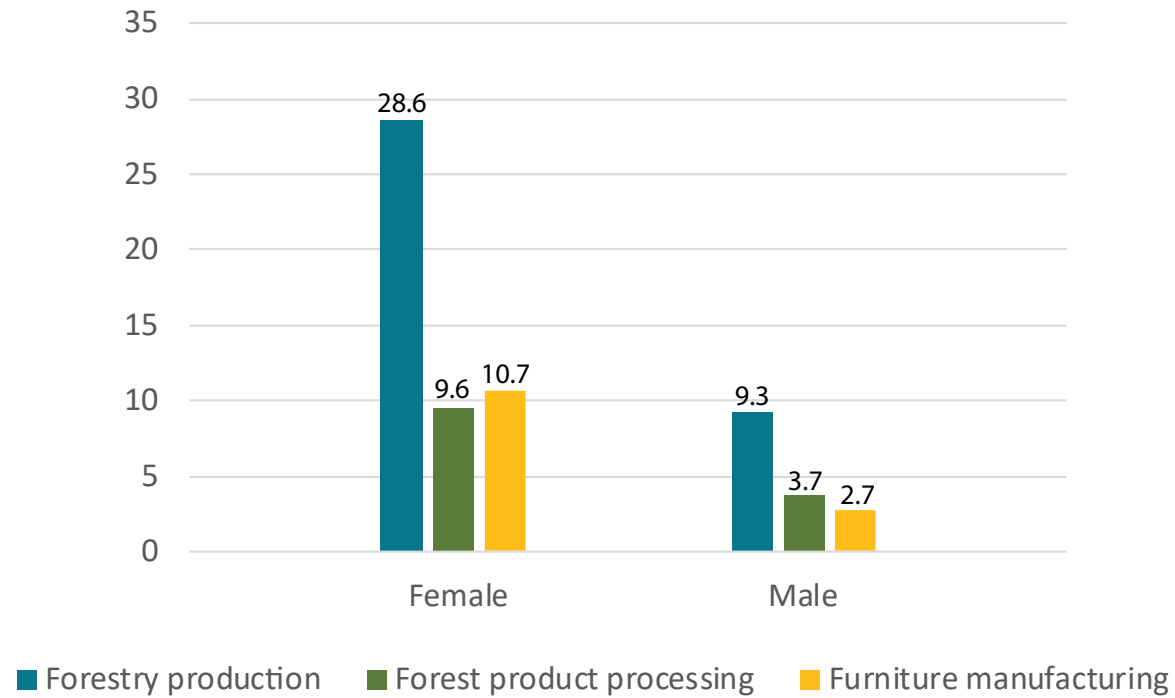


Proportion of workers in salaried employment (%)

More men than women are in salaried employment in forestry production and forest product processing. But more women are in salaried employment in furniture manufacturing.

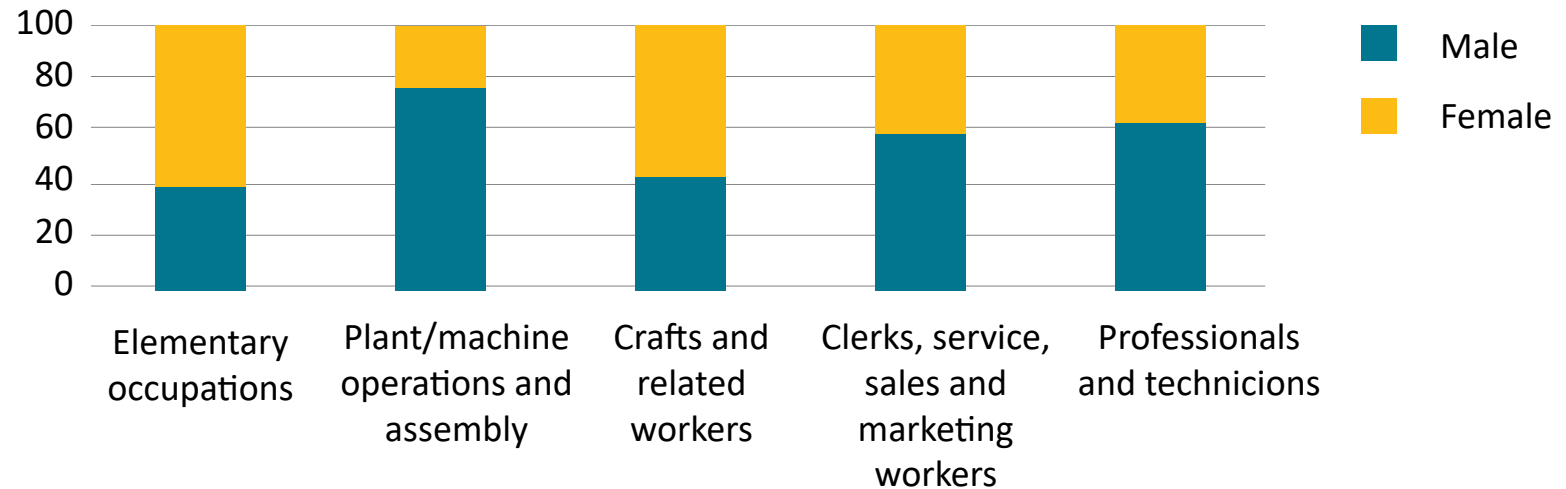
These figures also indicate that a considerable number of people in the forest industries are either unpaid family workers or own-account workers who rely on their revenues from selling forest products, rather than having a regular salary.

In all three sectors, a higher proportion of women than men are engaged in unpaid work in the family



Proportion of unpaid family workers (%)

There is strong segmentation between men's and women's work in the forest industries



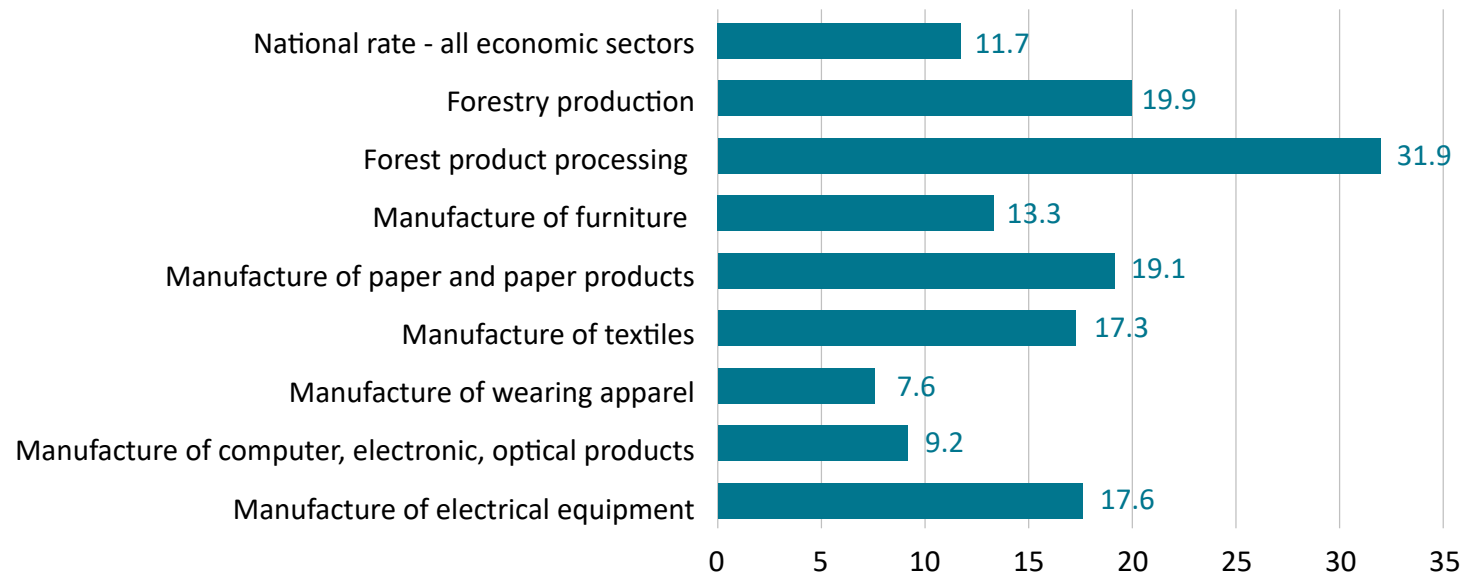
Proportion of workers by occupation category in forest product processing (%)

Women predominate in the elementary occupations (unskilled tasks) and craft workers categories, while men predominate in plant and machine operations and assembly.

Meanwhile, women make up around one-third of administrative and senior professional employees.

This type of occupational segmentation is linked to underlying social norms and social biases, which can lead to the under-valuation of women's work and a lack of equality in salaries.

The gender wage gap in some parts of the forest industries is substantially wider than in other sectors



Gender wage gap of salaried workers in the forest industries compared to other economic industrial sectors

There is considerable variation between and within each of the three forestry sectors.

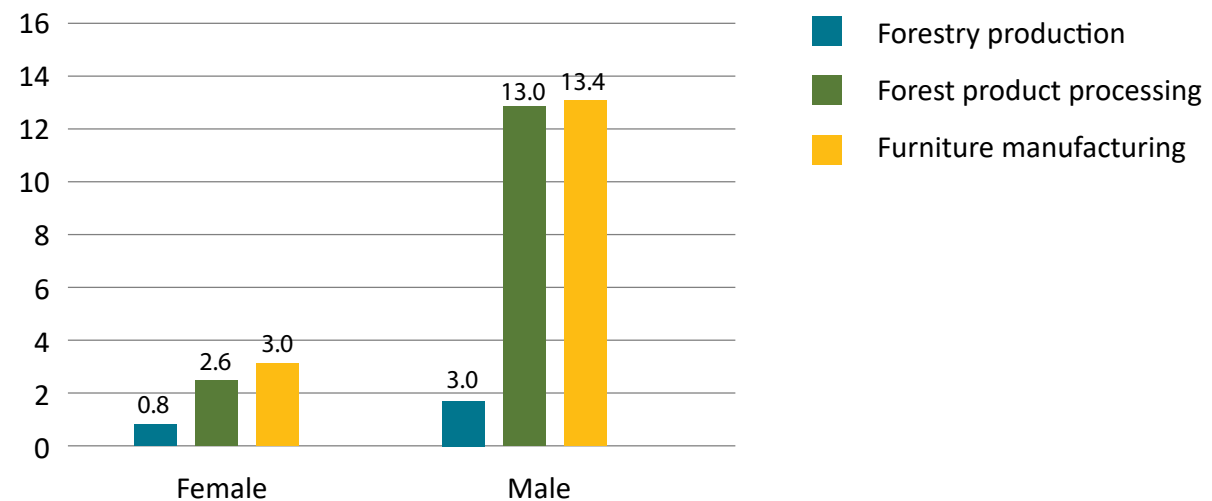
The gender wage gaps are most pronounced in forest product processing, especially in household businesses and micro-enterprises in this sector (wage gap = 42.0), and among craft workers (38.5) and those engaged in elementary occupations (26.7).

Meanwhile, the gender wage gap in furniture manufacturing compares more favourably with other industrial sectors.

Note: The gender wage gap measures the gap between the average wage level of all women and all men who have salaried employment in a particular sector.

Women are still generally disadvantaged in accessing professional and technical training opportunities

One particular concern is that the rate of women with vocational training qualifications (at pre-intermediate or intermediate levels) is persistently low, and only appears to be improving slowly among the younger age-groups.



Rate of male and female workers with vocational training qualifications (%)

These differences are also reflected in the gender wage gap.

In forest product processing, the gender wage gap for workers with vocational training qualifications is 26.0, while the wage gap for workers with no qualifications is 31.9.

Having better qualifications is linked to more equal employment conditions and incomes for women

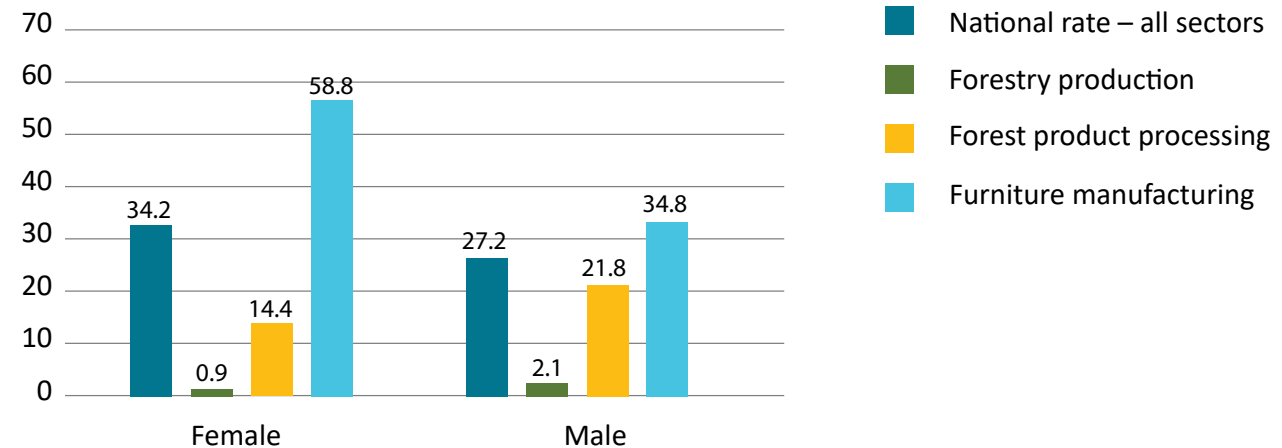
In furniture manufacturing, the proportion of female employees with college or university education is higher than men, and the gender wage gap for senior professional / technical staff in this sector has been eliminated.

Employment conditions in the furniture manufacturing industry

| | Female | Male |
|---|--------|------|
| Employees with college or university education (%) | 8.6 | 5.4 |
| Gender wage gap for senior professional / technical staff | + 7.7 | |
| Employees with labour contracts (%) | 75.1 | 53.3 |
| Social insurance participation rate (%) | 58.8 | 34.8 |

A higher proportion of female employees in furniture manufacturing enterprises also have labour contracts and participate in social insurance.

Social welfare provisions vary considerable between different parts of the forest industries



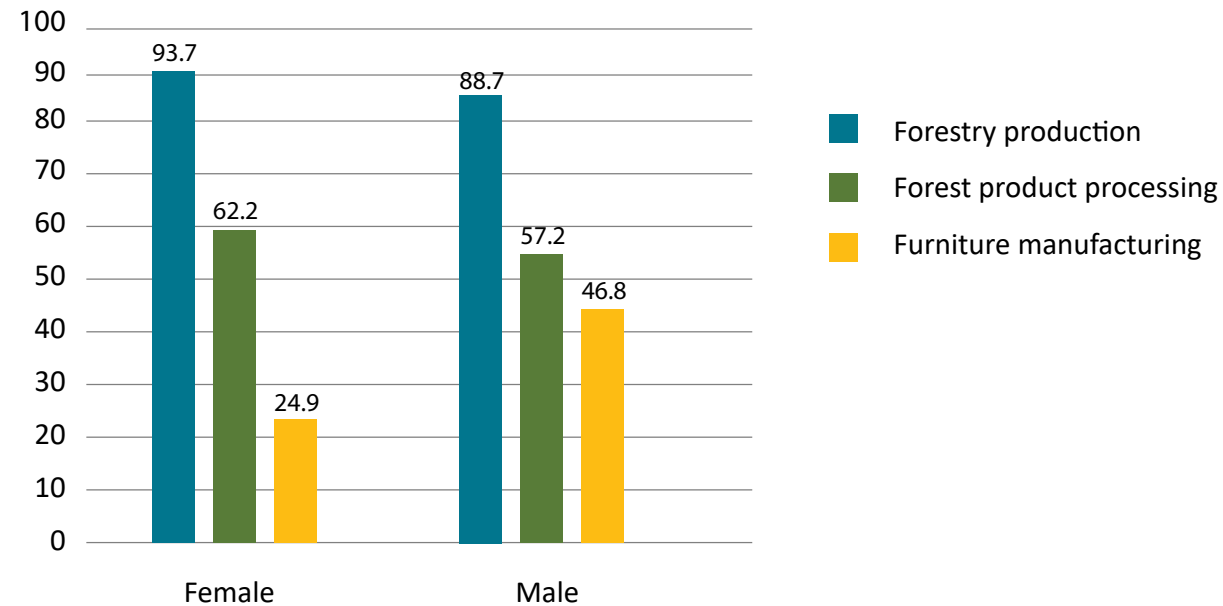
Social insurance participation rates (%)

The low social insurance participation rate in forestry production is because most workers belong to forestry households for which social insurance is not mandatory.

The comparatively low rates in forest product processing highlight the vulnerability of employment in this sector, especially for women who comprise the majority of workers. 85.6% of women in forest product processing don't have social insurance.

Meanwhile, compliance with social welfare requirements is generally higher among the larger enterprises, especially export-oriented furniture manufacturers that have to fulfill the corporate social responsibility standards of their international buyers.

There are comparatively high levels of labour contract informality in the forest industries



Proportion of employees without labour contracts or just with verbal agreements (%)

A large proportion of workers are without labour contracts or just have verbal agreements with their employers. This affects both men and women; but there are much larger numbers of men who work under informal arrangements.

Group1: “Promoting and mainstreaming gender equality in the state management of the forestry sector” chaired by the Department of Forestry (MARD) and the Central Centre for Rural Development (CRD)

1. Facilitators



Ms. Nguyen Thi Quynh - Department of Forestry, Ministry of Agriculture and Rural Development:

Ms. Nguyen Thi Quynh is a communication specialist at the Department of Forestry, under the Ministry of Agriculture and Rural Development of Viet Nam. With more than 11 years working at the Department of Forestry, Ms. Quynh will share a perspective on the Action Plan on Gender Equality, from the perspective of state management.



Dr. Truong Quang Hoang - Director of Central Center for Rural Development (CRD): Mr. Truong Quang Hoang has more than 25 years of experience as a researcher and lecturer in the field of forestry and has participated in many studies on issues such as customary rights, separation of powers and livelihoods, REDD+, PES and the value chain. Dr. Hoang is also an active and key member of several networks such as the VNGO-FLEGT Network and was elected Co-Chair of the Core Group in 2020. He has always expressed interest in forestry issues, including the VPA/FLEGT Agreement.

2. Discussion content

- Sharing good practices on gender equality and gender mainstreaming in state management
- Identifying opportunities, challenges and solutions to enhance the effectiveness of gender equality and gender mainstreaming in forestry management in Viet Nam

3. Agenda

| Time | Activity | Coordinator |
|---------------|---|--|
| 14:00 – 14:05 | Opening of the discussion | Mr. Truong Quang Hoang, CRD |
| 14:05 – 14:20 | Games to learn about Gender and Gender Equality | Ms. Dang Thi Lan Anh, CRD |
| 14:20 – 14:30 | Summary of the Action Plan on Gender Equality of the Department of Forestry | Ms. Nguyen Thi Quynh, Department of Forestry |
| 14:30 – 14:45 | Introduction: Some good practices on promoting gender equality in public governance | Ms. Dang Thi Lan Anh, CRD |
| 14:45 – 15:20 | Group discussions: 1) Applying good global gender equality practices to forestry management in Viet Nam – opportunities and challenges 2) Solutions to promote gender equality and mainstream gender equality in forestry management | Ms. Dang Thi Lan Anh, CRD |
| 15:20 -15:30 | Summary of the discussion | Mr. Truong Quang Hoang, CRD |





Group 1: Promoting and mainstreaming gender equality in the state management of the forestry sector

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry

Bình Định, 5-6 tháng 10 năm 2023
5-6 October, 2023



Agenda

| Time | Activity | Coordinator |
|---------------|--|---|
| 14:00 – 14:05 | Opening of the discussion | Mr. Truong Quang Hoang, CRD |
| 14:05 – 14:20 | Games to learn about Gender and Gender Equality | Ms. Dang Thi Lan Anh, CRD |
| 14:20 – 14:30 | Summary of the Action Plan on Gender Equality of the Department of Forestry | Mr. Pham Hong Luong, Department of Forestry |
| 14:30 – 14:45 | Introduction: Some good practices on promoting gender equality in public governance | Ms. Dang Thi Lan Anh, CRD |
| 14:45 – 15:20 | Group discussions: 1) Applying good global gender equality practices to forestry management in Viet Nam – opportunities and challenges 2) Solutions to promote gender equality and mainstream gender equality in forestry management | Ms. Dang Thi Lan Anh, CRD |
| 15:20 -15:30 | Summary of the discussion | Mr. Truong Quang Hoang , CRD |

Introduction

- ❖ Vietnam is one of the countries with a fairly comprehensive legal and policy framework to promote gender equality and has made significant progress in narrowing the gender gap in many aspects of political and social life.

- Vietnam ranked **83rd out of 146** countries surveyed in the world in terms of narrowing the gender gap (WB, World Economic Forum, 2022)

- ❖ In the Forestry sector, the Ministry of Agriculture and Rural Development and the General Department of Forestry have issued plans to implement the National Strategy on Gender Equality for the period 2021-2025, demonstrating the efforts and commitment of the Forestry sector. to ensure equal opportunities, participation and benefits between women and men in the forestry sector.
- ❖ However, there are still gaps from policy to reality, requiring appropriate approaches.
- ❖ In the world and the region, the issue of promoting gender equality and gender integration in the forestry sector in general and forestry management in particular has received much attention. Some countries have documented good practices with specific lessons learned to contribute to common efforts in realizing gender equality and gender mainstreaming in the forestry sector.

MAIN CONTENTS

Legal framework on
Gender Equality in the
Forestry Sector

Challenges in the
process of implementing
gender equality in
forestry industry
management

Some good practices in
promoting gender
equality in state
management

Legal framework and policy on Gender equality in State management of the Forestry sector

- Resolution No. 11-NQ/TW of the Politburo dated April 27, 2007 on women's work in the period of accelerating industrialization and modernization of the country
- 2013 Constitution: Article 26 "Men and women citizens have equal rights in all fields. The State has policies to ensure gender equality rights and opportunities".
- Gender Equality Law 2006
- National Strategy on Gender Equality 2021-2030 (NSGE)
- Program "Increasing the equal participation of women in leadership and management positions at all levels of policy making in the period 2021 - 2030" of the Prime Minister
- Vietnam forestry development strategy for the period 2021 - 2030, vision to 2050
- Action plan of the Ministry of Agriculture and Rural Development on Gender Equality for the period 2021-2025
- Action plan of the General Department of Forestry on Gender Equality for the period 2021-2022

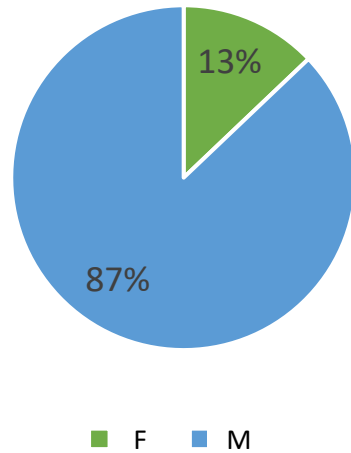
Action plan of the General Department of Forestry on Gender Equality for the period 2021-2025

(Issued according to Decision No. 67/QĐ-TCLN-VP dated February 14, 2022, of the General Department of Forestry)



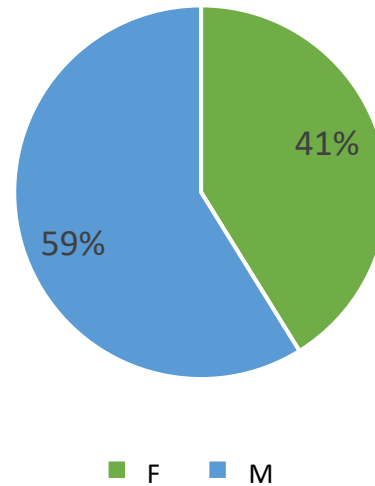
Labor force participation rate in the forestry industry

Gender ratio of forestry sector employees



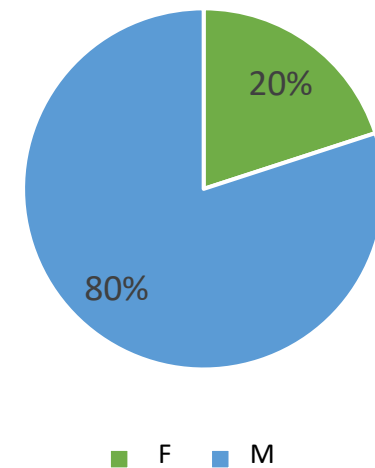
Source: Shanks and Hoang (2023), *Situation Analysis of Gender and Forestry in Vietnam*

Gender ratio of employees in the Department of Forestry



Source: Department of Forestry

Gender ratio in the management apparatus of the Department of Forestry





OVERALL OBJECTIVE

To **narrow the gender gap**, create conditions and opportunities for women and men to participate and benefit **equally in the forestry sector**, contributing to the successful implementation of the Ministry's Gender Equality Plan for the period 2021 - 2025 Agriculture and Rural Development and National Strategy on Gender Equality for the period 2021 - 2025





SPECIFIC OBJECTIVES

- **1. Political field:** > 20% of female civil servants are assigned the title of Leader
- **2. Economic, labor field:**
 - >30% of civil servants are newly recruited;
 - Ratio of civil servants are of 20%
- **3. In family and gender-based violence prevention :**
 - Propaganda to raise awareness
 - Shorten the gap in housework time between women and men by 1.7 times by 2025;
 - 100% of VNFOREST employees have received increased awareness about preventing and responding to gender-based violence.;





SPECIFIC OBJECTIVES

→ 4. Medical field:

- 100% of female employees of VNFOREST have access to medical services
- 100% of VNFOREST female civil servants receive annual health check-ups

→ 5. Educational and training:

- The annual rate of female civil servants with post-graduate degrees is > 20%
- The proportion of female civil servants participating in training courses on training programs, professional expertise, information technology, and foreign languages in accordance with job title standards is 20% or more.





SPECIFIC OBJECTIVES

→ 6. Information and communication field :

- 100% of civil servants have access to knowledge about gender equality and gender-based violence
- 100% of civil servants are informed about gender and gender-based violence
- 100% of civil servants, people working on gender equality, for the advancement of women, policy-making staff and legal staff in all units of the VNLN received knowledge and training skills for gender equality activities



SOLUTIONS

1. Strengthen the leadership, direction and inspection of Party committees and authorities at all levels. Enhance the role and responsibility of the Committee for Women's Progress. There is a mechanism to integrate gender equality issues in legal documents; in organizing and implementing programs and plans; Concerns of unit heads, considering gender equality criteria as a criterion to evaluate the level of leader's task completion
2. Implement gender equality in human resource development and staff structure, especially in management and leadership positions.



SOLUTIONS



3. Pay attention to the work of female officials from recruitment, planning to appointment
4. Promote information and propaganda
5. Promote training and fostering. Specify the ratio of female civil servants and public employees
6. Enhance exchanges, share experiences, expand cooperation; Maximize funding sources
7. Strengthen the integration of gender equality content in the implementation of programs, projects, and operational plans
8. Strengthen inspection and examination of the implementation of gender equality policies

Challenges in the process of implementing gender equality in forestry industry management



Limitations in institutions and policies on gender equality:

- Specific commitments and targets on budget allocation for the implementation of the National Quality System have not been shown
- Specific activities to achieve each target have not been identified
- The Action Plans do not address the implementation of policies related to sexual harassment and anti-discrimination in the workplace or in Forestry sector activities.
- There is no mention of policies to protect and support mothers.

Challenges in the process of implementing gender equality in forestry industry management



Limitations in institutions and policies on gender equality :

- The system of legal documents on gender, gender mainstreaming and related documents is still general, more directional and encouraging than mandatory.
- There are no internal guidance documents to support gender mainstreaming
- There are no specific sanctions for units that do not fully implement regulations on gender equality in the recruitment and use of officials, civil servants, and public employees, or in welfare policies for employees.
- The Forestry Development Strategy for the period 2021 - 2023 does not mention gender integration issues and solutions.

Good practices in promoting gender equality in state management and forestry sector management



1. Gender mainstreaming policy in the forestry sector in Indonesia :

- ✓ In 2000, to address the issue of gender inequality, the President of Indonesia issued Directive No. 9/2000 on Gender Mainstreaming in National Development and a number of other regulations, stating that all ministries and branches have responsibility for **developing gender-responsive systems**. The Ministry of Environment and Forests (MoEF) is responsible for planning, implementing, monitoring and evaluating policies, programs and activities that are gender-inclusive and ensure that men and women have equal roles. equality in accessing, benefiting from and controlling forest development.
- ✓ The Ministry of Women Empowerment and Child Protection is the government agency responsible for providing technical **support to other ministries on gender mainstreaming** (e.g., supported MoEF in developing gender-sensitive indicators for the national REDD+ program)
- ✓ The Ministry of Home Affairs guides government agencies from the district level to **integrate gender into local development plans**.
- ✓ **Gender working group** was established. This working group must ensure that the **7 criteria on gender mainstreaming** are implemented in MoEF activities. The 7 criteria include commitment, policy, institutions, human resources/budget, Gender tool analysis, Gender data and community participation.



1. Gender mainstreaming policy in the forestry sector in Indonesia:



- ✓ Implement a series of capacity building programs on gender equality and gender mainstreaming for state officials from central to local levels
- ✓ MoEF issues Guidelines for the Implementation of Gender Mainstreaming in Forestry, outlining the activities, outputs and tasks of the Ministry
- ✓ MoEF issues the Guidelines for Gender Responsive Planning and Budgeting in the Forestry Sector and begins implementing gender responsive budgeting and conducts training courses on gender awareness and gender analysis for staff of Ministry.
- ✓ Ministries and other state agencies are required to submit Gender Budget Reports as an annex to their annual work plan budgets. These agencies must also report on issues of gender inequality or gender gaps that need to be addressed in their programs and activities, in accordance with the government strategy.

2. Good practices to increase women's participation in the fields of forest and natural resource management in selected countries:

✓ Ensure women's representation and participation :

- Establish mandatory quotas for female members of the executive board:
 - Nepal: 50% quota
 - India: state level requires 1/3 female members of the executive board in Andhra Pradesh
 - Cambodia: The Department of Forestry, local authorities and relevant parties implementing the REDD+ program or community forestry programs and projects set regulations and quotas on the participation rate of women in meetings or capacity building activities.
- The Department of Agriculture and Rural Development recruits female agricultural extension staff to support and help female participants feel more comfortable during consultations and discussions on agriculture-related issues as well as participate in decision making process. (Cambodia)
- Recognizing women as legitimate forest users: Granting individual land ownership rights through forestry land use planning to women and men (Philippines)

2. Good practices to increase women's participation in the fields of forest and natural resource management in selected countries:

- ✓ Facilitate and enhance capacity for women's participation:
 - Recruiting female experts to support grassroots women in Forestry Projects (Nepal)
 - Establish support groups whose members are all women (India)
 - Organize women-only caucuses to support female delegates (Papua New Guinea)
 - Apply the Gender Harmonization Checklist and develop gender-responsive tools. (Philippines)
 - Extract from the Gender and Development Budget to organize events specifically for women in the fields of climate change and forestry. (Philippines)
 - Enhance gender and gender sensitivity capacity for community facilitators and gender focal points in community forest management boards to promote group discussions and dialogue with authorities on gender issues (Cambodia)
 - The Gender and Development Focal Point Group includes core experts in gender analysis, training and planning, supporting organizations and departments in implementing gender-sensitive activities.

2. Good practices to increase women's participation in the fields of forest and natural resource management in selected countries

- ✓ Gender-disaggregated analysis and planning to meet women's livelihood needs:
 - Cambodia: The Ministry of Agriculture, Forestry and Fisheries (MAFF) and the Ministry of Women collaborated to develop a national gender profile in agriculture in Cambodia in 2010 based on a comprehensive socio-economic survey conducted in the country. This, with a wide range of sex-disaggregated data in the agricultural sector, is very useful for policy makers. Women are included in the consultation and planning process, and their comments and objections are acknowledged.
 - Philippines: Providing benefits of access to important forest products for men and women in projects of the Department of Natural Resources and Environment.
- ✓ Fair benefit sharing mechanism:
 - Community Forestry Guidelines (2009) Nepal requires community forest user groups to allocate 35% of income to improve women's livelihoods, for the poor

2. Good practices to increase women's participation in the fields of forest and natural resource management in selected countries

- ✓ Identify female leaders and champions, champions and inspirations to support the promotion of gender equality in Forestry:

Identify those who support, advocate and promote gender equality in forestry from within government agencies and community organizations (Head/member of the Gender working group, closely involved in the development of gender policy, actively lobbying MAFF departments to promote more women to achieve higher management positions; promoting gender mainstreaming in Forest Department programs; gender training and upgrading capacity building for government employees, supporting ministries and government departments to develop and implement gender policies...)





Group 2: Promoting gender equality in forest production and protection

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry

Bình Định, 5-6 tháng 10 năm 2023
5-6 October, 2023



Gender issues and the causes of gender inequality in production forest planting and forest protection

From the perspective of Forestry Companies and Protection Forest Management Boards (hereinafter referred to as Forest Owners)



Forest planting



Forest patrol and protection

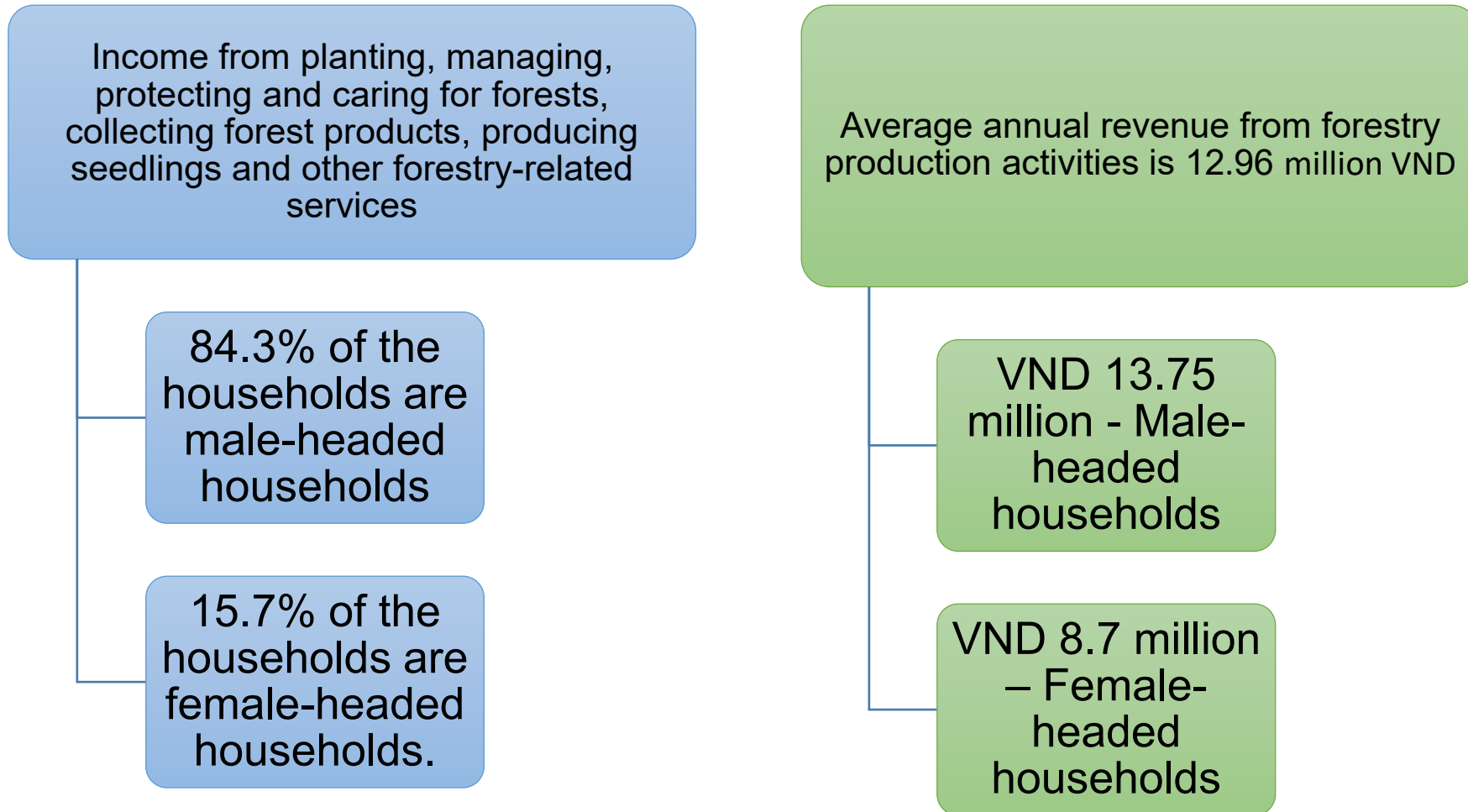
Agenda

| Time | Activities | Responsible by |
|-------------|---|---|
| 14:00-14:10 | Presentation: <ul style="list-style-type: none"> - Overview of gender inequality in forest production and protection from the perspective of Forestry Companies and Protection Forest Management Boards - The story of the important role of women in the development and processing of forest products | Nguyen Lam Giang, CRED Nguyen Thi Thuyet, CRED |
| 14:15-15:30 | Sharing the story of integrating Gender and Gender Equality in Quy Nhon Forestry Company's operations. Share and discuss experiences and practices in gender inequalities in forest production and protection: <ul style="list-style-type: none"> - Quy Nhon Forestry Company - Song Kon Forestry Company - Dong Xuan Protection Forest Management Board - Song Cau Protection Forest Management Board - Song Ben Hai Protection Forest Management Board - Song Thach Han Protection Forest Management Board Discussion questions: <ul style="list-style-type: none"> - Good lessons – solutions from practical experience in gender equality in forest production and protection - Recommendations for priority actions and solutions on gender equality in forest production and protection, including (i) for the group involved in forest production and protection (ii) policy-related issues for the forestry sector | Nguyen Lam Giang, CRED Nguyen Thi Thuyet, CRED |

Gender in production forest planting and forest protection

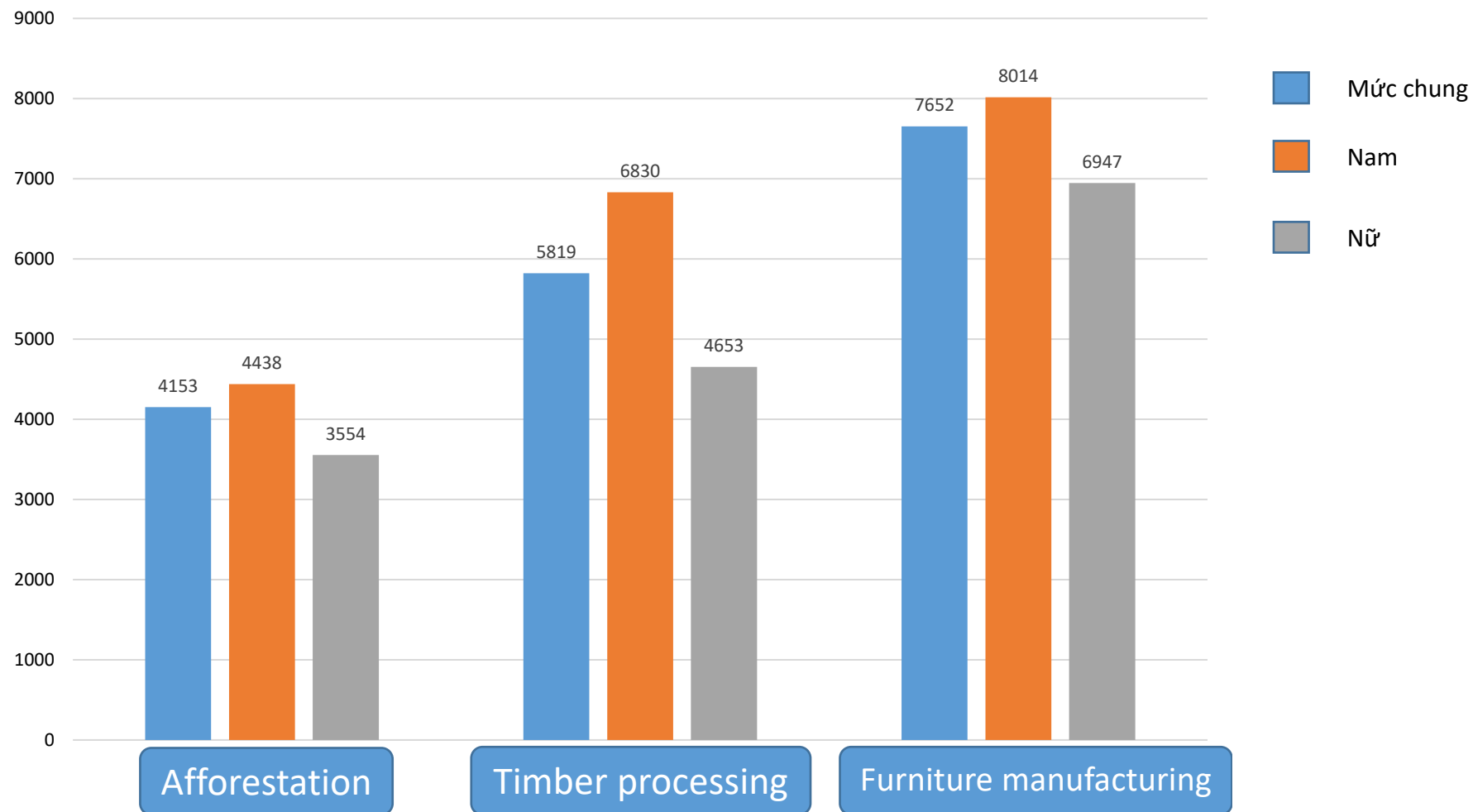
- ❖ Access to and control of forest land: men remain the sole owners of land and the proportion of other cropland (including forestry land) owned by men is three times higher than that of women.
- ❖ A higher proportion of men and male-headed households than women and female-headed households are engaged in payment for forest environment services (PFES).
- ❖ Women are affected by PFES operational regulations such as restrictions on forest use, especially the collection of firewood and non-timber forest products, which affect those women who are most dependent on these products.
- ❖ On average, female workers are paid less than male workers
- ❖ The proportion of female workers with professional qualifications is slightly lower than that of male workers
- ❖ The proportion of female workers with labour contract (6.3%) is lower than that of male workers (11.2%)
- ❖ A higher proportion of Boys than Girls participate in the labour force

Gender inequality in income



Source: the Viet Nam Household Living Standards Survey 2020

Average monthly income in the forestry sector (hundred thousand dong)



Source: General Statistics Office of Vietnam, Labour force survey (2022)

Common forms of division of labor in natural forest products exploitation

| Forest products | Women | Men | Boys | Girls | Others |
|---|-------|-----|------|-------|--------|
| Timber and bamboos harvest | ✓ | ✓✓ | ✓ | | |
| Collection of rattan and other materials for handicraft production | ✓✓ | ✓✓ | | | |
| Firewood collection | ✓✓ | | | ✓ | |
| Collection of wild vegetables, fruits, bamboo shoots, mushrooms, etc. | ✓✓ | ✓ | ✓ | ✓ | |
| Catching of small mammals, fish, crabs, amphibians, etc. | ✓ | ✓ | ✓✓ | | |
| Hunting of larger mammals and birds | | ✓✓ | ✓ | | |
| Honey collection | | ✓✓ | | | |
| Medicinal plants collection | ✓ | ✓ | | | ✓✓ |
| Cattle grazing | ✓ | ✓ | ✓✓ | | |
| Cutting, gathering forage and cattle grazing | ✓✓ | ✓ | | | |
| ✓✓ Main responsibility / ✓ Additional responsibility | | | | | |

Target group participating in production forest planting and forest protection

Community, households and business households

- Agricultural and forestry households
- Village communities that are dependent on the forest

Private businesses

- **Forestry companies (former State-owned enterprises)**
- Forest planting enterprises (forest and rubber planting companies)

State-owned sector

- **Protection forest management boards**
- National Parks and special-use forest management boards
- District Forest Protection Departments (forest rangers and forest protection).



Management model for protection forests

Annually notify the communities of the policy, area, and budget for forest protection contracts.

Sign contract with the group leader – **Mainly Men**

Forest owner

Gather households contracted for forest protection contracting, conduct the measurement and accept the contract.

The group representative sign contract with the forest owner

Community group

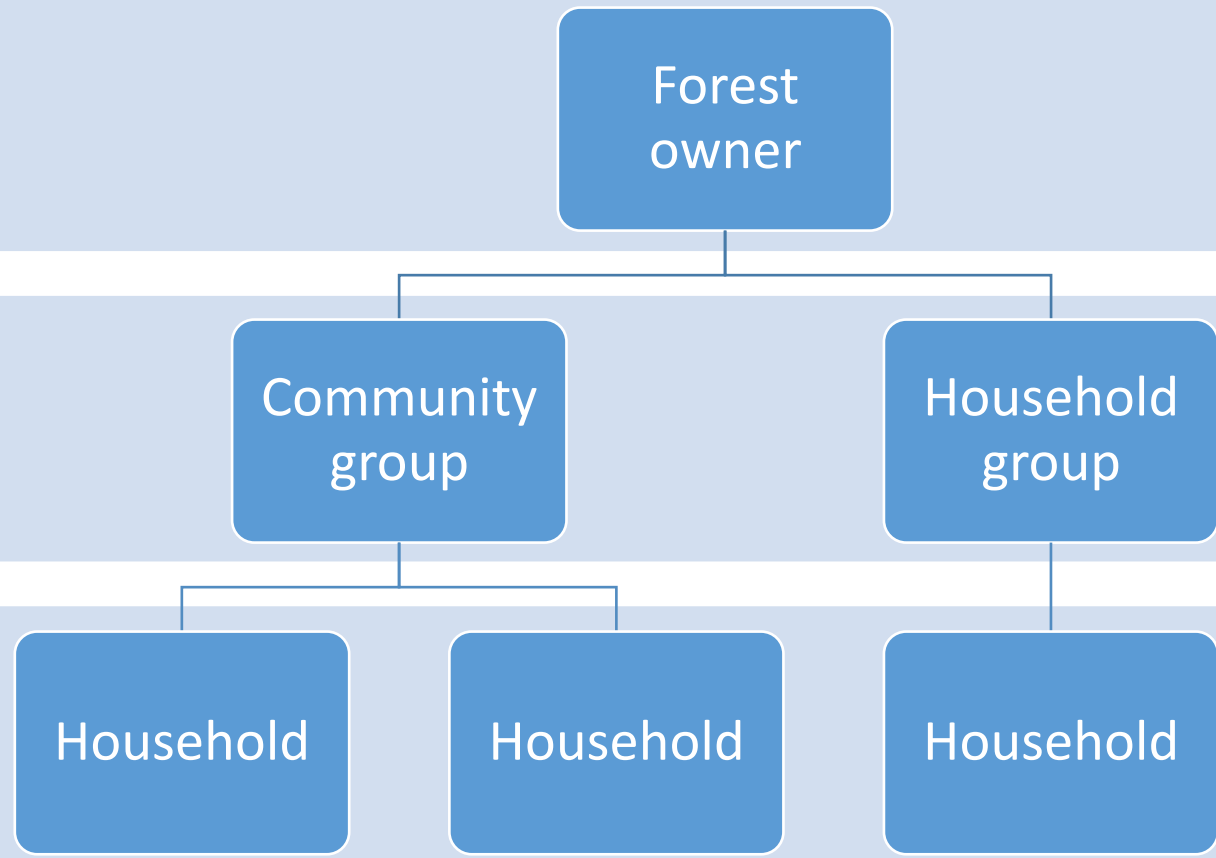
Household group

Participate in forest protection contract and receive payment according to the contracting norms – **Mainly male-headed households**

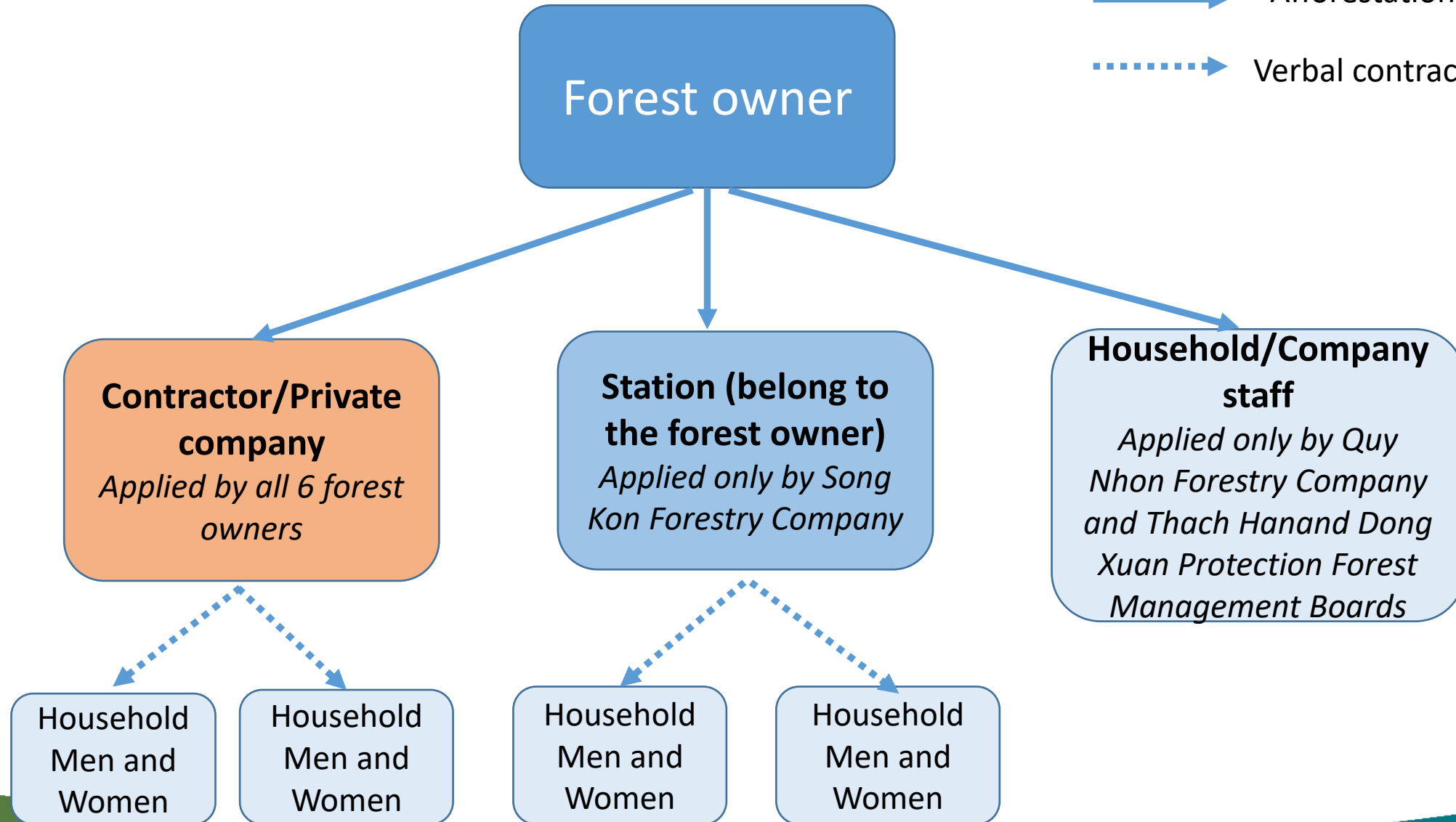
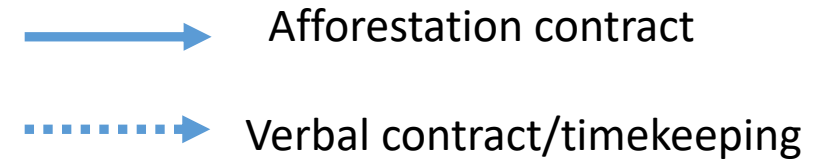
Household

Household

Household



Management model for production plantations



Common policies related to gender equality

Policies

Ensure non-discrimination in the personnel recruitment process and senior management planning

Women are given priority to access vocational training, credit, and other production assets

Create a safe working environment and provide adequate working equipment for both men and women

Reality

Women mainly apply for administrative and accounting jobs. Women rarely do technical work – which affect their abilities for promotion

Many specific activities and training are organized in response to women's needs. Women are not really given priority to participate in technical training courses

Women's working environment is mainly in the office. The working environment at stations and forest sites is not invested to meet women's specific needs

The policies only affects staff and employees of forest owners. There is no impact on partners and farmer households

Gender situation in the forest owners' system

- Board of directors: 100% men
- Organization and Administration Division: equal number of men and women
- Planning Division: equal number of men and women
- Accounting Division: Mainly women
- Technical – Forest Management and Protection Division: Mainly men
- Forest Management and Protection Team: nearly 100% are men
- Seedlings Production Team (Song Ngang in Quy Nhon Forestry Company): Mainly women



Requirements



Ensure the **proportion of women participating and benefiting** from forest planting, tending and protection activities

Improve knowledge and skills of women to actively participate in forest planting, tending and protection activities

Improve the confidence of women to participate in forest planting, tending and protection activities

Discussion contents

1. Good lessons – solutions from practical experience in gender equality in forest production and protection.
2. Recommendations for priority actions and solutions on gender equality in forest production and protection, including :
 - (i) For the group involved in forest production and protection
 - (ii) Policy-related issues for the forestry sector

Group 3: “Promoting gender equality in small and medium-scale timber production and processing” hosted by the European Forestry Institute (EFI) and the Vietnam Forest Owners Association (VIFORA)

1. Facilitator



Mr. Thomas Colonna – European Forestry Institute (EFI): Mr. Thomas Colonna is a Forest and Private Sector Governance Specialist at the International Partnerships Facility of the European Forestry Institute (EFI) and is the manager of EFI's Forest Smallholders Project - funded by the International Development Cooperation Agency of Sweden, to support individuals growing forests and processing timber in four Mekong countries to build sustainable businesses. Previously, Mr. Thomas supported the Bilateral Coordination Mechanism on Forest Law Enforcement and Governance between China and the European Union. He also manages the Forest Stewardship Council's (FSC) global conflict resolution program.



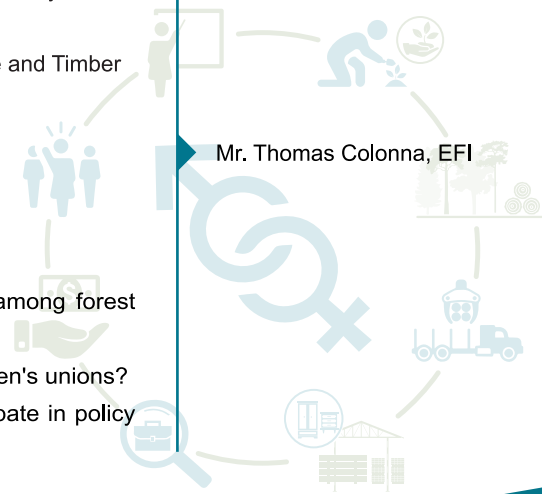
Assoc. Prof. Dr. Nguyen Ba Ngai – Vietnam Forest Owners Association (VIFORA): Assoc. Prof. Dr. Nguyen Ba Ngai used to do research and teaching at the Vietnam University of Forestry; he used to work in management of the local forestry industry, forestry management agency of the Ministry of Agriculture and Rural Development, and currently being Vice Chairman of Vietnam Forest Owners Association (VIFORA). As a researcher, lecturer and manager, Assoc. Prof. Dr. Nguyen Ba Ngai has contributed to bringing gender issues as a cross-cutting aspect in research and development of forestry training programs; Legalizing gender issues so that gender equality is gradually realized in forestry sector.

2. Discussion content

- Lesson learned and proposing solutions to promote gender equality as well as empowering women for forest and small-scale processing facility owners

3. Agenda

| Time | Activity | Coordinator |
|---------------|--|--|
| 14:00 – 14:15 | Presentation <ul style="list-style-type: none"> • Current status of gender equality and women's empowerment for forest owners and small-scale processing facilities • Practices and tools to improve the situation | Ms. Ratchada Arpornsilp, EFI Mr. Pham Duc Thieng, EFI |
| 14:15 – 14:45 | Expert discussion on challenges and solutions for forest owners and small-scale processing facilities <ul style="list-style-type: none"> • Assoc. Prof. Dr. Nguyen Ba Ngai, Vice Chairman and General Secretary of Vietnam Forest Owners Association • Mrs. Dang Thi En, Vice Chairman of Van Diem Fine Arts Furniture and Timber Association | Mr. Thomas Colonna, EFI |
| 14:45 – 15:30 | Group discussion <ul style="list-style-type: none"> • Opportunities and challenges to upscale good practices • Recommendations Question: <ul style="list-style-type: none"> + How to replicate practices that promote gender equality among forest owners and small-scale processors? + How to strengthen local cooperation, for example with women's unions? + How can forest owners and small-scale processors participate in policy dialogue forums? | Mr. Thomas Colonna, EFI |





Group 3

Contextualizing gender equality and women’s economic empowerment of Vietnamese forest smallholders and small-scale processors in regional setting

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry

*Bình Định, 5-6 tháng 10 năm 2023
5-6 October, 2023*



Forest Smallholders Project

- Project funded by the Swedish International Development Agency (Sida).
- Implemented through EFI's regional office in Kuala Lumpur.
- Project activities in Lao PDR, Myanmar, Thailand, Viet Nam and at regional level.
- Partners in all 4 countries ensure implementation close to the ground.



Why supporting smallholders?

- 80-90% of forest enterprises in the Mekong countries are micro, small and medium enterprises (MSMEs).
- MSMEs contribute to the local economies and create formal and informal jobs in rural areas. Key for women.
- MSMEs can be part of the solution to reducing deforestation and driving sustainability if capacities are built and enabling conditions created.
- Smallholder tree growers manage a sizeable proportion of rural lands. By planting trees on their land, they realize government policies to increase national forest cover and reduce deforestation.



Supporting tree growers and wood processors in the Mekong region

- The project supports tree growers and timber processors to build sustainable businesses.
- Primary target group is wood-based micro and small businesses. Linkages with medium and large ones.
- Direct engagement with business owners and workers. Also working with industry associations, local authorities, policy makers, CSOs, international organizations, support services, etc.
- Through pilot projects, solutions are tested to MSME challenges. Lessons learnt are documented and shared.
- Gender equality and women's economic empowerment are strong components.



Promoting gender equality and women's economic empowerment in the Mekong region's small-scale forest sector

- Significant challenges remain in awareness and practice of gender equality by wood-based MSMEs in the Mekong region's timber processing sector.
- Gender equality through women's economic empowerment and participation is enshrined in the national regulatory and policy frameworks of the four Mekong countries.
- However, the implementation of gender commitments has been challenging and the gaps in the MSME context remain large.



Implementation gaps of national gender commitments in the forest sector

Lao PDR

20% women's share of business ownership

Lack of funding to sustain least 80% of Lao women businesses

Only 11.1% of women-managed businesses in agricultural sector

Myanmar

Only 46% of working-age women in labour force

Employed in lower-skilled informal jobs and lower-level posts with less pay

Greater cash-flow shortages and reduced access to credit

Thailand

Restricted accessibility to Women Empowerment Fund

58.8% of labour force participation

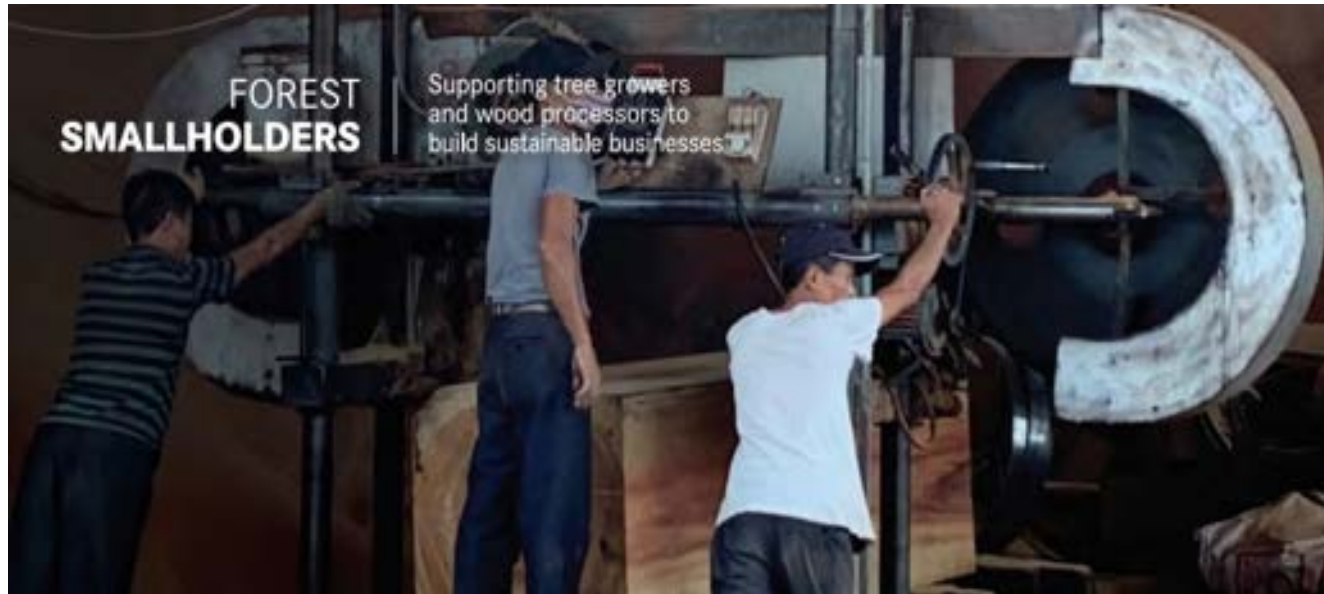
3.2 times more time than men spent on unpaid domestic work

Vietnam

Gender wage gap of 31.9% in forest product processing industry

Strong gender-based occupational segregation in wood sector

Obstacles to promote women's economic empowerment among forest smallholders and small-scale processors



- Labour-intensive production among wood-based MSMEs difficult for women to be as competitive a workforce as men.
- In rural communities and village institutions, patriarchal social norms still strictly and conventionally define the roles of men and women.
- Some of these norms restrict women's mobility and participation in wood-based and forest management skill development training and business networking opportunities.
- There is limited financing support for women in small-scale business operations

Sharing lessons learnt



Forest Smallholders Project in Viet Nam



Supporting small-scale producers in wood villages since April 2018

1. Lien Ha (Dan Phuong, Hanoi)
2. Van Diem (Thuong Tin, Hanoi)
3. Dong Ky (Tu Son, Bac Ninh)

Key partner: VIFORES



Supporting smallholder tree growers in 4 VIFORA chapters since April 2022

1. Xuan Dai (Tan Son, Phu Tho)
2. Kim Thuong (Tan Son, Phu Tho)
3. Son Duong (Hoanh Bo, Quang Ninh)
4. Dong Lam (Hoanh Bo, Quang Ninh)

Key partner: VIFORA

Gender is cross-cutting

1. Improve capacity

2. Strengthen linkages

3. Pilot models

4. Integrate gender

Gender norms have been repeatedly challenged through our activities

Equal division of labor and participation between men and women is promoted

Economic and entrepreneurial opportunities for women are promoted

Plantation smallholders in Quang Ninh and Phu Tho

| Situation | Intervention & achievement |
|---|--|
| <ul style="list-style-type: none">• Gender's roles and age influence rural outmigration. Young people go to cities to get jobs. Only old people, mainly women, stay at home to do plantation work.• Women's increased participation in plantation. Participation in plantation management was dominated by men in the past (10 years ago) and by women recently.• Gendered division of plantation labor• Considering intersectionality, the average ages of plantation smallholders in 4 chapters are 48, 50, 53, and 63.• Considering social inclusion, 3 of these 4 chapters are ethnic minority groups. | <ul style="list-style-type: none">• Promoting the participation of both men and women (in chapter boards, technical teams, events at national level)• Establishing 2 mutual funds and fund management in 2 chapters• Improving livelihoods for women in rural areas, focusing on timber processing enterprises and tree growers.• Integrating gender awareness activities in technical trainings.• Enhancing contributions of the small-scale forest sector to national gender commitments.• Encouraging multi-stakeholder collaborations on GE and WEE in small-scale forest sector. |

| HOẠT ĐỘNG | Người đưa ra ý tưởng | Người quyết định | Người thực hiện |
|------------------------------|--|---|---|
| Vay vốn NH | vợ vợ nắm tài chính | chồng vợ chồng là chủ hộ | ca' 2 thủ quỹ đất NH |
| Xác định loài, mua cây giống | chồng vợ chồng hiểu biết hơn giống và đất | chồng và vợ chia nhau rất nhiều đất | vợ vợ kết hợp cùng chồng |
| Thuê lao động | vợ vợ ở nhà chồng đi làm kiếm tiền | 80% vợ vợ làm việc ở công vở đi làm ở nhà | vợ vợ kết hợp làm việc và thường làm việc ở nhà |
| Các yếu tố kỹ thuật trồng | chồng vợ hiểu biết hơn vở đi tập học 30A (VQG) ngày 02/03 năm 2012 | chồng | 50-50 lao động |
| Bón phân | chồng vở chồng đi tập phân | chồng | 70% nữ + 30% nam đây là vợ nhẹ |
| Trồng nom | vợ | vợ vở ở nhà làm | vợ vở đi làm ở nhà đây là vợ nhẹ |
| Làm cỏ | vợ + chồng | vợ + chồng | Nhà 2 nữ với chồng Nhà 2 nam chồng nam nam này nữ ở đây |
| Tỉa cành | vợ chồng kết hợp chăm sóc | vợ chồng | vợ chồng |
| Xử lý sâu bệnh | chồng chồng nắm hết nhất | chồng | chồng phải giữ gìn |
| Bón rừng | ca' 2 | chồng chồng là chủ hộ | chồng kết hợp làm việc |
| Xử lý thực bì | vợ | vợ vở vợ nắm quyền | kết hợp chồng nắm quyền chồng nắm quyền |





Technical teams

| NGÀY THÁNG | MÔ TẢ | GÓP QUỸ | VAY VỐN | TRẢ GỐC | TRẢ LÃI | THÔNG TIN KHOẢN VAY | TRẠNG THÁI |
|------------|---|------------------|--------------------|-------------------|----------------|--|---------------|
| | | 12.900.000 | -32.000.000 | 20.000.000 | 720.000 | | |
| | Năm 2023 | 4.800.000 | -24.000.000 | 20.000.000 | 720.000 | | |
| 16/01/2023 | ██████████ trả gốc và lãi (KT-2022.01) | | | 4.000.000 | 220.000 | | ▼ |
| 05/02/2023 | KT-2022.02 ██████████ trả nợ | | | 2.000.000 | 60.000 | | ▼ |
| 05/02/2023 | KT-202 ██████████ trả nợ | | | 2.000.000 | 60.000 | | ▼ |
| 05/02/2023 | KT-2023.06 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 3 tháng Ngày đến hạn: 05/05/2023 MĐ: Chăm sóc cây | đã tắt toán ▼ |
| 05/02/2023 | KT-2023.07 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 3 tháng Ngày đến hạn: 05/05/2023 MĐ: | đã tắt toán ▼ |
| 08/02/2023 | KT-2023.01 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 3 tháng Ngày đến hạn: 08/05/2023 MĐ: Xử lý thực bì | đã tắt toán ▼ |
| 05/03/2023 | KT-2023.05 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 3 tháng Ngày đến hạn: 05/06/2023 MĐ: Mua phân bón | đã tắt toán ▼ |
| 16/03/2023 | Hội viên trích tiền ăn trưa tập huấn đóng góp (23 người x 100k) | 2.300.000 | | | | | ▼ |
| 16/03/2023 | ██████████ | 500.000 | | | | | ▼ |
| 16/03/2023 | ██████████ đóng hộ quỹ | 1.000.000 | | | | | ▼ |
| 16/03/2023 | ██████████ đóng góp | 1.000.000 | | | | | ▼ |
| 16/03/2023 | KT-2023.08 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 6 tháng Ngày đến hạn: 16/09/2023 MĐ: chăm sóc cây | đã tắt toán ▼ |
| 16/03/2023 | KT-2023.09 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 6 tháng Ngày đến hạn: 16/09/2023 MĐ: chăm sóc cây | đã tắt toán ▼ |
| 16/04/2023 | KT-2023.08 ██████████ nợ vay trước hạn | | | 2.000.000 | 20.000 | | ▼ |
| 19/04/2023 | KT-2023.10 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 6 tháng Ngày đến hạn: 19/10/2023 MĐ: chăm sóc cây | đang vay ▼ |
| 05/05/2023 | KT-2023.07 ██████████ trả nợ vay | | | 2.000.000 | 60.000 | | ▼ |
| 11/05/2023 | KT-2023.11 ██████████ vay | | -2.000.000 | | | Thời hạn vay: 6 tháng Ngày đến hạn: 8/11/2023 MĐ: chăm sóc cây | đang vay ▼ |

Mutual funds

Small-scale producers in Lien Ha, Van Diem and Dong Ky wood villages

| Situation | Intervention & achievement |
|---|---|
| <ul style="list-style-type: none"> • Division of labor is based on gender norms (between husband and wife & between male and female workers). | <ul style="list-style-type: none"> • Division of labour in the business is determined by the competitiveness. |
| <ul style="list-style-type: none"> • Participation in social and capacity development is dominated by men. Men are supposed to attend social events and technical training courses. It was impossible for female to travel far from their homes. | <ul style="list-style-type: none"> • The wives are also involved in the company's activities and participate in training and workshops, some away from homes. |
| <ul style="list-style-type: none"> • Business leadership position is restricted to men. Females were not supposed to be supervisors or owners at furniture workshops. | <ul style="list-style-type: none"> • 1 female supervisor and 2 female owners are supported, of which one even is selected as the vice chairperson of the wood village association. |
| <ul style="list-style-type: none"> • Gender norms affect the cooperation at workplace and reduce the productivity. There is a norm that "men without wine are flags without wind". | <ul style="list-style-type: none"> • A small group of producers have been changing their mind. They do not force one another to drink during meals or parties. They feel happier and more comfortable. |



Group 4: “Promoting gender equality in processing and export” hosted by Binh Dinh Forest Products Association (FPA Binh Dinh)

1. Facilitator



Mr. Tran Le Huy – Secretary General, Binh Dinh Forest Products Association (FPA Binh Dinh): Mr. Tran Le Huy is the General Secretary of Binh Dinh Forest Products Association, who has over 20 years of experience working in the timber and export forest products processing and industry, actively participating in research activities and developing regulations in the forestry industry in general and the timber processing industry (EUTR 2010/EUDR 2023, VPA FLEGT, Law on Forestry, Decree No.102/2020/ND-CP, Circulars of the Ministry of Agriculture and Rural Development) and Trade promotion activities with domestic and international organizations; he has also supported research on gender equality in the forestry sector.

2. Discussion content

- Assessing the capability of promoting gender equality in labor and employment in the export timber processing industry among Binh Dinh Forest Products Association.
- Proposing and recommending solutions to further enhance gender equality in the timber processing and export industry.

3. Agenda

| Time | Activity | Coordinator |
|---------------|---|---|
| 14:00 – 14:15 | Presentation <ul style="list-style-type: none"> • Gender & gender equality (definition and example) • Domestic regulations on gender • Context of Timber industry: <ul style="list-style-type: none"> + General data on labor in the timber industry and the ratio of men/women working in the timber industry + Number of women in management positions: senior, middle-level, and workers + Job position/type of work (technical, machinery, details...)? | Mr. Tran Le Huy, FPA Binh Dinh |
| 14:15 – 14:35 | Group discussion <ul style="list-style-type: none"> • Group 1: Representatives of the indirect management board and provincial agencies • Group 2: workers and 2 or 3 direct production representatives. • The two groups jointly conduct a survey/discussion on questions related to the practice of gender equality in labor and employment at the grassroots level. | Mr. Tran Le Huy, FPA Binh Dinh Ms. Le Thi Loc, GIZ Vietnam |
| 14:35 – 15:00 | Presentation – Summary of discussion results of 2 groups: <ul style="list-style-type: none"> • Similarities and differences • Points considered as gender inequality • Gender equality issues in labor and employment in the export timber processing industry (attached data) (standards, recruitment age, equal treatment in the workplace regarding employment, promotion, appointment, wages, bonuses, social insurance, labor conditions and other working conditions, prevention and control of sexual harassment in the workplace,...) | Mr. Tran Le Huy, FPA Binh Dinh |
| 15:00 – 15:20 | Group discussion <ul style="list-style-type: none"> • Why is there a difference between the answers of the two groups? • Solutions to perceived inequities and/or company practices that can promote gender equality. | Mr. Tran Le Huy, FPA Binh Dinh |
| 15:20 – 15:30 | Conclusion | Mr. Tran Le Huy, FPA Binh Dinh |



Group 4: Gender equality in the timber processing and exporting industry

Bình đẳng giới hướng tới lâm nghiệp bền vững
Gender equality for sustainable forestry

Bình Định, 5-6 tháng 10 năm 2023
5-6 October, 2023





A. Background of Gender and Gender Equality

Agenda

A. Background of Gender and Gender Equality:

1. Concept
2. Vietnam's legal settings of Gender and Gender Equality
3. Gender and Gender Equality within timber industry

B. Group discussion

C. Recommendations

1. Concept

- Gender refers to the characteristics, positions, and roles of men and women in all social relationships.
- Gender equality as ensuring that men and women have equal positions and roles, receive the conditions and opportunities necessary to enhance their capacities for the development of both the community and the family, and equally share the benefits of such development.
- Gender equality is a matter of concern for the processing industry, including the forest product processing sector.



2. Vietnam's legal settings of Gender and Gender Equality

- The 1946 Constitution stipulates that "women are equal to men in all respects".
- From 1999 onwards, all ministries and provinces are required to integrate gender issues into the 10-year socio-economic development plan.
- In 2006, the Law on Gender Equality 2006 was issued
- The first National Strategy for the Advancement of Women to 2010
- National Strategy on Gender Equality for the period 2011-2020; 2021-2030
- Gender rights related to the economy, labour and employment are prescribed in a number of laws including the Law on Gender Equality, the Labour Code, the Law on Employment, the Law on Support for Small and Medium Enterprises and many others.



Gender and Gender Equality requirements in VPA FLEGT VN-EU



Gender is mentioned in the VPA FLEGT VN-EU, but not clear.

Some important indicators in Viet Nam's Timber Legality Definition (Annex II of VPA FLEGT) incorporate gender-related considerations, reflecting how gender is mainstreamed into various areas of law and regulation.

The VPA implementation have varying impacts on different stakeholder groups, such as men and women, the forestry community, and the timber industry, with consequences that may be either positive or negative.

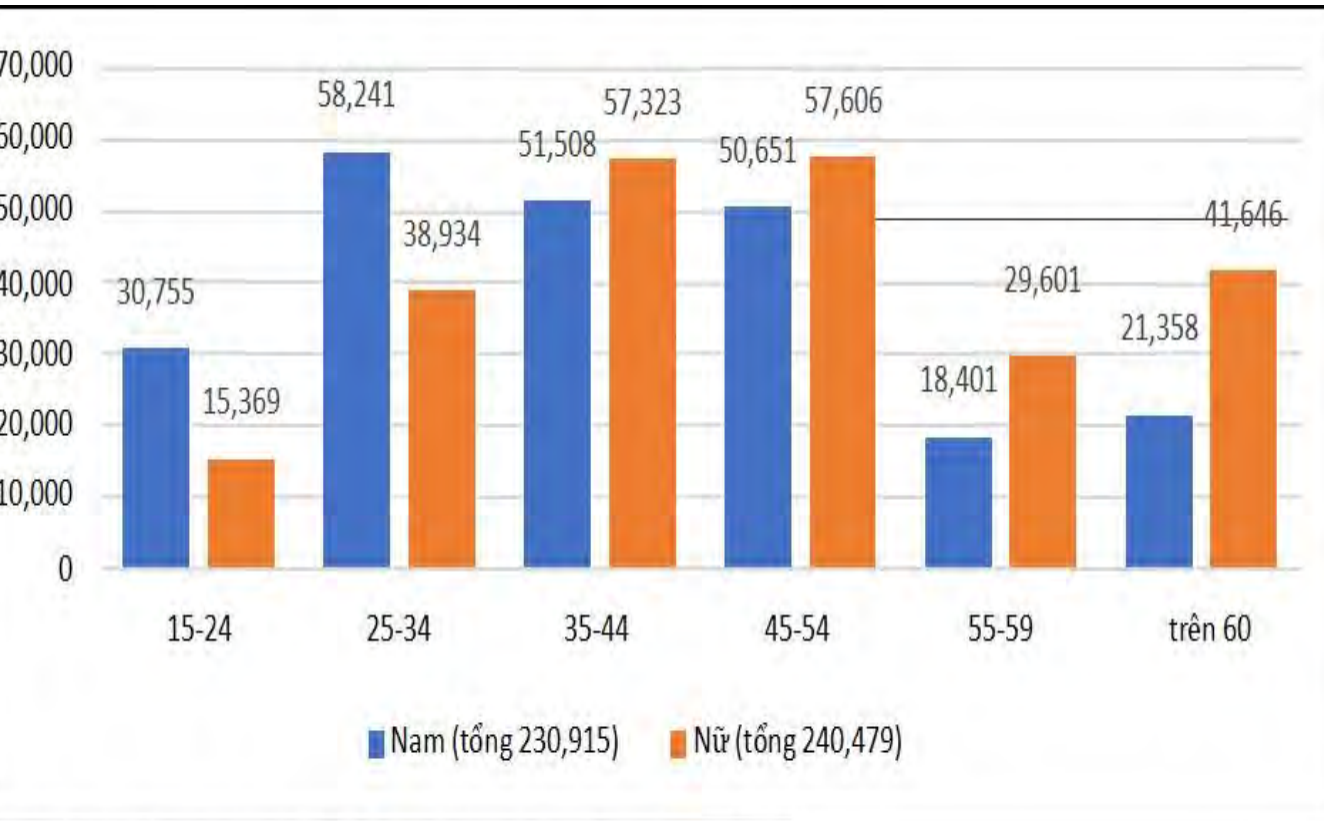
3. Gender and Gender Equality in timber industry

- General figures/charts on the labour in Viet Nam's wood processing industry rely on the Gender and FLEGT Analysis Report in Viet Nam 2020, authored by Edwin Shanks at EFI.
- Export markets impose numerous requirements on exporters (regulations, standards, and conventions), such as amfori BSCI/Sedex – SMETA addressing gender equality and anti-discrimination - which falls under CSR standards, and gender standards in the COC FSC/COC VFCS - PEFC wood certification.



3.1 Data of economic opportunity, employment, social welfare, human resources and participation

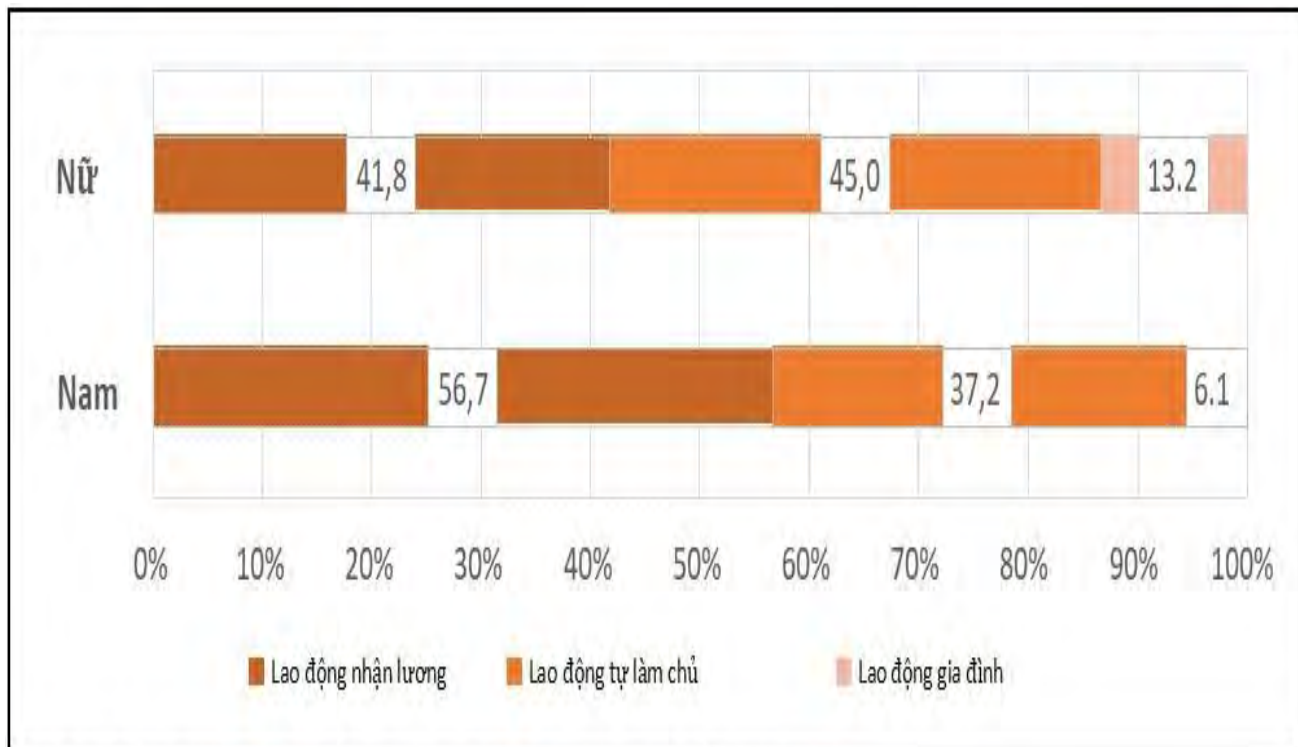
1. Age of forest product processing workers



Source: Tổng cục Thống kê, Khảo sát lực lượng lao động (2018)

- The proportion of men and women working in forest product processing industry is more or less equal (male 49% / female 51%).
- The working-age structure of workers is more uniform across age groups: 46% of all workers belong to the middle-aged age group of 25-44.
- Males predominate in the younger age group: 62%
- Nearly two-thirds of young workers aged 15-34 are men; women account for the majority of older ages (57%), reflecting changes in the structure and characteristics of the industry over time.

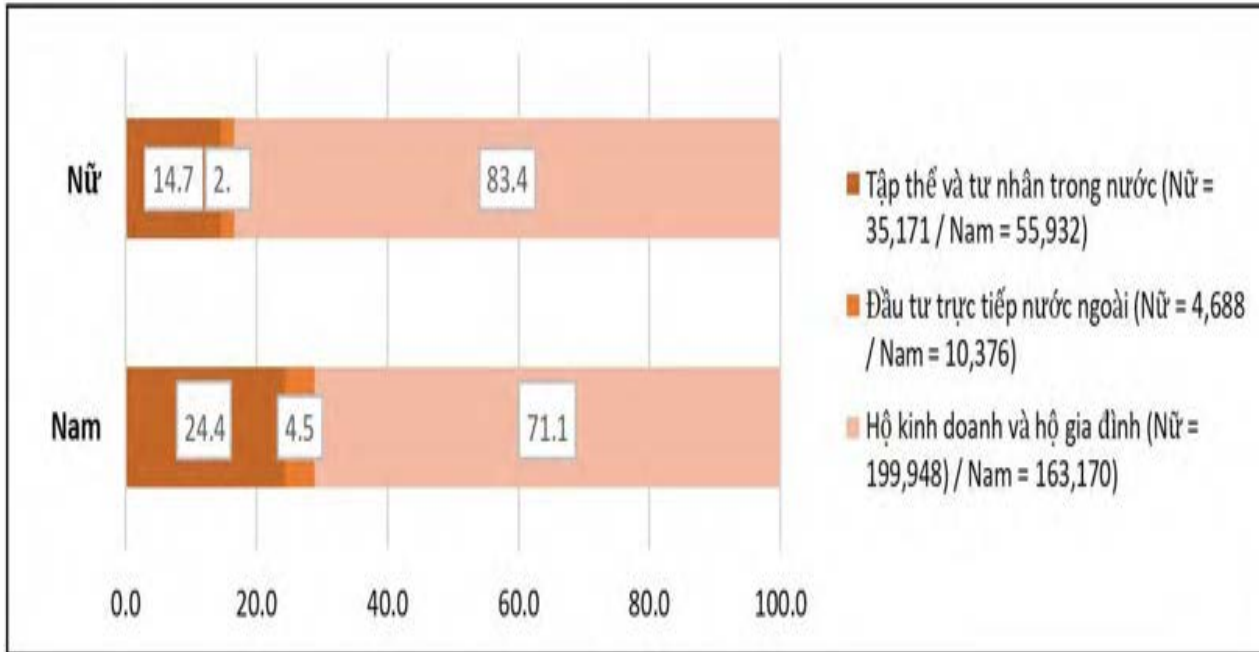
2. Proportion of workers by type of employment



Nguồn: Tổng cục Thống kê, Khảo sát lực lượng lao động (2018)

- The proportion of male and female workers shows the employment characteristics of the industry as well as large gender gap.
- Salaried workers: Higher proportion in men, indicating better integration: 56.7% of male workers and 41.8% of female workers.
- Unpaid family workers: women are more dependent on unpaid household work, twice as high as men (female 13.2% / male 6.1%).
- Self-employed workers: male 37.2% / female 45%

3. Proportion of workers by type of employment



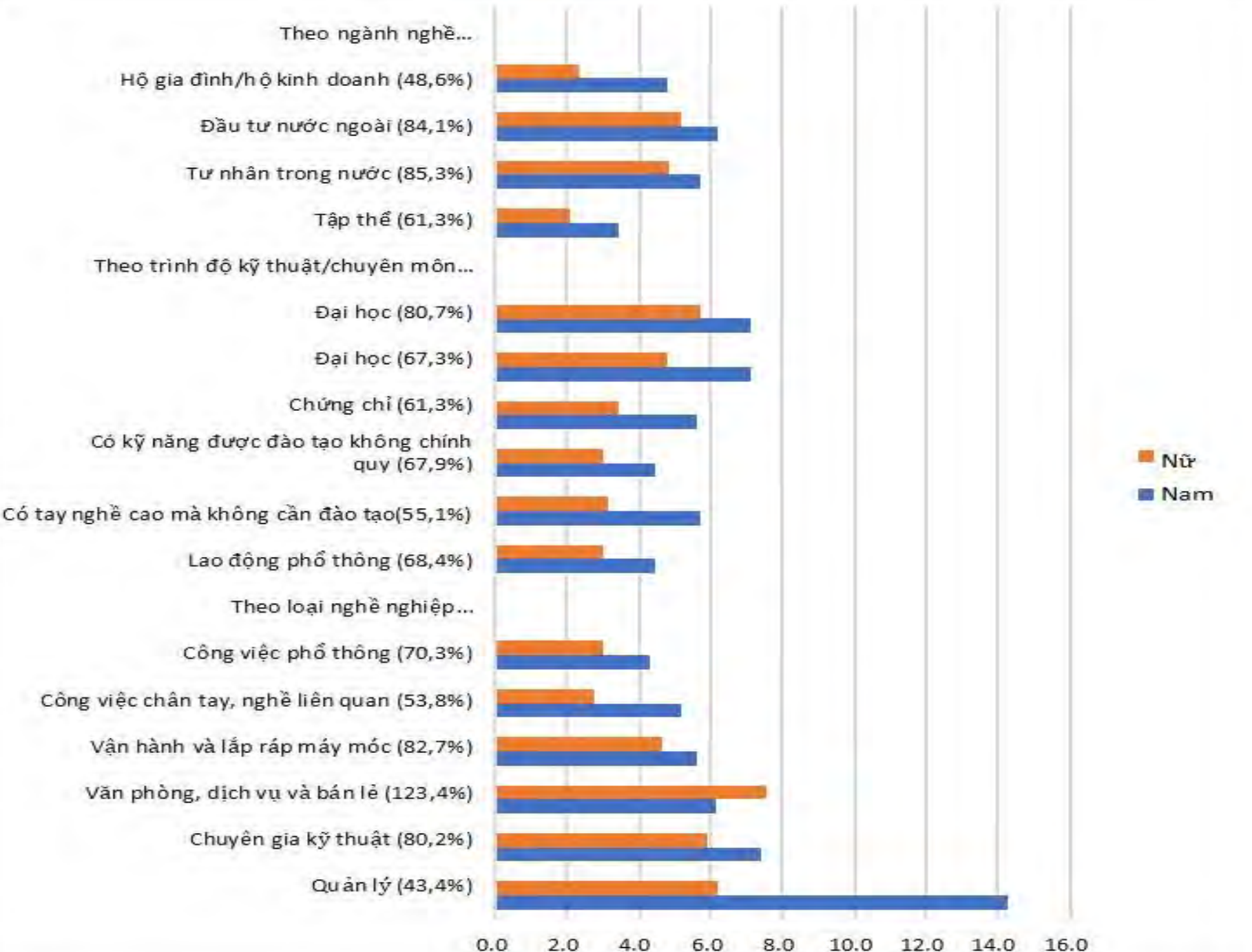
Nguồn: Tổng cục Thống kê, Khảo sát lực lượng lao động (2018)

- The proportion of female and male workers in different divisions within forest product processing.
- Households and household businesses: female 83.4% / male 71.1%
- Domestic private and collective enterprises: male 24.4% / female 14.7%
- Foreign direct investment: female 2% / male 4.5%

4. Proportion of workers by occupation category

| Occupation category | Total | Male | | Female | |
|--|----------------|----------------|------|----------------|------|
| | | Quantity | % | Quantity | % |
| Managers and experts | 13,677 | 8,419 | 61.6 | 5,258 | 38.4 |
| Clerks, service workers and market sales workers | 17,021 | 11,122 | 65.3 | 5,898 | 34.7 |
| Plant/machine operations and skilled workers | 37,098 | 31,654 | 85.3 | 5,444 | 14.7 |
| Elementary occupations | 332,002 | 150,53 | 45.3 | 181,473 | 54.7 |
| Unskilled labour | 71,596 | 29,189 | 40.8 | 42,406 | 59.2 |
| Total | 471,393 | 230,915 | | 240,479 | |

Source: General Statistics Office of Vietnam, Labour force survey (2018)



Average monthly salary of male and female workers by industry, technical qualification and occupation category (2018, in million dong)

5. Salary by type of employment, occupation category, technical qualification

| Processing facilities | Daily salary (dong) | |
|---|---------------------|-----------------|
| | Male workers | Female workers |
| Acacia wood supply chain processing facilities (daily salary for work of similar skill level) | 220,000-250,000 | 180,000-200,000 |
| Rubber wood supply chain processing facility (daily level for work of similar skill level) | 200,000-250,000 | 180,000 |
| Small and medium wood processing enterprises (average daily salary) | 280,000-300,000 | 170,000-190,000 |
| Wood processing villages (daily salary for sanding work) | 170,000-200,000 | 120,000-150,000 |

Source: NepCon and Forest Trends (2018)

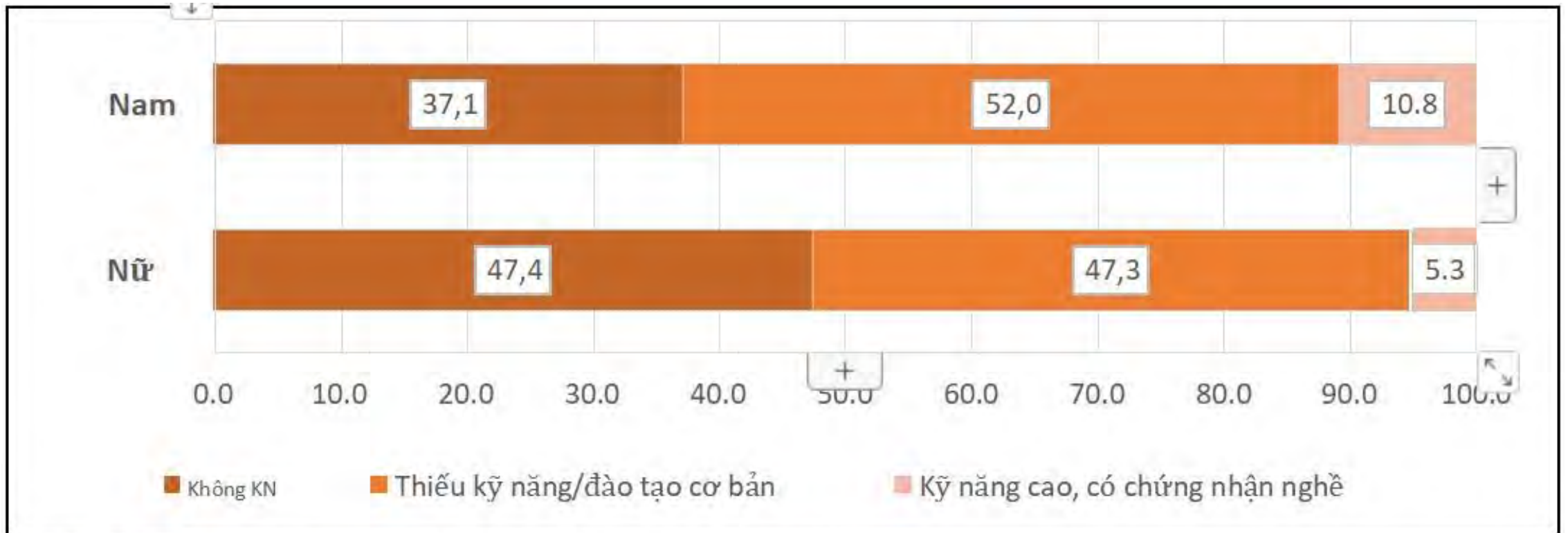
6. Social insurance participation

| Employment sector | Number of workers | Proportion of workers with social insurance | | |
|---------------------------------|-------------------|---|------------|-------------|
| | | Male % | Female % | Total % |
| Public sector | 2,109 | 91.4 | 87.9 | 90.3 |
| Collective | 1,720 | 41.5 | 15.3 | 23.0 |
| Domestic private sector | 89,383 | 55.3 | 46.5 | 52.0 |
| Foreign direct investment | 15,064 | 84.7 | 79.1 | 82.9 |
| Households/household businesses | 363,118 | 1.1 | 0.5 | 0.8 |
| Total | 471,393 | 18.5 | 8.8 | 13.6 |

Source: General Statistics Office of Vietnam, Labour force survey (2018)

7. Technical qualification of workers

Technical qualification of forest product processing workers (2018)



Nguồn: Tổng cục Thống kê, Khảo sát lực lượng lao động (2018)

8. Women leadership in forest product processing

| | |
|---|-------|
| Number of surveyed enterprises | 50 |
| Number of enterprise leaders | 113 |
| Number of female enterprise leaders | 31 |
| Proportion of women in leadership positions | 27,4% |

Source: Forest Products Association of Binh Dinh (2019)



B. GROUP DISCUSSION

Discussion focuses

Divide into two groups:

- Group 1: representatives of indirect management departments and of provincial agencies
- Group 2: representatives of direct production departments
- ❖ **STEP 1: Two groups survey/discuss current situation of gender equality in labour and employment at grass-roots level based on discussion questions**
- ❖ **STEP 2: Presentation of Facilitator**

Summarize discussion/survey results of two groups

- Similarities and differences
- Points are considered gender inequalities
- ❖ **STEP 3: Facilitator guides the whole group's discussion**
- Identify reasons of differences between two groups
- Propose: 1) solutions to points considered gender inequalities, and/or 2) practices can be applied by companies to promote gender equality.

Discussion questions:

- Do women face difficulties getting jobs in the wood industry because of their gender? For example, if applicable.
- Are there gender-based segregations in job positions, and if so, which ones?
- What position do women typically perform in this industry (sanding, painting, assembling, packaging, machine operation, sawing operation, shaping)?
- Do women receive equal pay for the same roles as men?
- Do women have access to periodic capacity building and skill development programmes?
- Are women given the conditions and opportunities for their career advancement?
- Do women enjoy full gender rights and benefits?
- Are factories designed with consideration for women's needs?
- Do women receive support from unions, agencies, or local associations? For example, if applicable.
- What gender-focused training and programmes have companies/industrial complexes/women's unions implemented? Which contents have they supported?

Thank you for your attention!

Promote gender equality for sustainable forestry development

Gender equality for sustainable forestry



FIELD VISIT AGENDA

Forum on “Promoting Gender Equality for Sustainable Forestry Development”

Binh Dinh, 5-6 October 2023

| TIME | AGENDA | SPEAKER |
|---------------------------|--|------------------------------------|
| Day 2: Field visit | | |
| 8:00 – 8:30 | Depart to Nguyen Hanh Seedlings Company Address: Binh An village, Phuoc Thanh commune, Tuy Phuoc district, Binh Dinh province – <i>about 20km from the meeting venue</i> | |
| 8:30 – 9:30 | Presentation of Nguyen Hanh Seedlings Company | |
| | <ul style="list-style-type: none"> • Introduction to the formation and development process of the enterprises • Company’s sharing on efforts to ensure employment, and social welfare for employees, especially female workers. • Visit the tissue culture lab system and nursery system of the company. • Q&A | Nguyen Hanh Company representative |
| 9:30 – 10:15 | Depart to Acacia Hybrid Large Timber Plantation Model of SFM Project Address: Plot 3a, block 4, compartment 352, Phuoc My commune, Quy Nhon city, Binh Dinh province | |
| 10:15 – 11:00 | <ul style="list-style-type: none"> • Visit the Plantation Model • Company’s sharing about efforts to ensure employment, social welfare for employees, especially female workers, as well as ensuring gender equality at the company. | Quy Nho Company representative |
| 11:00 – 11:45 | Return to Hotel | |
| 12:00 | Joint lunch | |

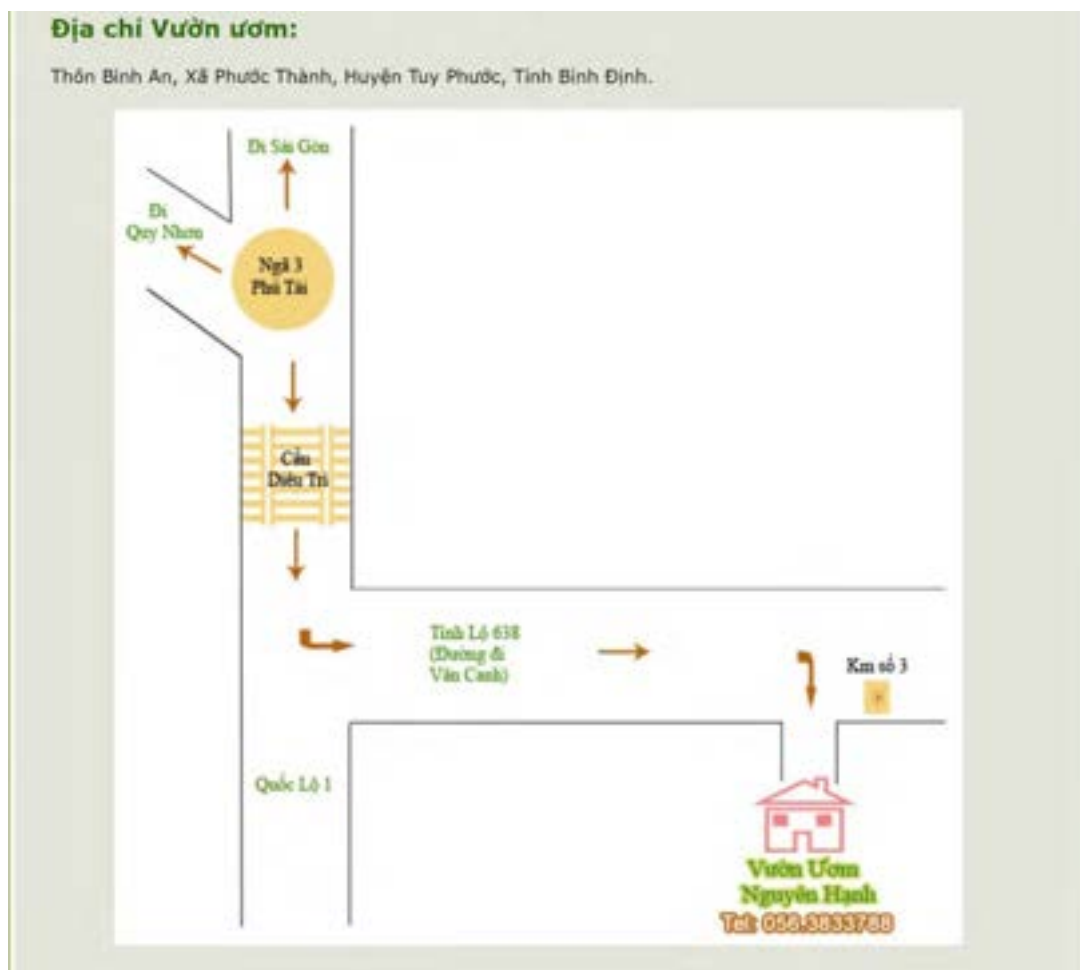


Nguyen Hanh Seedlings Company

Address: Binh An village, Phuoc Thanh commune, Tuy Phuoc district, Binh Dinh province

Nguyen Hanh Seedlings Company was established on December 20, 2004. Its primary business activity is the production and sale of agricultural and forestry crop varieties using advanced technologies such as tissue culture and grafting. Additionally, the company engages in research and development for agricultural science experiments. The main crop varieties produced include acacia hybrids, eucalyptus, white poplar, and various agricultural, floral, and ornamental plant species. The tissue culture lab system covers an area of over 1,500 square meters and is equipped with all the necessary tools and equipment. The nursery system spans 7.5 hectares and includes a complete network of greenhouses, shade houses, and an automatic irrigation system, with an annual production capacity of 10 million tissue-cultured seedlings and 10 million grafted plants. The company's market extends nationwide.

Contact information: Mrs. Phan Thi Hanh – Director, Mobile: 0914177514



Acacia Hybrid Large Timber Plantation Model

- **Forest owner:** Quy Nhon Forestry Company limited
- **Designing contractor:** Central Forestry Consulting Company limited.
- **Location:** Plot 3a, block 4, compartment 352, Phuoc My commune, Quy Nhon city, Binh Dinh province.
- **Size:** 4.0 ha
- **Tree species:** Acacia hybrid clone
- **Planting time:** December 2022
- **Stocking:** 2000 sph.
- **Tending time:** 2023 - 2024

