



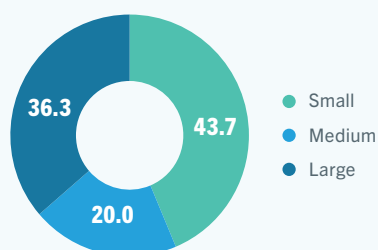
Viet Nam

Surveyed enterprises: 300

In a snapshot: ILO enterprise survey

Characteristics

Figure 1 Distribution of surveyed enterprises (percentage)



Policies and initiatives

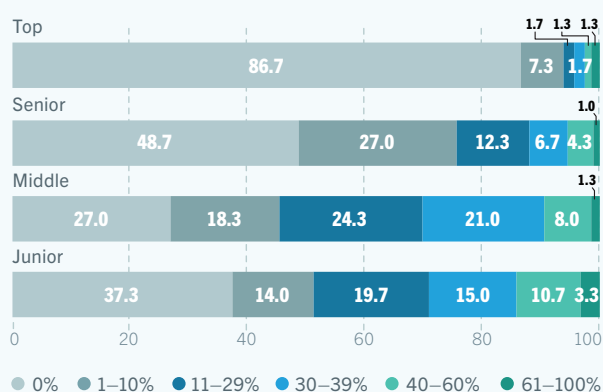
- 5.0% of enterprises have an equal employment or diversity and inclusion policy.
- The top three areas in which gender diversity is promoted are recruitment, retention and promotion (80.3%); remuneration (79.0%); and skills and executive training (74.0%).

The business case for gender diversity

- Only 4.3% of enterprises report that initiatives on gender diversity and equality have improved business outcomes.

Women's share in management and on boards

Figure 2 Distribution of women at different managerial levels (percentage)



- 23.1% of enterprises have a female CEO.
- 16.3% of enterprises have a female chairperson on the board.
- 5.7% of enterprises have an all-male board.
- 5.3% of enterprises have a gender balanced board.
- 1.4% of enterprises have a majority-female board.

Women in the labour market

Labour force participation

Figure 3 Labour force participation, annual rate (percentage), 1991–2018

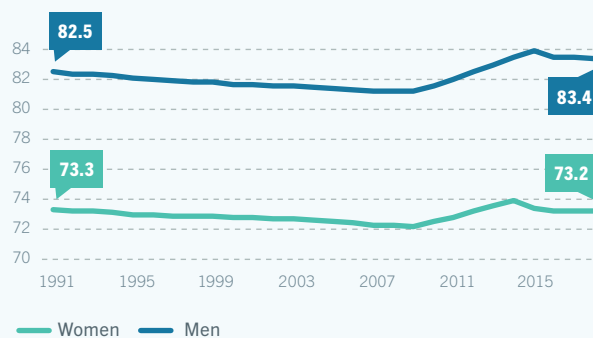
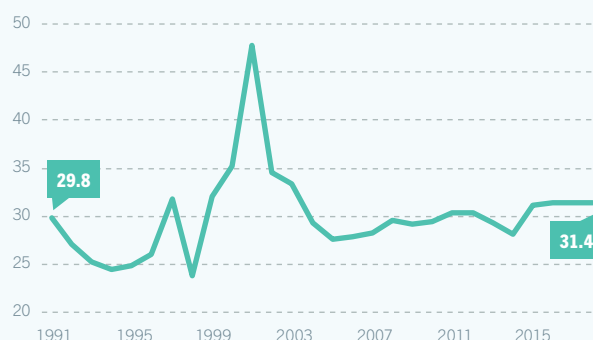


Figure 4 Women as a share of total employers (percentage), 1991–2018



	2000	2017
Women as a share of total managers	16.8%	27.2%
Enterprises with a top female manager	—	22.4%

Source: ILO, 2018; World Bank, 2018.

Women's education

	2005	2016
Women as a share of total tertiary graduates	42.4%	53.8%
Women as a share of total tertiary STEM graduates	19.9%	36.5%
Women's mean years of schooling	—	7.3

Source: UNESCO, 2018.