



REFERENCE LIST

ON SOCIAL IMPACT
ASSESSMENT AND GENDER
IMPACT ASSESSMENT

**FOR THE MINISTRY OF LABOUR -
INVALIDS AND SOCIAL AFFAIRS**

8/2021

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LIST OF ACRONYM

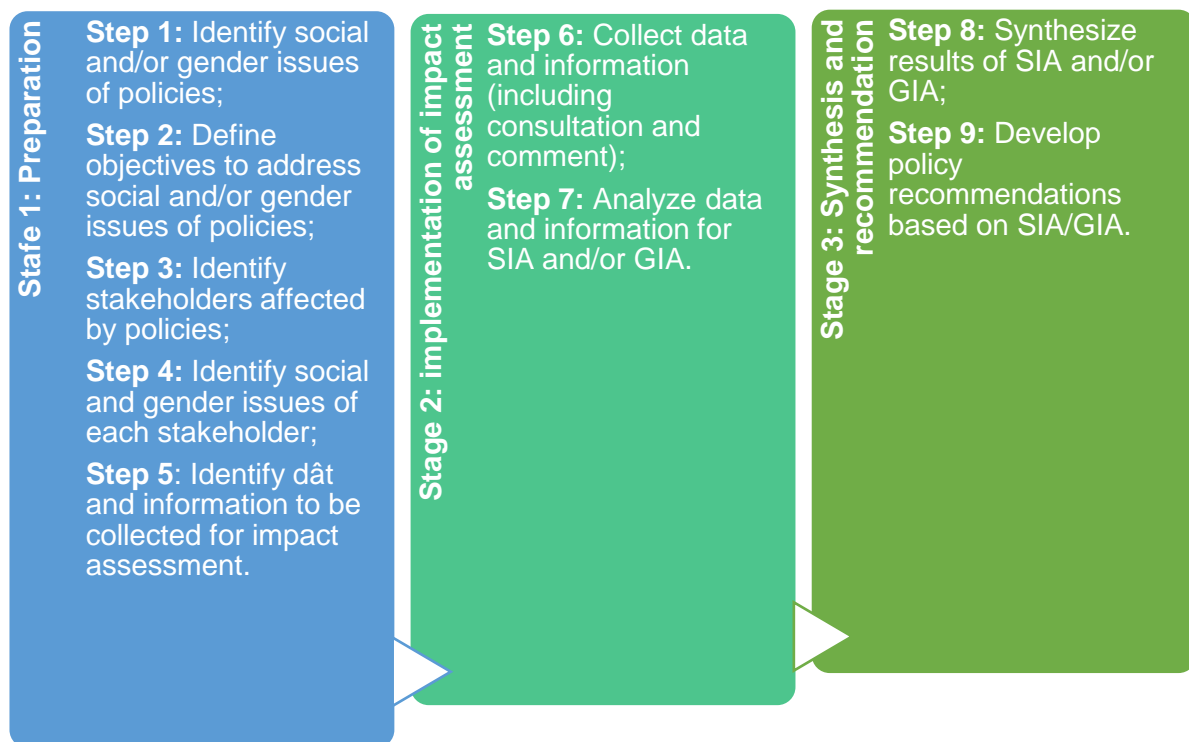
DOLISA	Department of Labour, War invalids and Social affairs
MOLISA	Ministry of Labour, War invalids and Social affairs
SIA	Social impact assessment
GIA	Gender impact assessment
PIA	Policy impact assessment
GIZ	German International Cooperation Organization
VBSP	Vietnam Bank for Social Policies
DVET	Department of Vocational Education and Training
TVET	Technical vocational education and training

BACKGROUND

Social and gender impact assessment (SIA/GIA) is 02 out of 05 dimensions of policy impact assessment (PIA) according to the provisions of the Law on Promulgation of Legal Documents 2015, which was amended in 2020 and its guidance documents. The practice of policy and legal document development shows that the SGIA process still faces many difficulties, especially in identifying stakeholders and social issues affected by the policies. Recently, the German Agency for International Cooperation (GIZ) assisted the Ministry of Labour, Invalids and Social Affairs (MOLISA) in compiling and publishing a Handbook on *Social Impact Assessment and Gender Impact Assessment* (referred to as the SIA/GIA Handbook). The SIA/GIA Handbook provides general guidance for line ministries and other parties interested in SIA/GIA.

Figure 1: SIA/GIA process

(According to the SIA/GIA Handbook)



According to the guidance for SIA/GIA in the SIA/GIA Handbook, the SIA and /or GIA process consists of 3 stages with 9 steps (see Figure 1). In which, 02 steps: (i) Identification of stakeholders affected by the policy (Step 3) and (ii) Identification of social and gender issues for each stakeholder (Step 4) are important steps to ensure that the impact assessment targets the right audience and issues. In order to facilitate the impact assessment, in particular of the application of the SIA/GIA Handbook, GIZ through the

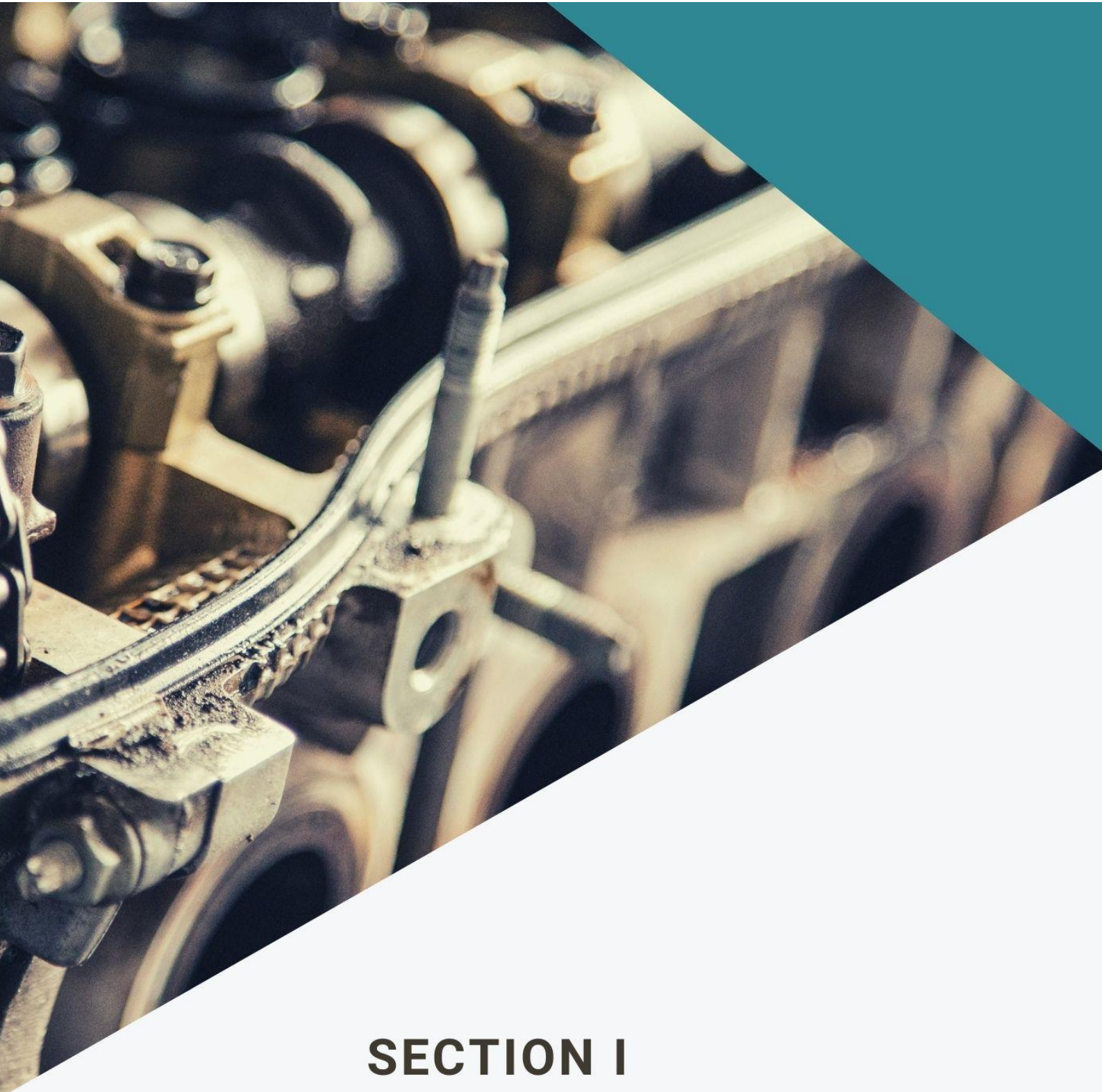
Project "Social Dimension in Sustainable Green Growth in Vietnam" (2016-2021) has supported the Ministry of Labour, Invalids and Social Affairs (MOLISA) in developing a *Reference List for the SIA and GIA process of the MOLISA*¹. This document serves as a tool for the SIA/GIA process in the proposal to develop policies and legal documents under the authority of the MOLISA. The users of this document are those involved in policy and legal document of the MOLISA.

The reference list for the SIA and GIA process of the MOLISA consists of 02 main contents: (i) Section I - **List of stakeholders** commonly affected by policies within the scope of state management of the MOLISA; and (ii) Section II - **List of social and gender issues** commonly affected by policies within the scope of the state management of MOLISA. These lists are developed based on the review and synthesis of the current policy and legal framework in the fields under the state management of the MOLISA. These sections all cover the following contents: (i) Purpose and method of building the List; (ii) Guidance on the use of the List; (iii) 11 specific lists corresponding to 11 fields under the state management authority of the MOLISA². These specific Lists are direct and useful tools that MOLISA staff can use in the PIA process.

In addition, the document also comprises 04 Annexes: (i) Annex I presents a Table comparing the Reference List and the SIA/GIA Handbook; (ii) Annex II provides an example on the application of the Reference List in the process of development of PIA report; (iii) Annex III contains legal documents used as the basis for building the lists - in the process of reference for impact assessment, if the institutions that conduct impact assessments discover changes in legal documents under Annex III, then the corresponding contents in the legal documents that have changes in each List need to be updated; (iv) Annex IV provides a list of useful documents for PIA.

¹ The authors compiling this document include: Nguyen Hung Quang and Nguyen Thi Ngoc Thanh. The authors also acknowledge with thanks the staff of the Legal Department - MOLISA, the GIZ Project "Social Dimension in Sustainable Green Growth in Vietnam" (2016-2021) and lawyers Nguyen Thuy Duong, Le Mai Phuong, Le Hai Linh, Dang Huyen Thu of the Quang&Associates Lawyer Office for participating in the compilation of the document.

² 11 fields under the state management of the MOLISA are defined in accordance with Decree No.14/2017/ND-CP stipulating the functions, tasks, authority and organizational structure of the MOLISA, specifically including: (i) Labor, salary; (ii) Employment; (iii) Vocational education (except pedagogy); (iv) Vietnamese employees working abroad under contracts; (v) Social insurance; (vi) Occupational health and safety; (vii) Devotees; (viii) Social protection; (ix) Children; (x) Prevention and control of social vices; (xi) Gender equality.



SECTION I

**LIST OF STAKEHOLDERS AFFECTED BY POLICIES
UNDER THE STATE MANAGEMENT OF THE
MINISTRY OF LABOUR - INVALIDS AND SOCIAL
AFFAIRS**

1.1. PURPOSE, METHOD FOR THE LIST DEVELOPMENT

- Identifying who is directly affected by the policy is an important step in the process of formulating the content of the policy and is a mandatory requirement according to the regulations and laws. In essence, PIA is the assessment of the proposed solutions to address the problems faced by those who are directly affected by the policy and other related stakeholders³. Other relevant stakeholders who are indirectly affected by the policy also need to be analyzed and identified during the impact assessment.
- The stakeholders affected by the policy are very diverse and vary between the fields of state management, including those managed by the same line ministry. The 11 fields under the state management of the MOLISA also have certain specific stakeholders.
- *The list of stakeholders commonly affected by the policies under the state management of MOLISA (referred to as the List of Affected Stakeholders) is developed with the aim of helping and facilitating MOLISA staff in identifying stakeholders affected by the policy, thereby reducing the time to identify the affected stakeholders, and simultaneously limit the possibility of omitting stakeholders that are likely to be affected by the policy, especially disadvantaged groups.*
- The list of affected stakeholders is compiled according to 11 fields within the state management authority of the MOLISA. Accordingly, each List in a field is built based on the synthesis of stakeholders which are governed by legal documents in the respective field and divided into groups of stakeholders of similar characteristics. The Lists of Affected Stakeholders are developed in the form of a list to suggest the PIA implementers to identify the stakeholders that are intended to be affected by the policy (as the Lists that are built are based on the legal documents which are in force at the time of development of List). In the event that there are changes in a policy or law or a new draft policy arises new stakeholders, new actors, new social relationships, then the PIA implementers may revise and supplement these Lists to ensure that all affected objects are covered.
- If the affected stakeholder is an individual, it is necessary to identify male and female groups because each group may be affected differently by the policy. If the stakeholders that are directly affected are legal entities, then it is necessary to pay attention to those who are indirectly affected by the policy, which are individuals,

³ See also the template of a PIA Report (Form No.01 – Annex V, Decree No.34/2016/ND-CP)

for example, if the policy is applicable to enterprises, then would priority be given to enterprises that employs a large number of female employees.

- In case, a law project or draft legal document covers many fields, then the PIA implementers can use the Lists of stakeholders affected by the respective fields.

1.2. GUIDANCE ON HOW THE LIST CAN BE USED

- **Step 1:** Identify that the project, draft legal document which is being proposed to develop falls under which field amongst the 11 fields under the state management mandate of the MOLISA.
- **Step 2:** Use the List of Affected Stakeholders of the respective field to identify stakeholders that are likely to be directly impacted and other (indirect) related stakeholders by the policy (tick the box). Directly affected stakeholders are those specified in the current legal documents or from the policy to be promulgated. Other related stakeholders are those that may be specified in current legal documents or from the policy to be promulgated or from the logical analysis and interpretation of the person performing impact assessment.
- If new affected stakeholders emerge (that are not yet available in the List of Affected Stakeholders), then they should be added to the List.
- When identifying affected stakeholders, attention should be paid to identifying specific stakeholders from the perspective of gender and disadvantaged groups.
- See examples of how to use the List of Affected Stakeholders in the field of labor and wages in Annex II of this document.

1.3. SPECIFIC LISTS CORRESPONDING TO 11 FIELDS SUBJECT TO STATE MANAGEMENT MANDATE OF MOLISA

1.3.1. The field of labor and wages

Table 1: Stakeholders that are affected in the field of labor and wages

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Employee		
1.1.	Employees working in Vietnamese enterprises, including state-owned enterprises, foreign-invested enterprises and non-public organizations (including organizations with foreign elements)	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Employees working in cooperatives, unions of cooperatives, cooperative groups, farms, households (but not including housework workers)	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.3.	Employees working under the labor contract arrangement in state agencies, including non-business organizations and socio-political organizations	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Employees working as housekeeper	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	Sub-contracted employees	<input type="checkbox"/>	<input type="checkbox"/>
1.6.	Employees enter into labor contracts with many employers	<input type="checkbox"/>	<input type="checkbox"/>
1.7.	Foreign employees working in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
1.8.	Some specific groups of employees: female employees, disabled employees, elderly employees, and underage employees.	<input type="checkbox"/>	<input type="checkbox"/>
2.	Employer		
2.1.	Employers are Vietnamese enterprises, including state-owned enterprises, foreign-invested enterprises and non-public organizations (including organizations with foreign elements)	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Employers are cooperatives, unions of cooperatives, cooperative groups, farms, and households	<input type="checkbox"/>	<input type="checkbox"/>
2.3.	Employers are state agencies, including non-business organizations and socio-political organizations	<input type="checkbox"/>	<input type="checkbox"/>
2.4.	Employers hire or use housekeepers under labor contracts	<input type="checkbox"/>	<input type="checkbox"/>
2.5.	Enterprises that sub-lease workers and parties who sub-contract workers	<input type="checkbox"/>	<input type="checkbox"/>
3.	Representative organization of employees and employers		
3.1.	Representative organizations of employees at all levels (for example, trade unions at all levels, organizations of employees in enterprises)	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Representative organizations of employers (e.g. Vietnam Chamber of Commerce and Industry, Vietnam Cooperative Alliance, Vietnam Association of Small and Medium Enterprises, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
4.	State management agency on labor and wages		
4.1.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	Vocational students, apprentice	<input type="checkbox"/>	<input type="checkbox"/>
5.2.	Workers without labor relationship	<input type="checkbox"/>	<input type="checkbox"/>
5.3.	Social insurance agency	<input type="checkbox"/>	<input type="checkbox"/>
5.4.	National Wage Council	<input type="checkbox"/>	<input type="checkbox"/>
5.5.	Civil servant, public employees	<input type="checkbox"/>	<input type="checkbox"/>
5.6.	Managers, representatives of state capital, representative agency of state capital owner in state-owned enterprises	<input type="checkbox"/>	<input type="checkbox"/>
5.7.	Labor mediator	<input type="checkbox"/>	<input type="checkbox"/>
5.8.	Labor arbitrator	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
5.9.	Court	<input type="checkbox"/>	<input type="checkbox"/>
5.10.	Children, elderly persons, dependents of employees	<input type="checkbox"/>	<input type="checkbox"/>

1.3.2. The field of employment

Table 2: List of stakeholders that are affected in the field of employment

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Employee		
1.1.	Vietnamese employees working in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Foreign workers come to work in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Vietnamese employees go to work abroad	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Some specific groups of employees: female employees, disabled employees, elderly employees, and underage employees.	<input type="checkbox"/>	<input type="checkbox"/>
2.	Employer		
2.1.	Enterprises, agencies, organizations, cooperatives, households and individuals that hire or use employees under labor contracts, including foreign organizations and individuals in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
3.	State management agency		
3.1.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Vietnam Social Security	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	People's Committees at various levels (Please specify if there is only once level)	<input type="checkbox"/>	<input type="checkbox"/>
4.	Other related stakeholders		
4.1.	Ministries and other ministerial-level agencies	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	Employment service centre	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Employment service businesses	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	Vocational training institution	<input type="checkbox"/>	<input type="checkbox"/>
4.5.	Vietnam Bank for Social Policies (VBSP)	<input type="checkbox"/>	<input type="checkbox"/>
4.6.	Unemployment Insurance Fund	<input type="checkbox"/>	<input type="checkbox"/>
4.7.	National Employment Fund	<input type="checkbox"/>	<input type="checkbox"/>
4.8.	Vietnam Fatherland Front	<input type="checkbox"/>	<input type="checkbox"/>
4.9.	Labor mediator	<input type="checkbox"/>	<input type="checkbox"/>
4.10.	Labor arbitrator	<input type="checkbox"/>	<input type="checkbox"/>
4.11.	Court	<input type="checkbox"/>	<input type="checkbox"/>
4.12.	Children, elderly persons, dependents of employees	<input type="checkbox"/>	<input type="checkbox"/>

1.3.3. The field of vocational education (except pedagogy)

Table 3: List of stakeholders that are affected in the field of vocational education

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Individuals and organizations performing vocational education activities		
1.1.	Vocational education institutions: Vocational education centers, Continuing education centers, Vocational education centers - continuing education, intermediate schools, colleges	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Vocational education performing institutions: Tertiary education institutions registered for vocational education activities at college level, enterprises registered for vocational education activities at elementary level	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Vocational training institutes under the Ministry of National Defense	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Enterprises, cooperatives, other production, business and service facilities that register for elementary-level vocational training	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	Teachers directly teach at vocational education centers, intermediate schools, colleges, etc.	<input type="checkbox"/>	<input type="checkbox"/>
1.6.	Teachers who are artisans teach dually, persons with high vocational skills teach the practice	<input type="checkbox"/>	<input type="checkbox"/>
2.	Vocational Education Learner		
2.1.	Learners, students, trainees of TVET institutions, TVET operating institutions (Learners), who are Vietnamese citizens	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Learners who are women, rural workers, and persons with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
2.3.	Learners who are devotees to the revolution, ethnic minorities, people from poor households, near-poor households, people from households whose agricultural land or business land has been reclaimed, female workers who lose their jobs, fishermen.	<input type="checkbox"/>	<input type="checkbox"/>
2.4.	Learners who are foreign citizens are eligible to participate in training in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
2.5.	Learners who are demobilized soldiers	<input type="checkbox"/>	<input type="checkbox"/>
3.	State management agency		
3.1.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Directorate of Vocational Education and Training (DVET) under the MOLISA	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	Ministries, ministerial-level agencies, other government-affiliated agencies	<input type="checkbox"/>	<input type="checkbox"/>
3.4.	People's Committees at various levels (Please specify if there is only once level)	<input type="checkbox"/>	<input type="checkbox"/>
4.	Other related stakeholders		
4.1.	Occupational skills auditing organization	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
4.2.	Vietnamese individuals, enterprises and organizations; foreign individuals, enterprises and organizations investing in TVET activities in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Employees and employers participatin in the audit and certification of vocational skills	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	Socio-political organizations	<input type="checkbox"/>	<input type="checkbox"/>
4.5.	Enterprises, cooperatives, other production, business and service facilities that do not register for vocational training but have vocational training activities	<input type="checkbox"/>	<input type="checkbox"/>

1.3.4. The field of Vietnamese employees working abroad under contract

Table 4: List of stakeholders that are affected in the field of Vietnamese employees working abroad under contract

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Individuals and organizations that send employees to work abroad		
1.1.	Enterprises (including State-owned enterprises), State-owned non-business organizations licensed to send employees to work abroad, bid-winning and contracting enterprises that send employees to work abroad	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Organizations and individuals investing abroad that send employees to work abroad	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Employment service organizations that send employees to work abroad	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Overseas Labor Center under the MOLISA	<input type="checkbox"/>	<input type="checkbox"/>
2.	Employees working abroad under contract		
2.1.	Employees who are Vietnamese citizens residing in Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Employees who are ethnic minorities; people from poor households, near-poor households or households whose agricultural land is reclaimed; relatives of devotees to the revolution	<input type="checkbox"/>	<input type="checkbox"/>
3.	State management agency		
3.1.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Ministries, ministerial-level agencies, other government-affiliated agencies	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	People's Committees at various levels (Please specify if there is only once level)	<input type="checkbox"/>	<input type="checkbox"/>
4.	Other related stakeholders		

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
4.1.	TVET institutes, TVET operating institutions	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	Teachers that improve knowledge for employees	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Vietnam Bank for Social Policies	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	Guarantors for Vietnamese employees to work abroad	<input type="checkbox"/>	<input type="checkbox"/>
4.5.	Foreign enterprises that admit Vietnamese employees	<input type="checkbox"/>	<input type="checkbox"/>

1.3.5. The field of social insurance

Table 5: List of stakeholders that are affected in the field of social insurance

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Personal entity subject to compulsory social insurance		
1.1.	Employees who are Vietnamese citizens		
a.	Employees working under labor contracts	<input type="checkbox"/>	<input type="checkbox"/>
b.	Cadres, civil servants, public employees	<input type="checkbox"/>	<input type="checkbox"/>
c.	Defense workers, police workers, people working in essential organizations	<input type="checkbox"/>	<input type="checkbox"/>
d.	Officer, serviceman, non-commissioned officer	<input type="checkbox"/>	<input type="checkbox"/>
e.	Vietnamese employees go to work abroad under labor contracts	<input type="checkbox"/>	<input type="checkbox"/>
f.	Managers and executives of businesses and cooperatives	<input type="checkbox"/>	<input type="checkbox"/>
g.	Part-time activists in localities	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Employees who are foreign citizens	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Employer		
a.	State agencies, non-business units, people's armed forces units	<input type="checkbox"/>	<input type="checkbox"/>
b.	Political organizations, socio-political organizations, socio-political-occupational organizations, socio-occupational organizations, other social organizations	<input type="checkbox"/>	<input type="checkbox"/>
c.	Foreign agencies, organizations and international organizations operating in the territory of Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
d.	Enterprises, cooperatives, individual business households, cooperative groups, other organizations and individuals that hire and use employees under labor contracts	<input type="checkbox"/>	<input type="checkbox"/>
2.	Participants of voluntary social insurance		
2.1.	Vietnamese citizens aged 15 years or older and not subject to compulsory social insurance participation	<input type="checkbox"/>	<input type="checkbox"/>
3.	State management agency		
3.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
3.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	Ministries, other ministerial-level agencies, (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>
3.4.	People's Committees at various levels (Please specify if there is only once level)	<input type="checkbox"/>	<input type="checkbox"/>
4.	Vietnam Social Security	<input type="checkbox"/>	<input type="checkbox"/>
5.	Viet Nam Social Security Board of Commissioners	<input type="checkbox"/>	<input type="checkbox"/>
6.	Social Insurance Fund	<input type="checkbox"/>	<input type="checkbox"/>
7.	Other related stakeholders		
7.1.	Insurance enterprises providing 2 voluntary insurance services with similar characteristics to social insurance, such as health insurance, etc.	<input type="checkbox"/>	<input type="checkbox"/>

1.3.6. The field of occupation health and safety

Table 6: List of stakeholders that are affected in the field of occupational health and safety

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Employee		
1.1.	Employees working under labor contracts (including Vietnamese and foreign employees working in Vietnam); probationers; vocational students, apprentices to work for employers	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Cadres, civil servants, public employees, persons of the people's armed forces	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Employees working without a labor contract	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Employees working abroad under contract	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	Business manager, executive manager of cooperatives with salary	<input type="checkbox"/>	<input type="checkbox"/>
2.	Employer		
2.1.	State agencies, non-business units, people's armed forces units	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Political organizations, socio-political organizations, socio-political-occupational organizations, socio-occupational organizations, other social organizations; foreign agencies, organizations and international organizations operating in the territory of Vietnam	<input type="checkbox"/>	<input type="checkbox"/>
2.3.	Enterprises, cooperatives, individual business households, cooperative groups, other organizations and individuals that hire and use employees under labor contracts	<input type="checkbox"/>	<input type="checkbox"/>
3.	State management agency		
3.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
3.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	Ministries, other ministerial-level agencies, (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>
4.	Other related stakeholders		
4.1.	Agencies, organizations and individuals performing technical inspection of labor safety, training in occupational health and safety and monitoring the working environment	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	Individuals and organizations involved in the production, import, export, distribution, installation and use of some special equipment (industrial safety helmets, lifting equipment, boilers, pressure cylinders)	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	National Council for Occupational Safety and Health at all levels	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	Vietnam Fatherland Front	<input type="checkbox"/>	<input type="checkbox"/>

1.3.7. The field of devotees

Table 7: List of stakeholders that are affected in the field of devotees

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Devotees to the revolution		
1.1.	Persons involved revolutionary activities before January 1, 1945	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Persons involved in revolutionary activities from January 1, 1945 to the day of the August revolution, 1945	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Martyr	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Vietnamese heroic Mother	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	Hero of the People's Armed Forces	<input type="checkbox"/>	<input type="checkbox"/>
1.6.	Hero of Labor in the war time	<input type="checkbox"/>	<input type="checkbox"/>
1.7.	War invalids, including class B war invalids recognized before December 31, 1993; policy beneficiaries as war invalid	<input type="checkbox"/>	<input type="checkbox"/>
1.8.	Sick soldier	<input type="checkbox"/>	<input type="checkbox"/>
1.9.	Persons involved in the war time being infected with toxic chemicals	<input type="checkbox"/>	<input type="checkbox"/>
1.10.	Persons involved in revolutionary activities, war time, defense of the Fatherland, or perform international obligations that are imprisoned or exiled by the enemy	<input type="checkbox"/>	<input type="checkbox"/>
1.11.	Persons involved in war time for national liberation, defend of the Fatherland, and performing international obligations	<input type="checkbox"/>	<input type="checkbox"/>
1.12.	Devotees to the revolution	<input type="checkbox"/>	<input type="checkbox"/>
2.	State management agency		
2.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
2.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
2.3.	Ministries, ministerial-level agencies, other government-affiliated agencies (Please specify.....)	<input type="checkbox"/>	<input type="checkbox"/>
2.4.	People's Committees at various levels (Please specify if there is only once level	<input type="checkbox"/>	<input type="checkbox"/>
2.5.	Vietnam Fatherland Front	<input type="checkbox"/>	<input type="checkbox"/>
3.	Other related stakeholders		
3.1.	Relatives of devotees to the revolution include biological fathers, biological mothers, spouses, children (natural children, adopted children), persons who have merits to bring up martyrs.	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Persons authorized by the martyr's family or clan to perform worship for the martyr	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	Socio-political organizations and social organizations operating for the sake of devotees	<input type="checkbox"/>	<input type="checkbox"/>

1.3.8. The field of social protection

Table 8: List of stakeholders that are affected in the field of social protection

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Beneficiary of social protection		
1.1.	Elderly persons	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Persons with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	The beneficiaries of the monthly social allowance include some cases in the following groups:		
a.	Children under 16 years of age with no source of nourishment,	<input type="checkbox"/>	<input type="checkbox"/>
b.	Persons from 16 to 22 years of age who are studying in high school, vocational training, professional intermediate schools, colleges and universities with a first degree	<input type="checkbox"/>	<input type="checkbox"/>
c.	Children from poor households infected with HIV	<input type="checkbox"/>	<input type="checkbox"/>
d.	Persons living with HIV in poor households, unable to work without any monthly allowance	<input type="checkbox"/>	<input type="checkbox"/>
e.	Poor single persons raising children	<input type="checkbox"/>	<input type="checkbox"/>
f.	Elderly persons	<input type="checkbox"/>	<input type="checkbox"/>
g.	Disabled children and disabled persons eligible for social allowances	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Beneficiaries eligible to unexpected allowance include the following groups:		

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
a.	Household members suffering food shortage during the Lunar New Year, during and after natural disasters, fires, crop failures, crop rotation transition or other force majeure reasons	<input type="checkbox"/>	<input type="checkbox"/>
b.	Persons seriously injured due to natural disasters or fires; traffic accident, particularly serious occupational accident or other force majeure reasons	<input type="checkbox"/>	<input type="checkbox"/>
c.	Households that have dead or missing persons due to natural disasters or fires; traffic accident, particularly serious occupational accident or other force majeure reasons	<input type="checkbox"/>	<input type="checkbox"/>
d.	Poor households, near-poor households, households of difficult circumstances whose houses are collapsed, drifted, burned out completely or severely damaged due to natural disasters, fires or other force majeure reasons and no longer have a place to live	<input type="checkbox"/>	<input type="checkbox"/>
e.	Households that have to relocate their houses urgently under a decision of a competent authority due to the risk of landslides, floods, natural disasters, fires or other force majeure reasons.	<input type="checkbox"/>	<input type="checkbox"/>
f.	Children whose parents both die, are missing due to natural disasters, fires or other force majeure reasons and have no loved ones to care for and nurture.	<input type="checkbox"/>	<input type="checkbox"/>
g.	Households losing their means and main production materials due to natural disaster, fire or other force majeure reasons, job loss	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	People in poor districts; Poor households/households engaged in agriculture, forestry, fishery and salt production with average living standards/households subject to social policies	<input type="checkbox"/>	<input type="checkbox"/>
1.6.	Children under 3 years of age of poor households, near-poor households, living in specially difficult communes, villages, ethnic minority areas and mountainous areas	<input type="checkbox"/>	<input type="checkbox"/>
1.7.	Cadres and public employees working in state-owned social protection facilities that are directly engaged in managing, treating and taking care of HIV/AIDS-infected people, exposed to HIV or infected with HIV/AIDS due to incidents of occupational risk	<input type="checkbox"/>	<input type="checkbox"/>
2.	Care facilities for social protection beneficiaries		
2.1.	Elderly care facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Care facilities for persons with disabilities, including social protection facilities, support service facilities for persons with disabilities, support centers for lonely persons with disabilities and other facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.3.	Facilities for management of drug addicts, post-cessation drug addicts and public social assistance facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.4.	Social protection facilities taking care of people living with HIV/AIDS	<input type="checkbox"/>	<input type="checkbox"/>
2.5.	Medical examination and treatment facilities, orthopedic and functional rehabilitation facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.6.	Organizations and individuals providing care services for the elderly	<input type="checkbox"/>	<input type="checkbox"/>
3.	Actors that have the responsibility to take care of and protect the legitimate rights and interests of social protection beneficiaries		
3.1.	Family	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
3.2.	Disability Level Determination Council	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	Funds to care for and promote the role of the elderly; funds to help people with disabilities, organizations of people with disabilities, organizations for people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
3.4.	Teachers, educational management staff and educational support staff, nurture and care recipients for people with special severe disabilities	<input type="checkbox"/>	<input type="checkbox"/>
3.5.	Vietnam Fatherland Front and member organizations	<input type="checkbox"/>	<input type="checkbox"/>
3.6.	Organizations and individuals providing a number of public transport, tourism, cultural and entertainment services	<input type="checkbox"/>	<input type="checkbox"/>
3.7.	Educational institutions; support and development center for integration education; vocational training institutions	<input type="checkbox"/>	<input type="checkbox"/>
3.8.	Cultural, physical training, sports, entertainment and tourism facilities	<input type="checkbox"/>	<input type="checkbox"/>
4.	State management agency		
4.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Ministries, ministerial-level agencies, other government-affiliated agencies (Please specify.....)	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	People's Committees at various levels (Please specify if there is only once level	<input type="checkbox"/>	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	Production and business facilities and enterprises employing people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
5.2.	Facilities producing orthopedic instruments, means and equipment for functional rehabilitation, domestic activities, learning and working for people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
5.3.	Scientific research agencies and organizations on people with disabilities, training specialists and technicians in orthopedics or researching, manufacturing, producing and providing services and means to assist people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
5.4.	Organizations, programs and projects of non-refundable aid or foreign individuals donating or supporting orthopedic devices, means and equipment for functional rehabilitation, domestic activities, learning and working for people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>
5.5.	Enterprises, cooperatives and farms investing in production, processing and business in poor districts; organizations that are directly involved in research, application and transfer of scientific and technological advances	<input type="checkbox"/>	<input type="checkbox"/>
5.6.	Teachers and scientists directly engaged in research, application and transfer of scientific and technological advances in poor districts	<input type="checkbox"/>	<input type="checkbox"/>
5.7.	Staff engaged in agricultural, forestry, fishery extension, plant protection, veterinary services, food hygiene and safety in poor districts	<input type="checkbox"/>	<input type="checkbox"/>
5.8.	Organizations and individuals investing in building cultural, educational, physical training, sports, entertainment and tourism facilities	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED	WHETHER TO BE AFFECTED	
	Yes	No

1.3.9. The field of children

Table 9: List of stakeholders that are affected in the field of children

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Children and pregnant women		
1.1.	Children	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Children with special circumstances (e.g., orphans without both mothers and fathers, abandoned children, children with disabilities, drug addicted children)	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Women infected with HIV during pregnancy	<input type="checkbox"/>	<input type="checkbox"/>
2.	Child protection service provider		
2.1.	Facilities with specialized functions and tasks to provide children protection services	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Facilities with partial function and task to provide children protection services.	<input type="checkbox"/>	<input type="checkbox"/>
3.	Entities carrying out activities of caring for and protecting legitimate rights and interests of children		
3.1.	Parents, family members, relatives, caregivers of children; individuals, families admitting substitution care	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Children Protection Fund	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	National telephony switchboard for children protection	<input type="checkbox"/>	<input type="checkbox"/>
3.4.	Educational institutions, legal aid service providers	<input type="checkbox"/>	<input type="checkbox"/>
3.5.	Agencies, organizations and individuals that manage and provide information and communication products and services and implementation of activities in the network environment	<input type="checkbox"/>	<input type="checkbox"/>
3.6.	Persons having direct contact with children: Medical examination and treatment practitioners, teachers, etc.	<input type="checkbox"/>	<input type="checkbox"/>
3.7.	National telephony switchboard for children protection	<input type="checkbox"/>	<input type="checkbox"/>
3.8.	Ho Chi Minh Central Communist Youth Union	<input type="checkbox"/>	<input type="checkbox"/>
3.9.	Social organizations working in the field of children or related to children	<input type="checkbox"/>	<input type="checkbox"/>
4.	State management agency		
4.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Ministries, ministerial-level agencies, other government-affiliated agencies (Please specify.....)	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
4.4.	People's Committees at various levels (Please specify if there is only once level	<input type="checkbox"/>	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	Youth Union	<input type="checkbox"/>	<input type="checkbox"/>
5.2.	Women's Union	<input type="checkbox"/>	<input type="checkbox"/>
5.3.	Police agencies at all levels	<input type="checkbox"/>	<input type="checkbox"/>
5.4.	Commune-level children protection workers	<input type="checkbox"/>	<input type="checkbox"/>
5.5.	Enterprises, cooperatives and individuals trading alcohol, beer, tobacco, unsafe food, harmful to children	<input type="checkbox"/>	<input type="checkbox"/>
5.6.	Educational institutions	<input type="checkbox"/>	<input type="checkbox"/>
5.7.	Enterprises, cooperatives, organizations operating in the field of entertainment and recreation	<input type="checkbox"/>	<input type="checkbox"/>
5.8.	Enterprises trading in goods and services related to children or affecting children protection service providers, educational, medical, cultural, amusement and entertainment facilities for children	<input type="checkbox"/>	<input type="checkbox"/>
5.9.	Socio-political organizations, social organizations	<input type="checkbox"/>	<input type="checkbox"/>
5.10.	Organizations and individuals investing in building cultural, educational, physical training, sports, entertainment and tourism facilities	<input type="checkbox"/>	<input type="checkbox"/>

1.3.10. The field of prevention and control of social vices

Table 10: List of stakeholders that are affected in the field of prevention and control of social vices

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Stakeholders in the work of preventing and combating human trafficking		
1.1.	Victims of acts of human trafficking	<input type="checkbox"/>	<input type="checkbox"/>
1.2.	Persons awaiting verification of being a victim of human trafficking	<input type="checkbox"/>	<input type="checkbox"/>
1.3.	Underage persons traveling with victims of human trafficking	<input type="checkbox"/>	<input type="checkbox"/>
1.4.	Individuals and organizations that establish facilities to support victims of human trafficking	<input type="checkbox"/>	<input type="checkbox"/>
1.5.	Domestic and foreign agencies, organizations and individuals participating in, cooperating with and sponsoring activities of human trafficking prevention and combat and victim support, victim support facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.	Stakeholders in the work of drug prevention and control		
2.1.	Drug addicts	<input type="checkbox"/>	<input type="checkbox"/>
2.2.	Subjects proposed to apply the measure of sending to compulsory drug cessation facilities	<input type="checkbox"/>	<input type="checkbox"/>

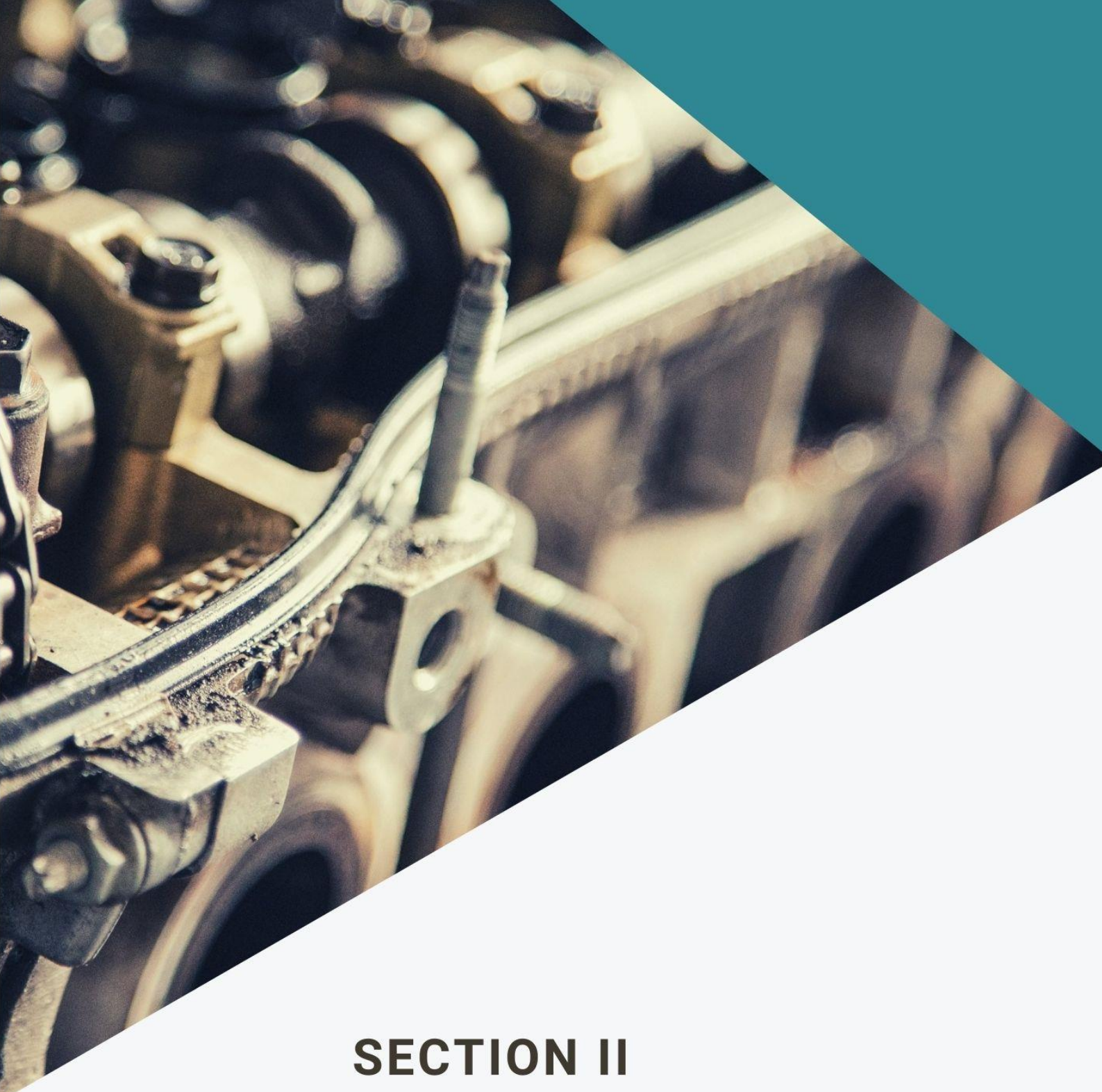
STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
2.3.	Persons subject to post-drug cessation management measures	<input type="checkbox"/>	<input type="checkbox"/>
2.4.	Persons subject to administrative handling measures to be sent to compulsory drug cessation facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.5.	Persons who volunteer for home based, community based drug cessation	<input type="checkbox"/>	<input type="checkbox"/>
2.6.	Persons who volunteer for drug cessation in voluntary drug cessation facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.7.	Compulsory drug cessation facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.8.	Post-drug cessation management facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.9.	Persons with authority to determine drug addicts	<input type="checkbox"/>	<input type="checkbox"/>
2.10.	Persons who treat opioid addiction with alternative medicine	<input type="checkbox"/>	<input type="checkbox"/>
2.11.	Drug-related crime prevention and control agencies under the People's Public Security	<input type="checkbox"/>	<input type="checkbox"/>
2.12.	Voluntary drug cessation treatment facilities	<input type="checkbox"/>	<input type="checkbox"/>
2.13.	Facilities providing community-based drug cessation counseling and treatment services	<input type="checkbox"/>	<input type="checkbox"/>
2.14.	Families of drug addicts	<input type="checkbox"/>	<input type="checkbox"/>
2.15.	District justice division	<input type="checkbox"/>	<input type="checkbox"/>
2.16.	District People's Court	<input type="checkbox"/>	<input type="checkbox"/>
2.17.	Social organizations that manages people without a stable place of residence during the time of carrying out procedures for application of the measure of sending to compulsory addiction cessation facilities	<input type="checkbox"/>	<input type="checkbox"/>
3.	Stakeholders in prevention and combat of sex work		
3.1.	Sex workers	<input type="checkbox"/>	<input type="checkbox"/>
3.2.	Reformed sex workers	<input type="checkbox"/>	<input type="checkbox"/>
3.3.	District police	<input type="checkbox"/>	<input type="checkbox"/>
3.4.	Socio-political organizations engaged in the prevention and control of sex work	<input type="checkbox"/>	<input type="checkbox"/>
3.5.	Service providers to support sex workers to integrate into the community	<input type="checkbox"/>	<input type="checkbox"/>
4.	State management agency		
4.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Ministries, ministerial-level agencies, other government-affiliated agencies (Please specify.....)	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	People's Committees at various levels (Please specify if there is only once level	<input type="checkbox"/>	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	Fatherland Front	<input type="checkbox"/>	<input type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
5.2.	Vietnam Bank for Social Policies	<input type="checkbox"/>	<input type="checkbox"/>
5.3.	Enterprises, cooperatives, organizations operating in the field of entertainment and recreation	<input type="checkbox"/>	<input type="checkbox"/>
5.4.	Pharmaceutical trading organizations and individuals	<input type="checkbox"/>	<input type="checkbox"/>
5.5.	Enterprises, cooperatives, households that admit victims of acts of human trafficking, drug addicts, and reformed sex workers to work	<input type="checkbox"/>	<input type="checkbox"/>

1.3.11. The field of gender equality

Table 11: List of stakeholders that are affected in the field of gender equality

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	State agencies, political organizations, socio-political organizations, socio-political-occupational organizations, social organizations, socio-occupational organizations, economic organizations, non-business units, people's armed forces units, families and Vietnamese citizens (specify if possible.....)	<input type="checkbox"/>	<input type="checkbox"/>
2.	Foreign agencies, organizations, international organizations operating in the territory of Vietnam, foreign individuals residing in Vietnam (specify.....)	<input type="checkbox"/>	<input type="checkbox"/>
3.	Underage persons who commit administrative violations on gender equality	<input type="checkbox"/>	<input type="checkbox"/>
4.	State management agency		
4.1.	Government	<input type="checkbox"/>	<input type="checkbox"/>
4.2.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input type="checkbox"/>	<input type="checkbox"/>
4.3.	Ministries, ministerial-level agencies (Please specify.....)	<input type="checkbox"/>	<input type="checkbox"/>
4.4.	People's Committees at various levels (Please specify if there is only once level.....)	<input type="checkbox"/>	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	National Committee for the Advancement of Vietnamese Women	<input type="checkbox"/>	<input type="checkbox"/>
5.2.	Homosexual, Bisexual, Transgender persons	<input type="checkbox"/>	<input type="checkbox"/>



SECTION II

**LIST OF SOCIAL AND GENDER ISSUES AFFECTED
BY POLICIES UNDER THE STATE MANAGEMENT
OF THE MINISTRY OF LABOUR - INVALIDS AND
SOCIAL AFFAIRS**

2.1. PURPOSE, METHOD FOR THE DEVELOPMENT OF THE LIST

- Decree No.34/2016/ND-CP (amended and supplemented by Decree No.154/2020/ND-CP), identifying social impacts is performed on the basis of analysis and forecast of impacts on one or more issues about population, employment, property, human health, environment, public health, education, mobility, poverty reduction, traditional cultural values, community cohesion, society, ethnic policy (if any) and other related social issues.⁴
- SIA can be performed in 13 key impact dimensions, including: (i) Population; (ii) Employment; (iii) Property; (iv) Human health; (v) Environment; (vi) Public health; (vii) Education; (viii) Mobility; (ix) Poverty reduction; (x) Traditional cultural values; (xi) social and community cohesion; (xii) Ethnic Policy; (xiii) Other matters.
- The content of 13 dimensions of social impact is very diverse and varies between the fields of state management, including those managed by the same line ministry or sector. The 11 areas under the state management of MOLISA also have their own distinctive features in terms of social impact. For example, the asset impact dimension in the field of labor and wages may be different from the asset impact dimension in the field of social protection.
- *The list of social and gender issues that is often affected by policies under the state management of MOLISA* (referred to as the List of Gender and Social Issues) is developed with the aim of helping and facilitating MOLISA staff in identifying the social and gender aspects affected by the policy, thereby reducing the duration of SIA, GIA OF of the policy, and simultaneously limits the possibility of missing impacts on some specific target groups such as disadvantaged groups.
- The list of social and gender issues is compiled according to 11 areas within the state management authority of the MOLISA. Each of the Lists in a field of state management includes many indicators of SIA and GIA, which are classified according to the 13 aspects of the mentioned social impact. GIA is actually integrated in the impact assessment process in general and the SIA in particular. Accordingly, the Lists of Social and Gender Issues covering 11 fields include a number of specific gender impact indicators. In addition, for each social indicator that is identified as having an impact, it is necessary to assess that indicator in terms of gender to see if it creates a gender impact - on the basis of analyzing and forecasting social impacts in relation to the opportunities, conditions and capacity to implement and enjoy the rights and benefits of each gender.

⁴ Decree No.34/2016/ND-CP, Article 6, Clause 2 (amended and supplemented by Decree No.154/2020/ND-CP, Article 1, Clause 3, Point a)

- Indicators of SIA and GIA are developed on the basis of a synthesis of principles, policies and development goals in the respective field of state management. The Gender and Social Issue Lists are compiled in the form of a checklist to prompt the PIA implementer to identify the gender and social indicators expected to be impacted by the policy.
- The List of Social and Gender Issues may not cover all the social and gender dimensions that are likely to be affected by the policy (because it is built on the basis of principles, policies, development goals in each field). In case there are changes in legal regulations or social relations, or the emergence of new social and gender dimensions that need to be assessed, then the impact assessors can amend and supplement social issues in the List to ensure coverage of the social aspects affected by the policy.
- The Gender and Social Issue List is suggestive of the social and gender impacts that policies may have. Not any policy will have impacts on all 13 dimensions outlined in the Gender and Social Issues List. In some of the Lists, there will be aspects that do not have specific impact indicators, but this does not mean that all policies in that area have no impact on this aspect.
- In case, a project or draft legal document covers many areas, then the PIA implementers can use the Gender and Social Issues Lists of the respective fields.

2.2. GUIDANCE ON HOW TO USE THE LIST

- **Step 1:** Identify that the project, draft legal document which is being proposed to develop falls under which field amongst the 11 fields under the state management mandate of the MOLISA.
- **Step 2:** Use the List of Social and Gender Issues of the respective field to identify indicators that are likely to be impacted by the policy and determine if those indicators are positively or negatively affected to tick in respective boxes of positive/ negative impacts. In case the indicator is determined not to be affected by the policy, then tick in the box of No Pmpact.
- It is noted that in some cases, a policy solution can have both positive and negative impacts on the same indicator. See more in Annex II of this document (specifically with the target of “Reducing unemployment rate, underemployment rate, youth unemployment rate”).
- If new impact indicators emerge (which are not yet available in the List of Social and Gender Issues), they should be added to the List.

- See examples of how to use the List of Social Issues in the field of labor and wages in Annex II of this document.

2.3. SPECIFIC LISTS CORRESPONDING TO 11 FIELDS WITHIN THE STATE MANAGEMENT MANDATE OF MOLISA

2.3.1. The field of labor and wage

Table 12: List of Social and Gender Issues in the field of labor and wage

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	Develop and distribute human resources, reasonably distribute labor by region	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Create favorable conditions for job generation, self-employment generation, vocational training and vocational learning to get a job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create favorable conditions for labor intensive production and business activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce unemployment rate, underemployment rate, youth unemployment rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve labor productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Provide incentives for employees with high professional and technical qualifications to meet the requirements of the industrial revolution, the cause of industrialization and modernization of the country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop the labor market, diversify forms of labor supply and demand connect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equal rights of female and male workers, ensure gender equality, prevent and combat sexual harassment at workplaces	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure labor rights and self-employment generation of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Protect female workers, employees with disabilities, elderly workers, and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Eliminate forced labor, prevent and abolish child labor in all its forms (reducing the proportion of child labor and underage persons aged 5-17)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	The right to be paid directly, fully and on due time, without being interfered in the self-determination of salary expenditure of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create opportunities to increase income for employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Narrow the wage gap between female and male workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the regional minimum wage suitable to the socio-economic development situation, the capability of	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	enterprises to pay, ensure the minimum standard of living of employees and their families			
4. Health	Assign jobs suitable to the health of underage workers to ensure physical, intellectual and personality development; care about the health of underage employees during the working process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve working conditions, ensure and take care of the health of employees, especially female employees, employees with disabilities, and elderly employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to green jobs, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear, impacts may emerge from certain policies, such as saving social investment costs related to employee health care, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Train and improve professional qualifications and skills for employees, especially female and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create opportunities for underage workers to learn, vocational education, training, re-training, and improve occupational qualification and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Diversify many types of training favorable for female workers to have more backup jobs and suitable to women's physical, physiological and maternal functions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Significantly increase the number of workers with skills suitable to the needs of the labor market to get good jobs and manage businesses (increasing the proportion of trained workers, the proportion of workers with information technology skills).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equal access to education and training and vocational training for vulnerable people, including people with disabilities, children in vulnerable situations (increasing the proportion of people with disabilities who are still able to work to participate in appropriate vocational training.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear, impacts may emerge from certain policies</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Increase income of farm workers (increasing income per capita in rural areas)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Encourage and provide appropriate incentives for employers who create jobs and admit employees with disabilities to work, and employers who employ many female workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Ensure the principles of voluntariness, goodwill, equality, cooperation, respect for the legitimate rights and interests of the parties in the labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build progressive, harmonious and stable labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Manage labor in accordance with the law, democracy, fairness, civilization and enhance social responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilitate and help female employees effectively promote their professional capability, harmoniously combine the work and family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Ensure equal access to education and training, vocational training for vulnerable people, including ethnic minorities (increasing the proportion of trained ethnic minority workers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Ensure the legitimate rights and interests of employees and employers, such as the employer's autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equality in housework and family care; recognize unpaid housework and care (reducing the proportion of time spent on unpaid housework and family care)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.2. The field of employment

Table 13: List of Social and Gender Issues in the field of employment

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	Develop and distribute human resources, reasonably distribute labor by region	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Ensure the right to work, freedom to choose employment and workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create favorable conditions for job generation, self-employment generation, vocational training and vocational learning to get a job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Transform labor structure in a positive direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Non-discrimination of treatment in employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Generate adequate employment, productivity and decent work for all men and women, including youth and people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce unemployment rate, underemployment rate, youth unemployment rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Incentivize industries and occupations that employ highly qualified professionals, high value-added and labor intensive industries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support to establishment of start-up businesses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of the labor force in the working age to participate in unemployment insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Increase the percentage of employees who are participating in unemployment insurance to receive training support to maintain their jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Free counseling of employment opportunities for unemployed people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote the mobility of Vietnamese employees in the domestic and foreign labor markets, in line with the trend of international integration and ensure the implementation of international commitments to which Vietnam is a member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the efficiency of labor supply - demand connection; enhance capacity of the employment service center system; increase the quality of employment services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Complete and modernize the labor market information system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Equal in income; ensure equal remuneration for the same types of work between male and female employees, including young workers and people with disabilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	The property of employees and employers is not infringed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Credit support for job generation, especially support access to loans for disadvantaged groups (such as workers with disabilities); start-up, production and business development projects of youth; loans for the implementation of job generation programs and projects for young people who have completed military obligation, workers of households whose agricultural land are reclaimed, rural female workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of unemployed people receiving unemployment benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Ensure safe jobs, improve working conditions for employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to green jobs, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear. Impacts may emerge from some health care policies for employees, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Assess and issue national vocational skills certificates in conjunction with improving vocational skill levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on the planning of employment service center network, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support employment generation for rural poor women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
9. Poverty reduction	Support employment mobility for rural laborforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support migrant workers from rural to urban areas, industrial parks and border workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote public employment policies, in which priority is given to employees from poor households, near-poor households or households whose agricultural land are reclaimed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Support employers who employ a lot of disabled people and female workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Encourage the participation of the society to develop employment through mobilizing and diversifying resources; socialize public services; expand the participation of the community, social organizations and individuals in labor market development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Support employers who employ a lot of ethnic minority workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support employment generation for ethnic minority workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support to access to loans for ethnic minority workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote public employment policies, in which priority is given to ethnic minority employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Ensure the honor, dignity, legitimate rights and interests of employees and employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the satisfaction level assessment index of unemployment insurance participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Connect, share and communicate data on unemployment insurance between the labor agency and the social insurance agency, between the state management agencies in charge of investment, finance, tax and labor to improve the efficiency of management and implementation of unemployment insurance policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.3. The field of TVET (except pedagogy)

Table 14: List of Social and Gender Issues in the field of TVET

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on the planning of TVET institutions network, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
2. Employment	Increase employment opportunities, encourage learners to actively look for jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of employees to participate in vocational training, especially for occupations that are difficult to enrol, and difficult to train	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of people with disabilities who are able to work to participate in appropriate vocational trainings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Focus the investment in the formation of a number of key high-quality TVET institutions to meet human resource demand of the labor market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prioritize the investment in TVET to develop and train qualified and high-quality human resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote vocational training according to the demands of the labor market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Train the direct human resources for production, business and services to be capable of doing the jobs corresponding to the training level; be ethical and healthy; have professional responsibility; have the ability to be creative and adapt to the working environment in the context of international integration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Put in place incentives in terms of land, taxes, credits, facilities for TVET institutions, TVET operating institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exempt and reduce tuition fee during course of study and examination for students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Apply the preferential allowance regime for teachers participating in teaching in TVET institutes and TVET operating institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Public and private vocational training institutions are equal in enjoying the policies of bidding, ordering vocational training, accessing to preferential loans, participating in advanced training programs for teachers and vocational training managers using the state budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the autonomy and self-responsibility of TVET institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on the ensuring occupational health and safety for students in institutions, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear. Impacts from some policies on environmental protection applicable to TVET institutions, etc., may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on health care for students, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGA TIVE	
7. Education	Support high-level training on occupational skills, foreign languages and specific occupations for learners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the training quality of students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Standardize, develop teachers and improve the quality of teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Train and retrain to improve knowledge and management capacity for VET managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage artisans and highly-skilled people to participate in vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilitate the TVET development on a diverse, consistent and systematic manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Diversify types of TVET institutions and forms of vocational training to facilitate learners to have the opportunity to choose learning methods suitable to their abilities and personal conditions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on the planning of TVET institution network, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Support people from poor and near-poor households, rural workers, persons households whose land is reclaimed to participate in vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and support the training of rural occupations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prioritize to develop TVET in areas with extremely difficult socio-economic conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Support women, people with disabilities, devotees to the revolution, demobilized soldiers when receiving vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and support the training of traditional occupations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Meet the needs of learners in different circumstances, contributing to the implementation of the policy of life-long learning for learners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Invest in training of occupations that have high labor market demand but difficult to socialize	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement policies which encourage socialization in vocational training activities by facilitating businesses, organizations, Vietnamese citizens, foreign organizations and individuals, and overseas Vietnamese to establish TVET institutions and participate in vocational training activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage not-for-profit private and foreign-invested TVET institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Support ethnic minorities when participating in vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGA TIVE	
	Ensure equal access to vocational training for ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prioritize to develop vocational education in ethnic minority areas, borders, islands and coastal areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of ethnic minority workers through training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Facilitate the implementation of research and application of science and technology; combine training with scientific research and production, business and service to improve training quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensuring objectivity, science, publicity, transparency and efficiency in TVET activities of TVET institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilitate TVET institutions to actively participate in the international integration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote decentralization, enhance responsibility, create motivation and initiative and creativity of TVET institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement the policy of democracy and equality among all types of TVET institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement gender equality in TVET; Ensure equality and equal rights between men and women in the learning and training process; Ensure equal rights, regardless of gender in the field of vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equal access to TVET for vulnerable people, including people with disabilities and children in vulnerable situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.4. The field of Vietnamese employees working abroad under contract

Table 15: List of Social and Gender Issues in the field of Vietnamese employees working abroad under contract

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSIT IVE	NEGA TIVE	
1. Population	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on prioritizing labor sources to work abroad from some localities, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Support the development of foreign labor market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Invest in training employees with high professional and technical qualifications and foreign language skills to meet the requirements of the labor market.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support investment in opening a new labor market, a market with high income, a market that accepts many workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Expand the form of working abroad to facilitate employees to access job opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage to send more workers to work in high-income markets, increase the number of employees working abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create conditions for both male and female employees to access quality businesses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support employment, encourage job creation for employees after returning to the country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create favorable conditions for individual Vietnamese employees having the need to work abroad under contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Support to access to loans for employees after working abroad and returning to the country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Invest in vocational training institutions to have adequate facilities, programs, and teaching materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on ensuring occupational health and safety, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on medical examination for employees to work abroad, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Support to train managers of employees working abroad under contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Invest in training, improving professional qualifications for teachers who train workers to work abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support vocational training, foreign languages, enhance necessary knowledge for employees to work abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create favorable conditions for employees to access to training opportunities and improve their qualifications when working abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the quality of the labor force, ensure that the labor force meets the requirements of employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Have policies to support employees from poor, near-poor households or households whose agricultural land is reclaimed who wish to work abroad under contracts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support expenses (travel, health check, etc.), access to loans for poor workers having the need to work abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and	Have policies to support expenses (travel, medical examination, etc.), access to loans for relatives of	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
traditional values	devotees to the revolution who have the need to work abroad			
	Support to protect female workers working abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Have policies to support expenses (travel, medical examination, etc.), access to loans for ethnic minorities who have the need to work abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Protect the legitimate rights and interests of employees working abroad and of enterprises and non-business organizations sending workers to work abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promptly protect and support employees while working abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure to provide legal assistance to employees when necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the principles of timeliness, objectivity, publicity and democracy in handling complaints and denunciations for employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create a transparent, open and synchronous environment for the activities of sending Vietnamese workers to work abroad under contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote gender equality, remove barriers, ensure equal access to opportunities and benefits for female migrant workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.5. The field of social insurance

Table 16: List of Social and Gender Issues in the field of social insurance

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Increase the reasonable retirement age to avoid wasting human resources, ensuring no disturbance to the labor market and job opportunities for the young generation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Ensure principles of cost effectiveness, publicity and transparency in the management and use of social insurance funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Protect the social insurance fund and take measures to preserve and increase the fund	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
4. Health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to ensuring the health of social insurance participants, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to social insurance benefit for employees working in the health sector, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Conduct professional training to improve human resources in the social insurance industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Support and encourage farmers and workers in the informal sector to participate in voluntary social insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Support female employees during pregnancy, childbirth and child rearing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on encouraging the ethnic minorities to participate in volunteer social insurance, etc.,</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Expand the subjects participating in social insurance; encourage and create conditions for agencies, organizations and individuals to participate in and enjoy social insurance benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the principle of contribution - benefit in participating and enjoying social insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the legitimate rights and interests of the parties participating in social insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the sharing among social insurance participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equality in participation and benefits of social insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the quality of social insurance service provision; encourage officials, civil servants and employees working in social insurance organizations to improve work quality and efficiency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the satisfaction level of social insurance participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Increase the rate of labor force participating in social insurance, including female workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure social security of citizens, build a diversified, comprehensive and social security system with contributions from the State, society and people, between population groups within a generation and between generations, ensuring sustainability and fairness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.6. The field of occupational health and safety

Table 17: List of Social and Gender Issues in the field of occupational health and safety

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to employment opportunities in the field of occupational health and safety, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to compensation for damage in occupational accidents, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Fully comply with occupational health and safety measures in workplaces; give priority to measures to prevent, eliminate and control dangerous and harmful factors in workplaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create favorable conditions for employers, employees, other relevant agencies, organizations and individuals to take measures to ensure occupational health and safety in workplaces	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure safe working environment for workers, especially female migrant workers and workers in the informal sector by reducing the frequency of annual occupational accidents, fatal occupational accidents, and occupational accidents causing injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that employees working at facilities at risk of common occupational diseases are examined to detect occupational diseases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that businesses with high risk of occupational diseases perform monitoring of the working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the number of small and medium-sized enterprises that effectively apply some basic measures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	of the occupational health and safety management system, initially building a safety culture in workplaces			
	Ensure that those in charge of managing, directing and organizing the implementation of occupational health and safety measures at district level and in the management boards of economic zones, industrial parks, export processing zones and high-tech parks are trained to improve capacity on occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that craft villages and cooperatives at high risk of occupational accidents and diseases have access to appropriate information on occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support to prevent occupational accidents and occupational diseases in industries and fields with high risk of occupational accidents and diseases; encourage organizations to develop, publish or use advanced and modern technical standards on occupational health and safety in workplaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	Expand subjects to participate in voluntary occupational accident insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to training on occupational health and safety measures in educational institutions, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Promote the socialization and development of training, inspection and technical consulting services on occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Encourage employers to invest in medical facilities and other welfare facilities, ensuring the conditions on scale and standards according to regulations on policies to encourage socialization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Ensure fairness between the subcontracted employees and the employees of the contractor in terms of benefits, occupational health and safety conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Invest in research and application of science and technology on occupational health and safety; support the construction of testing laboratories of national standard in service of occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure gender equality in occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.7. The field of devotees

Table 18: List of Social and Gender Issues in the field of devotees

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to generating employment opportunities for the devotees and relatives of the devotees to the revolution, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Ensure that the living standard of devotees to the revolution is equal to or higher than the average level of the community where they live	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage devotees to the revolution and their families to make efforts of economic development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Ensure that devotees to the revolution have health records, have periodic health checks to detect health problems, identify needs, receive care, nursing, functional rehabilitation, are provided with and use instruments suitable for the condition of disease, deformity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that descendants of the devotees to the revolution affected by toxic chemicals are detected early, intervened early, and rehabilitated functions of inborn defects and other forms of disability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to medical care incentives for devotees to the revolution, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to incentives</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	<i>and admission priorities for relatives of devotees to the revolution, etc.</i>			
8. Mobility	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on incentives for devotees to the revolution and their relatives when participating in public transport, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on poverty reduction support to devotees to the revolution and their relatives, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Taking care of the health, material and spiritual life of devotees to the revolution and their relatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage organizations and individuals to care for, help and implement policies and preferential regimes for devotees to the revolution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Mobilize the active participation and contribution of society, organizations and individuals together with the State to take good care of the material and spiritual life of devotees to the revolution and their	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote mobilization and diversification of social resources for the work of devotees to the revolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and motivate devotees to the revolution and their families to preserve and promote revolutionary traditions at their residence, participate in the construction and defense of the Fatherland.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on the recognition, incentive benefits for devotees to the revolution who are ethnic minorities, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Determine and adjust the preferential regime for devotees to the revolution and their relatives appropriate with the country's socio-economic conditions in each period.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure publicity and transparency in recognizing and honoring devotees to the revolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the principle of fairness in the implementation of the preferential regime for devotees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.8. The field of social protection

Table 19: List of Social and Gender Issues in the field of social protection

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear. Impacts may emerge on the population structure from some</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	<i>policies related to the age for determining the elderly persons</i>			
2. Employment	Generate full, productive employment and decent work for all men and women, including youth and people with disabilities, and equal pay for the same types of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop social work into an occupation in Vietnam and develop personnel to perform social work sufficient in quantity and meet quality requirements in association with the development of a system of social work service provider at all levels (for example: complete legislations and standards, train the social workers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Train staff working in counseling and taking care of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assist people with disabilities in vocational training and employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Complete the allocation of land and forests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create a breakthrough in human resource training; increase the proportion of trained rural laborers; reduce the proportion of agricultural labor in the social labor structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies related to preferential loans to beneficiaries of social protection, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Eliminate hunger and ensure year-round access to safe, nutritious food for all, especially the poor and vulnerable, including the elderly and inborn, have access to safe, nutritious and adequate food year round	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce all forms of malnutrition, meeting the nutritional needs of children, adolescent girls, pregnant and breast-feeding women, elderly persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and create conditions for the elderly to physically exercise; participate in learning, cultural and spiritual activities; live in a safe and respectful environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assist people with disabilities in health care, culture, sports, entertainment, and information technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Provide food subsidy for residents in places where production is possible and in border areas to ensure their subsistence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	Building a rural society with a protected ecological environment; firmly ensure security and national defense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote forest protection and development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gradually promote geographical advantages, effectively extract natural resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
6. Public health	Eliminate diseases of AIDS, tuberculosis, malaria and neglected tropical diseases, prevent hepatitis, waterborne diseases and other infectious diseases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prevent and reduce congenital deformity, disability caused by accident, injury, disease and other risks leading to disability; create conditions for people with disabilities to have access to orthopedic and functional rehabilitation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build a more comprehensive health care system, including home-based care, primary health care at residence; record for monitoring and management of the health of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop the geriatric industry to meet the needs of medical examination and treatment for the elderly; train caregivers for the elderly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensuring medical treatment conditions in poor districts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Ensure equal access to education and training and vocational training for vulnerable people, including people with disabilities, ethnic minorities and children in vulnerable situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build and upgrade appropriate, inclusive education facilities at all levels and lifelong learning programs for children, persons with disabilities and gender equality and provide safe, non-violent, comprehensive and effective learning environments for everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure basic learning conditions for in poor districts; build a rural society with an improved intellectual level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	Build an appropriate and accessible public transport system for the elderly and people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Preferential fares of public transport are given to the elderly and people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure smooth traffic in 4 seasons in most of the communes, and villages and hamlets in poor districts are basically accessible to roads	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Eliminate extreme poverty for all, everywhere, reduce at least 50% poverty according to national multi-dimensional poverty criteria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gradually narrow the gap in living standards between children with extremely difficult circumstances and ordinary children at their places of residence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Eliminate temporary housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Basically solve the problems of production, employment and income to improve the living standards of people in poor districts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement the new rural development program, providing electricity for most of the population in poor districts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
10. Cultural and traditional values	Encourage and provide appropriate incentives for employers to generate jobs and admit disabled employees to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Incentivize organizations and individuals to take care of, nurture and help social protection beneficiaries; establish social assistance facilities to care for and assist subjects in need of social assistance in the territory of Vietnam	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Social protection, priority is given to implement social protection policies and support children and the elderly persons with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensuring conditions for cultural and spiritual activities, preserve national cultural identity in poor districts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Mobilizing the participation of the society, especially the family and the community in caring for and assisting children with particularly difficult circumstances to stabilize their lives, have the opportunity to exercise children's rights and community integration in accordance with the laws and regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Raise the awareness of the whole society about the social work occupation, encourage domestic and foreign organizations and individuals to participate in training, re-training and improve professional qualifications and skills training and provision of social work services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilitate the operations of organizations of people with disabilities and organizations for people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and support agencies, organizations and individuals to propagate and educate the sense of respect and gratitude to the elderly, care for and promote the role of the elderly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage agencies, organizations and individuals to take care of, nurture and help social protection beneficiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage individuals and organizations in the country and abroad to establish social assistance facilities to care for and assist subjects in need of social assistance in the territory of Vietnam	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build the capacity of the people and the community to promote the investment efficiency of essential infrastructure works	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase support and provide appropriate social services for children with specially difficult circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop forms of definite-term adoption of children with particularly difficult circumstances; part-time care for children with severe disabilities, children who are victims of toxic chemicals, children with HIV/AIDS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Improve the quality of care and support for children with extremely difficult circumstances at social protection facilities, social houses and communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Achieve a faster improvement in the material and spiritual life of the poor and ethnic minorities in poor districts; Build a stable rural society, rich in national cultural identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Social assistance policies are implemented fairly, openly and in a timely manner according to the level of difficulty and priority in the family and place of residence as well as being changed depending on the country's economic conditions and the minimum living standard of population of each period	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support sustainable agricultural and forestry production development towards commercial production, taking advantage of local strengths. Create initial changes in agricultural and forest production, rural economy and improve people's living standards on the basis of promoting agricultural development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build and develop synchronously socio-economic infrastructure; transform the economic structure and effective forms of production organization according to plans; develop production towards small and medium-scale commercial production; strengthen research and transfer of scientific and technical advances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.9. The field of children

Table 20: List of Social and Gender Issues in the field of children

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Ensure children affected by HIV/AIDS receive appropriate counseling and vocational training support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equal access to vocational training for vulnerable people, including persons with disabilities, ethnic minorities and children in vulnerable situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement timely and effective measures to eliminate forced labor and put an end to human trafficking and modern slavery; prevent and eliminate child labor in all forms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Increase access to health care services and social policies for children affected by HIV/AIDS; Children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
	affected by HIV/AIDS receive nutritional support and physical development			
	Eliminate hunger and ensure that all, especially the poor and vulnerable people, including the elderly and infants, have access to safe, nutritious and adequate food year round	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce all forms of malnutrition, meeting the nutritional needs of children, adolescent girls, pregnant and breast-feeding women, elderly people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce the maternal mortality rate, reduce the mortality rate of children under 1 and 5 years of age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of children with special circumstances to be cared for and nurtured	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prevent and stop the risk of harm to children and promptly intervene and support children when they are subjected to violence and abuse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Support malnutrition prevention programs, especially prevention of child malnutrition and school myopia in children, support to improve food safety and hygiene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Prevent, support and intervention for children who are in frequent contact with drug addicts, drug dealers and children at risk of being harmed by drugs, drug addicted children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	Ensure that HIV-infected children under their management are diagnosed and treated for HIV/AIDS-related diseases; children affected by HIV/AIDS are provided with psycho-social care services; HIV testing and counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Form necessary high-quality and friendly services for children affected by HIV/AIDS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	HIV-infected women during pregnancy, HIV-infected children under six years of age shall be provided with free anti-HIV drugs by the State; 100% of babies born to HIV-infected mothers are tested for HIV soon after birth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilities for diagnosis, care and treatment for HIV-infected adults that integrate pediatric services in the diagnosis, care and treatment of HIV-infected children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the system of monitoring, inspection and assessing the situation of children affected by HIV/AIDS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Care facilities of children affected by HIV/AIDS are supported to provide HIV infection prevention services and care for HIV-infected children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of people with disabilities including children accessing to health services in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
	different forms; children from inborns to 6 years of age are screened for early detection of congenital demormities, developmental disorders and early intervention for all forms of disability; Children and people with disabilities receive orthopedic surgery, functional rehabilitation and appropriate assistive devices			
7. Education	Ensure all girls and boys have access to development, early childhood care and quality pre-school education to be ready for primary school; complete free, equitable, quality primary and secondary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure equal access to education and training for vulnerable people, including persons with disabilities, ethnic minorities and children in vulnerable situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase access to educational services for children affected by HIV/AIDS; children affected by HIV/AIDS are cared for in public pre-schools for children of pre-school age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Educational institutions have medical staff capable of counseling HIV-infected children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build and upgrade friendly educational facilities for children, people with disabilities and gender equality, and provide safe, non-violent, comprehensive and effective learning environments for all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve capacity and skills for officials, civil servants, employees and social work collaborators in care, functional rehabilitation and support for special subjects, children with special circumstances and underage persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of children with disabilities wishing to learn to have access to special education and integration education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on incentives for children when participating in public transport, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies such as elimination of temporary houses for households with children, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Ensure children affected by HIV/AIDS live safely with their natural parents, brothers, sisters or relatives or live in alternative care facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	No discrimination against children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Respect, listen, consider and respond to children's opinions and aspirations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Raise awareness and action for the whole society on the protection and care of children affected by HIV/AIDS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
	Provide relevant information to stakeholders caring for children affected by HIV/AIDS, including groups (i) organizations and individuals nurturing children affected by HIV/AIDS, care and treatment facilities of HIV-infected children, social organizations, community-based HIV-infected children's managers, self-help groups, (ii) children affected by HIV/AIDS from full thirteen years of age or older, (iii) managers working with children in health, education and training, labor - invalids and social affairs, service providers for children affected by HIV/AIDS, (iv)) parents, students, teachers of educational institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Limit and proceed towards eliminating unsound customs such as child marriage, early marriage and forced marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Strengthen public services, infrastructure and social protection policies, family support and child care services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Significantly reduce all forms of violence against women and girls in public and private settings, including trafficking, sexual exploitation and other forms of exploitation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Children affected by HIV/AIDS and caregivers of children affected by HIV/AIDS are not stigmatized and discriminated against when accessing health, education and other social services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create conditions for children to express their opinions on children related issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of children with special circumstances to receive support and care to recover, integrate into the community and have opportunities for development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure helpless orphans, abandoned children, HIV/AIDS infected children, children who are victims of toxic chemicals, children with severe disabilities and children affected by natural disasters and epidemics receive social assistance and are provided with appropriate social work services from socialized resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Train teachers at all levels, with priority given to teachers of pre-school, primary and junior secondary schools in remote and ethnic minority areas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build educational infrastructure, solidifying the system of schools, primary and junior high schools, pre-schools and kindergartens, boarding schools for ethnic minorities, boarding houses and semi-boarding houses for ethnic minority children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve living conditions, create equal development opportunities for poor children, mountainous children,	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		TÍCH CỰC	NEGATIVE	
	ethnic minority children and children with special circumstances			
13. Other fields	Ensure that children fully exercise their rights and obligations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure the best interests of children in children related decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Grant legal identification to everyone, including birth registration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce the proportion of children with special circumstances in the total number of children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.10. The field of prevention and control of social vices

Table 21: List of Social and Gender Issues in the field of prevention and control of social vices

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Develop a plan to integrate and perform the task of sex work prevention and control in local socio-economic programs such as employment programs in all provinces and cities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Focus on employment generation for post-cessation drug addict, sex workers and victims of human trafficking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Focus on vocational training and employment generation for drug addicts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop integrated activities for sex workers who need to find jobs in vocational training programs for rural workers, employment programs, loan support, poverty reduction programs, etc. .. to provide them with suitable job selection opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Ensure incentives and policies for persons participating in human trafficking prevention and control, who suffer property damage in accordance with laws and regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Creating conditions for post-cessation drug addicts, sex workers and their families to be supported to access to loans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Ensure incentives and policies for persons participating in human trafficking prevention and combat who suffer loss of life and health in accordance with laws and regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Facilitate sex workers to access to information, improve knowledge and skills so that they can access to counseling and reproductive health care services, HIV infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Facilitate and enhance access to information, counseling, treatment and drug cessation services suitable to the needs and conditions of drug addicts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear, however impacts may emerge</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	Increase coverage of harm reduction interventions, care and treatment for people who illegally use narcotics and drug addicts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that drug addicts and users that management records have access to counseling, treatment and detoxification services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Ensure drug addicts, victims of human trafficking and sex workers receive vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of drug addicts at detoxification facilities to attend schools and receive and vocational training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on prevention and control of drug, sex work and human trafficking through state management of foreigners' entry, exit and travel in Vietnam, etc</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Poverty reduction	Develop a plan to integrate and perform the task of sex work prevention and control into local socio-economic programs such as poverty reduction, vocational training programs for rural workers in all provinces and cities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop a plan to integrate and perform drug addiction prevention and control tasks in local socio-economic development programs such as poverty reduction programs, loan support, vocational training, employment generation for people who have completed a drug cessation program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on propaganda, education, promotion of cultural traditions to eliminate social vices, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Promote the roles and responsibilities of individuals, families, communities, agencies and organizations in prevention and control of human trafficking, sex work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage domestic and foreign agencies, organizations and individuals to participate, cooperate, and sponsor activities on prevention and control of human trafficking and victim support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Encourage domestic individuals and organizations to establish victim support facilities in accordance with the laws and regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Highlight the responsibilities of individuals, families, agencies, organizations and the whole society in drug prevention and control.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Focus on socializing drug cessation treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Promote to build model of providing social support services for sex workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure that victims of human trafficking who return to receive community re-integration services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce stigma and discrimination against victims of human trafficking and sex workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create conditions for post-cessation drug addicts and sex workers to re-integrate into the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce stigma and discrimination against drug addicts who have completed drug cessation and re-integration programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on prevention and control of drug, sex work and human trafficking in ethnic minority areas, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Protect, receive, verify, and support victims of human trafficking in a timely and accurate manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop a plan to integrate and perform the task of sex work prevention and control into local socio-economic programs such as the program on HIV/AIDS prevention and control, and the prevention and control of human trafficking crimes in all provinces and cities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Implement harm reduction interventions on HIV/AIDS, prevent and reduce gender-based violence in sex work prevention and control in provinces and cities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage and protect individuals, families, agencies and organizations participating in the prevention and control of drug crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the effectiveness of drug cessation and post-drug cessation management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce the number of new drug addicts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Strictly manage drug addicts in the society, avoid the emergence of complicated situations, and contribute to building a safe environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce the number of people involved in sex work, especially the protection of underage persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3.11. The field of gender equality

Table 22: List of Social and Gender Issues in the field of gender equality

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	Move towards balancing the sex ratio at birth, reducing the sex imbalance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment	Create equal opportunities for men and women in human resource development; every year, in the total number of people having new jobs, ensuring at least 40% for each gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce the gender gap in the fields of economy, labor and employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the access of rural poor women and ethnic minority women to the labor market; increase the proportion of female salaried workers, female business owners and rural women under 45 years of age to receive vocational and technical training; reduce the proportion of female employees working in the agricultural sector in the total number of female workers having employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Improve the quality of female human resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure full, effective participation and equal opportunities for women's leadership at all levels of management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Asset	Increase the proportion of women in rural poor and ethnic minority areas who have the need to borrow preferential loans from employment and poverty reduction programs and official credit sources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the material welfare of female workers in order to help female workers effectively promote their professional capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Health	Ensuring gender equality in accessing and enjoying health care services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce women's average hours of unpaid housework and family care work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People experiencing domestic and gender-based violence are found to have access to at least one of the basic support services; are supported and cared at domestic violence victim support facilities; Persons who cause domestic and gender-based violence are found to be at a level that is not subject to prosecution for penal liability are counseled and consulted. Public social assistance facilities implement activities to assist, prevent and respond to gender-based violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reducing maternal mortality and adolescent birth rates; Increase the rate of pregnant women accessing to care and mother-to-child transmission prevention of HIV; reduce abortion rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Increase the proportion of pregnant women being screened for at least 04 common congenital diseases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of women of childbearing age to conveniently access to modern contraception, infertility prevention and assisted reproduction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the proportion of young men and women receiving counseling and health check-ups before marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	Develop services to respond to climate change, natural disasters, infectious diseases, and environmental disasters with regard to the different needs of each gender. Empower and improve knowledge and skills of economic activities for women in responding to climate change, natural disasters, infectious diseases and environmental disasters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Public health	Increase the proportion of provinces and centrally-run cities that have at least one health facility to provide pilot health care services for homosexual, bisexual and transgender people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	The content and form of information, education and communication on gender and gender equality must be consistent with the basic principles of gender equality, orientation and encouragement for the implementation of gender equality, and do not cause or create gender stereotypes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Incorporate the content on gender and gender equality into the curricula in the national education system and officially taught in pedagogical schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Persons in charge of information, education and communication on gender and gender equality must have knowledge about gender and gender equality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Build and upgrade friendly educational facilities for children, people with disabilities and gender equality, and provide safe, non-violent, comprehensive and effective learning environments for all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Increase the literacy rate of men and women between the ages of 15 and 40 in remote, mountainous, ethnic minority and extremely difficult areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gradually ensure the equal participation of men and women in the field of education and training; increase the proportion of newly recruited female trainees, students in the VET system; increase the proportion female masters and female doctorates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mobility	<i>Không rõ ràng về chỉ tiêu ĐGTD. Có thể sẽ phát sinh tác động với một số chính sách về bình đẳng giới trong thiết kế tính năng đặc thù cho nữ giới của phương tiện công cộng...</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
9. Poverty reduction	<i>The impact assessment indicator is not clear. Impacts may emerge from some policies on gender equality in increasing equal income for rural women and men, etc.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Cultural and traditional values	Protect and support mothers during pregnancy, childbirth and child rearing; create conditions for men and women to share housework.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Apply appropriate measures to eliminate outdated customs and practices that hinder the achievement of gender equality goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure gender equality in family life, gradually eliminate gender-based violence. In this regard, reduce the gap of time to participate in housework of women compared to men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Social and community cohesion	Eliminate gender discrimination, move towards actual gender equality between men and women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure gender equality in all fields of politics, economy, culture, society and family, especially in housework and family care; recognize housework and unpaid care work; increase public services, infrastructure and social protection policies, family support and child care services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Create equal opportunities for men and women in socio-economic development and to establish and strengthen cooperative and supportive relations between men and women in all areas of social and family life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage agencies, organizations, families and individuals to participate in activities to promote gender equality. Party organizations, authorities, administrative agencies, departments, industries and mass organizations at all levels are disseminated and updated information on gender equality and committed to implementing gender equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ensure gender equality in the field of culture and information; increase the proportion of the population having access to basic knowledge on gender equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Human trafficking victims return through handover, rescued, number of self-returned trafficked persons found to receive support and community re-integration services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Raise awareness and practice gender equality, highlight the value of girls; role and status of women in the family and society.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Develop appropriate standards and social values in order to effectively implement gender equality and eliminate the root causes of the sex ratio imbalance at birth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Support gender equality activities in remote, ethnic minority areas and areas with extremely difficult socio-economic conditions; support necessary conditions to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	increase the gender development index for sectors, fields and localities where the gender development index is lower than the national average			
	Increase the proportion of ethnic minority boys and girls completing primary and junior secondary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Other fields	Measures to promote gender equality are not considered gender discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mother protection and support policies are not considered as gender discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	The provinces and centrally-run cities shall arrange enough officials to perform the work of gender equality; establish a team of collaborators and volunteers to participate in gender equality and women's advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Cadres, civil servants and public employees working on gender equality and the advancement of women at all levels and sectors are trained at least once.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ANNEX I – COMPARISON TABLE BETWEEN THE REFERENCE LIST AND SIA/GIA HANDBOOK

	SIA/GIA Handbook	Reference list
Goals	To contribute to the enhancement of skills in integrating social and gender dimensions into the policy making process, with an emphasis on supporting the implementation of SIA and GIA activities in the PIA and/ or strategic environment assessment.	To support MOLISA when conducting SIA and GIA in the proposal to develop legal documents/projects, draft legal documents of MOLISA. Specifically, to develop tools to help the impact assessment implementers to clearly identify the stakeholders and social issues affected in each field within the state management authority of MOLISA.
Users	The SIA/GIA handbook is compiled in the form of a professional technical publication, serving a wide range of users, not necessarily just lawmakers and policy makers in state agencies but can be anyone who is interested and needs to use it to conduct analytical studies, comment, document the social and gender impacts of different policies and issues in practice.	MOLISA
Main content	Chapter 1: The Basic issues The content of this chapter includes concepts, definitions, principles and basic contents of SIA and GIA. Chapter 2: SIA process Describes and guide the SIA process and the techniques used in SIA and GIA. Chapter 3: GIA Describes and guides the specific process with important points to note in the GIA process.	Section I – List of stakeholders that are commonly affected by policies within the state management scope of MOLISA. Section II – A list of social and gender issues commonly affected by policies within the state management scope of MOLISA.
SIA indicators in each aspect	<i>Table of indicators and determination bases in the SIA</i> (Annex 3) and <i>Table of basic indicators in the SIA and GIA</i> (Annex 4) of the Handbook based on the legal documents governing respective fields, central resolutions,	The indicator table of each aspect of SIA is based on the main legal documents governing the field (usually Laws), national development programs, strategies and goals.

	SIA/GIA Handbook	Reference list
	the system of sectoral statistical indicators, national development programs, strategies and goals.	
Content related to affected stakeholders	<p>General guidance for identifying stakeholders is presented in the content of Step 3 of stage 1 (Preparation) of the <i>SIA Process before policy promulgation</i> (see details on page 33 of the Handbook). This step 3 includes 03 main contents:</p> <ul style="list-style-type: none"> * <i>Who are the stakeholders?</i> * <i>Specific related stakeholders that can be listed include: [...]</i> * <i>Things to be done when identifying stakeholders: [...]</i> <p>It is noted that stakeholders include not only those directly impacted by the policy, but also other audiences, including:</p> <p><i>“- The target group which <u>is affected by the policy.</u></i></p> <ul style="list-style-type: none"> - <i>Agencies and organizations that play a role in policy decision (Government, National Assembly, ruling Party);</i> - <i>Agencies responsible for the implementation of the policy;</i> - <i>Organized interest groups: political and social organizations;</i> - <i>Social organizations, business and occupational associations;</i> - <i>Experts, scientists and scientific organizations conducting policy counter-arguments;</i> - <i>Donor organizations, financial institutions;</i> - <i>Individuals, employees, communities and disadvantaged groups;</i> - <i>Stakeholders that are positively or negatively affected by policy changes: classified by ethnicity,</i> 	The list of affected stakeholders is divided into 11 fields under the state management authority of the MOLISA. Each field includes specific target groups that are often affected by policies in the respective field

	SIA/GIA Handbook	Reference list
	<i>religion, age, space, livelihood, or other criteria.”</i>	
SIA aspects	<p>13 aspects include:</p> <ol style="list-style-type: none"> 1. Population 2. Labor, employment 3. Poverty reduction 4. Social protection 5. Education 6. Medical and health care 7. Culture and human development 8. Environment 9. Social safety 10. Property right 11. Mobility 12. Sustainable production 13. Other social contents 	<p>13 khía cạnh bao gồm:</p> <ol style="list-style-type: none"> 1. Population 2. Employment 3. Asset 4. Health 5. Environment 6. Public health 7. Education 8. Mobility 9. Poverty reduction 10. Cultural and traditional values 11. Social and community cohesion 12. Ethnicity 13. Other fields <p>Based on:</p> <ul style="list-style-type: none"> - Decree No.34/2016/NĐ-CP, Article 6, Clause 2. - Decree No. 154/2020/NĐ-CP, Article 1, Clause 3, Point a.

Some notes and recommendations related to the use of the Reference List and the improvement of the SIA quality for MOLISA:

- The reference list can be used as a tool to implement the guidance in the SIA and GIA Handbook when identifying the stakeholders and social issues affected by the policy. In order to improve the SIA and GIA quality, MOLISA considers using a combination of the SIA and GIA Handbook and the Lists provided in this Document to ensure the correct and adequate identification of all stakeholders and social issues affected by the policy.
- The development of available tools such as the SIA and GIA Handbook or the Reference List is significant for those who implement impact assessments, but it is not mandatory and cannot be replaceable in the impact assessment process. The available tools only save time and improve the efficiency of the impact assessment process. In fact, support tools also need to be updated, modified and improved over time.
- The quality of an impact assessment report in fact greatly depends on the person in charge of the impact assessment and many other external factors such as time, funding, data sources, etc.

Therefore, the training and guidance for staff in charge of impact assessment on the impact assessment knowledge and skills (including the use of available tools such as Reference Lists) are essential. Other factors such as time, funding, data sources, etc., can also be partially overcome by measures such as planning for an impact assessment process, applying for financial support from projects, standardizing data in the fields of state management under the jurisdiction of the MOLISA, etc.

ANNEX II – EXAMPLE OF THE APPLICATION OF THE REFERENCE LIST IN THE PREPARATION OF A POLICY IMPACT ASSESSMENT REPORT

Policy: Expansion of the agreement framework between employers and employees on overtime hours.

- Policy option 1: Maintain the current policy on overtime working hours and calculation method of overtime wage.
- Policy option 2: Expand the agreement framework on total overtime working hours to a maximum of 400 hours/year.
- Policy option 3: Expand the agreement framework on total overtime working hours to a maximum of 500 hours/year.

(Compared with the original PIA report in the draft revised Labor Code dated May 30, 2019⁵)

1. Example of applying the List of affected stakeholders in identifying stakeholders affected by the policy

Original version:

Stakeholders subject to impact assessment include: (i) the State, (ii) employers' organizations (enterprises, cooperatives and other employers' organizations), (iii) Employees.

The version of using the List of affected stakeholders in the field of labor and wages:

Stakeholders subject to impact assessment include: (i) Employees, including some specific stakeholders such as female workers; (ii) Employer; (iii) The state management agency on labor, specifically the Department of Labor, War Invalids and Social Affairs (DOLISA). Details of specific affected stakeholders can be found in **Table 23** below:

Table 23: Stakeholders that are likely to be affected by the policy on Expanding the agreement framework between employers and employees on overtime working hours

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.	Employee		
1.1.	Employees working in Vietnamese enterprises, including state-owned enterprises, foreign-invested enterprises and non-public organizations (including organizations with foreign elements)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.2.	Employees working in cooperatives, unions of cooperatives, cooperative groups, farms, households (but not including housework workers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>

⁵ For details, please visit: <http://duthaonline.quochoi.vn/Pages/dsduthao/chitietduthao.aspx?id=1270>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
1.3.	Employees working under the labor contract arrangement in state agencies, including non-business organizations and socio-political organizations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.4.	Employees working as housekeepers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.5.	Sub-contracted employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.6.	Employees enter into labor contracts with many employers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.7.	Foreign employees working in Vietnam	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.8.	Some specific groups of employees: female employees, disabled employees, elderly employees, and underage employees.	<input checked="" type="checkbox"/> Specifically: Female worker	<input type="checkbox"/>
2.	Employer		
2.1.	Employers are Vietnamese enterprises, including state-owned enterprises, foreign-invested enterprises and non-public organizations (including organizations with foreign elements)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.2.	Employers are cooperatives, unions of cooperatives, cooperative groups, farms, and households	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.3.	Employers are state agencies, including non-business organizations and socio-political organizations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.4.	Employers hire or use housekeepers under labor contracts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.5.	Enterprises that sub-lease workers and parties who sub-contract workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.	Representative organization of employees and employers		
3.1.	Representative organizations of employees at all levels (for example, trade unions at all levels, organizations of employees in enterprises)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.	Representative organizations of employers (e.g. Vietnam Chamber of Commerce and Industry, Vietnam Cooperative Alliance, Vietnam Association of Small and Medium Enterprises, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.	State management agency on labor and wages		
4.1.	MOLISA, DOLISAs, District division of Labor, War invalids and Social affairs	<input checked="" type="checkbox"/> Specifically: DOLISA	<input type="checkbox"/>
5.	Other related stakeholders		
5.1.	Vocational students, apprentice	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.2.	Workers without labor relationship	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.3.	Social insurance agency	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.4.	National Wage Council	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.5.	Civil servant, public employees	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.6.	Managers, representatives of state capital, representative agency of state capital owner in state-owned enterprises	<input type="checkbox"/>	<input checked="" type="checkbox"/>

STAKEHOLDERS LIKELY TO BE AFFECTED		WHETHER TO BE AFFECTED	
		Yes	No
5.7.	Labor mediator	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.8.	Labor arbitrator	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.9.	Court	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.10.	Children, elderly persons, dependents of employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>

2. Examples of applying the List of Social Issues List in SIA and GIA of policy options

2.1. Option 1: Maintain the current policy on total overtime working hours of up to a maximum of 300 hours/year

Social impact – Original version:

For the State: The current option which allows overtime work with a limit of no more than 300 hours/year has created favorable conditions to promote business activities and increase income opportunities of employees as recommended by ILO since the Labor Code 1995 was enacted. The State and society have prepared facilities, working and living conditions for employees in particular and the people in general according to this option for more than 20 years. However, comparing this option with the case where the State does not approve overtime working hours, then there are positive and negative impacts as follows:

Positive: The option of not working overtime will increase new jobs in the society (see analysis in Options 2 and 3 below). Not working overtime will also positively affect the health of employees. As a result, the State will save social investment costs related to people's health care and entertainment.

Negative: The option of not working overtime restricts enterprises from being active in production and business, leading to a business environment that is less attractive to investment. This affects the revenue of the State and society as well as the ability to create material wealth.

For employees: Option 1 ensures the best for employees in terms of health and social security. This option provides a specific and minimum overtime framework, so it will minimize the possibility that employees will be negatively affected by overtime. In case that a particular employee could arrange personal and family matters (such as school, child care, travel, family relations, marriage opportunities, entertainment, etc.) with an average of additional 1 hour/day, then the overtime work can give them the opportunity to earn extra income of 12%/ year as analyzed above. Although the current option has many positive advantages for employees, if compared with the option of not working overtime, employees' health can be more improved when they do not have to work too hard. However, the option of not working overtime will not help employees earn extra income legally to improve their lives. No overtime work overtime may result in employees having to find other jobs for more income when they desire to improve their lives.

For employers: the current policy limits the overtime hours of not exceeding 300 hours/year, this would result in a situation where a number of employers face delayed orders or reduced production capacity⁶. The current limit of overtime is considered by the business community to reduce the flexibility and initiative of the employer in production and business activities, and simultaneously reduce the competitiveness of the Vietnam's manufacturing industry⁷. The overtime limit also reduces the competitiveness of Vietnamese enterprises in the global competition and the industrial revolution 4.0. The increasing labor costs, strict regulations on labor conditions would be likely to influence the decision to divert the investment to economies of lower labor costs, more open labor conditions or investment in automation in production to reduce dependence on labor. This would be likely to affect the possibility of job loss of employees⁸. Enabling employers to mobilize overtime hours of employees will make it possible to perform un-scheduled tasks, solve risks and unusual situations in operations, production and business.

Gender impact – Original version:

The overtime option will affect both genders equally in general terms. However, the garment and electronics are industries that have a high demand for overtime because they have to meet contracts/orders from foreign partners. The number of female workers in these industries is higher than in other sectors. Up to 80% of the female workforce works in the garment industry and 75% in the electronics industry⁹. Thus, overtime work has an impact on the female workforce in certain industries. From the above analysis data, it can be seen that Option 1 has specific gender impacts as follows:

With regard to the opportunity to exercise the rights and obligations of each gender, Option 1 with the regulation to minimize the overtime hours has created opportunities for the genders to develop their capacities. Specifically, with the limit of overtime hours as proposed by Option 1, the genders still have time to participate in self-knowledge improvement activities or other social activities. However, compared to the case of no overtime work, the opportunity and time available for genders to take care of and improve themselves will be reduced.

For the conditions for exercising the rights and obligations of each gender, including: legal conditions, conditions on organizational apparatus and human resources, financial conditions (from the State, organizations, people, etc.), Option 1 has provided the necessary contents to ensure gender equality. In addition to meeting the legal requirements, minimizing the overtime hours will create conditions for employees of any gender who need time to take care of themselves and their families, participate in other additional activities outside the scope of work. Therefore, the policy proposed in Option 1 will not increase the arising needs for utility

⁶ Vietnam Business Forum, Human resource sub-working group position paper, 2014, pages 3-4.

⁷ Recommendation of Japan Business Association at Vietnam Business Forum midterm 2017, <http://tuoitre.vn/khoi-doanh-nghiep-nhat-de-nghi-khong-tang-luong-tang-gio-lam-1333110.htm>, 2017.

⁸ International Labor Organization (ILO), Southeast Asia in transition – How technology is changing jobs and enterprises (2016).

⁹ Workers' right consortium, Labor Right violations in Vietnam's Export Manufacturing Sector, page 12, 2013.

services (housekeeping services, babysitting, etc.) or health care services because the time for employees to perform the above tasks has been guaranteed. Thus, Option 1 will not create new conditions on organizational structure, resources and financial conditions for the target groups of State, other organizations and citizens.

Regarding the capacity to exercise rights and obligations of each gender, minimizing overtime hours helps employees of all genders have time to take care of themselves and their families, participate in complementary activities outside the scope of work (for example, taking extra lessons, participating in training programs to improve life skills, participating in physical training and sports courses, etc.).

For the enjoyment of the rights and benefits of each gender, Option 1 will help employees of all genders have the opportunity to exercise their rights and obligations in a better way than the other options of this Policy but it is not as guaranteed as in the case where employees do work overtime.

The version that uses the List of Social Issues in the field of labor and wages:

Social and gender impacts of Option 1 are summarized in **Table 24** below:

Table 24: Social and gender issues likely to be affected by Option 1 - Maintain the current policy on total overtime hours up to a maximum of 300 hours/year

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSIT IVE	NEGA TIVE	
1. Population	Develop and distribute human resources, reasonably distribute labor by region	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Employment	Create favorable conditions for job generation, self-employment, vocational training and vocational learning to get a job	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create favorable conditions for labor intensive production and business activities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Reduce unemployment rate, underemployment rate, youth unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Improve labor productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Incentives for employees with high professional and technical qualifications to meet the requirements of the industrial revolution, the cause of industrialization and modernization of the country	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Develop the labor market, diversify forms of connecting labor supply and demand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure equal rights of female and male workers, ensure gender equality, prevent and combat sexual harassment at work places	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure labor rights and self-employment generation of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Protect female workers, employees with disabilities, elderly workers, and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Eliminate forced labor, prevent and abolish child labor in all its forms (reducing the proportion of child labor and underage persons aged 5-17)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Asset	The right to be paid directly, fully and on due time, without being interfered with in the self-determination of salary expenditure of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create opportunities to increase income for employees	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Narrow the wage gap between female and male workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure the regional minimum wage suitable to the socio-economic development situation, the capability of enterprises to pay, ensure the minimum standard of living of employees and their families	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Health	Assign jobs suitable to the health of underage workers to ensure physical, intellectual and personality development; care about the health of underage employees during the working process	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Improve working conditions, ensure and take care of the health of employees, especially female employees, employees with disabilities, and elderly employees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Public health	Save social investment costs related to employee health care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Education	Train and improve professional qualifications and skills for employees, especially female and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create opportunities for underage workers to learn, vocational education, training, re-training, and improve occupational qualification and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Diversity many types of training favorable for female workers to have more backup jobs and suitable to women's physical, physiological and maternal functions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Significantly increase the number of workers with skills suitable to the needs of the labor market to get good jobs and manage businesses (increasing the proportion of trained workers, the proportion of workers with information technology skills).	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure equal access to education and training and vocational training for vulnerable people, including people with disabilities, children in vulnerable situations (increasing the proportion of people with disabilities who are still able to work to participate appropriate vocational training.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
8. Mobility	<i>The impact assessment indicator is not clear</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9. Poverty reduction	Increase income of farm workers (increasing income per capita in rural areas)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10. Cultural and traditional values	Encourage and provide appropriate incentives for employers who create jobs and admit employees with disabilities to work, and employers who employ many female workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11. Social and community cohesion	Ensure the principles of voluntariness, goodwill, equality, cooperation, respect for the legitimate rights and interests of the parties in the labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Build progressive, harmonious and stable labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Manage labor in accordance with the law, democracy, fairness, civilization and enhance social responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Facilitate and help female employees effectively promote their professional capability, harmoniously combine the work and family life	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Ensure equal access to education and training, vocational training for vulnerable people, including ethnic minorities (increasing the proportion of trained ethnic minority workers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13. Other fields	Ensure the legitimate rights and interests of employees and employers, such as the employer's autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure equality in housework and family care; recognize unpaid housework and care (reducing the proportion of time spent on unpaid housework and family care)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Amongst the three options, Option 1 - Keeping the current policy on total overtime hours up to a maximum of 300 hours/year is having a positive impact that is superior to Option 2 and Option 3 on ensuring and health care for employees because it has the least maximum overtime hours amongst the 3 options. In this regard, Option 1 will also help save social investment costs related to employee health care. Compared with the other two remaining options, Option 1 also helps to reduce the number of unemployed workers because the employer is required to recruit more workers, especially in the labor-intensive industries, to meet the requirements of orders in the context where the law limits the maximum number of overtime hours to 300 hours/year.

However, Option 1 is creating certain limitations in terms of not creating favorable conditions for a number of labor-intensive production and business industries such as garment and electronics. The current limit of overtime hours is considered by the business community to reduce the flexibility and initiative of the employers in production and business activities, and

simultaneously reduce the competitiveness of the Vietnam's manufacturing industry¹⁰. The current limit of overtime hours also reduces the competitiveness of Vietnamese enterprises in the current period of global competition and the industrial revolution 4.0. The increasing labor costs, strict regulations on labor conditions would be likely to influence the decision to divert the investment to economies of lower labor costs, more open labor conditions or investment in automation in production to reduce dependence on labor. This would be likely to affect the possibility of job loss of employees¹¹. Enabling employers to mobilize overtime hours of employees will make it possible to perform un-scheduled tasks, solve risks and unusual situations in operations, production and business. It should also be noted that limiting the number of overtime hours to 300 hours/year as in Option 1 may also limit the opportunity to increase income for a part of employees who have the need to work overtime.

In terms of gender, Option 1 is likely to create different impacts between men and women because labor-intensive production and business industries that have high demand for overtime hours to meet requirements of contracts/orders of foreign partners - such as garment and electronics employ a lot of female workers. The number of female workers working in these industries is very high, accounting for 80% of the workforce in the garment industry and 75% in the electronics industry¹². Option 1 therefore has certain differential impacts from a gender perspective. In this regard, the impacts of Option 1 on employees (including both positive and negative impacts) will be more apparent for female employees. Specifically, Option 1 will help ensure the health of female employees, help female workers have more time to take care of themselves and their families, participate in social activities, and help harmoniously combine working life and family life. However, Option 1 will also limit the opportunity to have more income from overtime work for a part of female workers who desire to increase their income by working overtime.

2.2. Option 2: Expand the agreement framework on maximum overtime hours to 400 h/year

Social impacts – Original version:

For the State: increasing overtime hours affects the health of employees and increases the demand for social services (health check-ups, looking for babysitters, finding housekeepers, etc.). The above effects of Option 2 would result in increasing cost for the State to build facilities to meet the increasing demand of social services. In addition, Option 2 is likely to increase the number of unemployed workers, especially in the labor-intensive industries. Maximum overtime of 400 hours/year will affect 16% of working hours for new employees.

¹⁰ Recommendation of Japan Business Association at Vietnam Business Forum midterm 2017, <http://tuoitre.vn/khoi-doanh-nghiep-nhat-de-nghi-khong-tang-luong-tang-gio-lam-1333110.htm>, 2017.

¹¹ International Labor Organization (ILO), Southeast Asia in transition – How technology is changing jobs and enterprises (2016).

¹² Workers' right consortium, Labor Right violations in Vietnam's Export Manufacturing Sector, page 12, 2013.

This requires the State to put in place appropriate policies to re-distribute labor and increase the number of jobs.

For employers: expanding the overtime framework to a maximum of 400 hours/year will help the employer to be more active in distributing workers and increase working hours to ensure orders to be delivered on due dates.

Option 2 also helps employers limit the situation of having to recruit more seasonal workers to fulfill orders as required. The pressure on streamlining production to improve competitiveness is also reduced when the employer has the autonomy to actively distribute labor with their schedule.

For employees: the positive impacts of Option 2 on employees are mainly reflected in the group of young workers (accounting for 49.5% of the total workforce). This group of employees has the need to work overtime to increase their income and they have the conditions to negotiate flexibly with the employer on the overtime policy.

However, the negative impacts of Option 2 on employees in general are long-term effects on health and social life. Increasing the number of overtime hours will affect the health of workers, the number of occupational accidents may increase. Some common signs of health deterioration in overtime workers can be listed as back pain, headache, shoulder pain, hand pain, eye strain, stomachache, kidney stones, leg pain, etc.

Increasing overtime to a maximum of 400 hours/year will result in longer travel time. This makes it difficult for employees with small children who are not yet capable of self-management, participating in traffic and taking care of themselves. Employees must use after-hours services of schools, kindergartens or ask for help from family members. This will result in additional costs for employees. If employees work too much overtime, it will affect the cohesion in the family and community. Children are affected because they do not receive adequate care from their parents. The elderly are also affected by the lack of care from their children. This also affects the quality of the population of Vietnam. In addition, the time that employees can use to take care of their families, participate in social relationships, learning activities to improve skills, qualifications, entertainment or access to public services will be reduced¹³.

The extension of the overtime framework will affect the recruitment of new workers. Additional 400 hours/year will affect 16% of working hours of new employees.

Gender impacts – Original version:

With regard to the opportunity to exercise the rights and obligations of each gender, Option 2 will reduce the opportunity for employees to enjoy entertainment and access to public services and may increase occupational diseases and deteriorate the worker's health, especially women when 80% of female workers work in the garment industry and 75% in the electronics industry as mentioned in the section of problem identification. In addition, employees will also

¹³ Workers' right consortium, Labor Right violations in Vietnam's Export Manufacturing Sector, page 13, 2013.

have less time to spend on marriage, taking care of family life, improving qualifications and skills, etc.

Regarding the conditions for exercising the rights and obligations of each gender, Option 2 is also likely to increase financial pressure on the State, organizations and people because these stakeholders have to directly or indirectly meet the increasing demand for utility services and health care services.

Regarding the capacity to exercise rights and obligations of genders, because each gender is different in physical characteristics, health and social relations, therefore the increase in overtime will have a less favorable impact on women and stakeholders in disadvantaged groups (who are likely to have less advantages than men in terms of physical fitness and health). Thus, employees of all genders do not have the opportunity to equally develop their capacity.

For the enjoyment of the rights and benefits of each gender, Option 2 may further increase the number of unemployed workers, especially female workers in the labor-intensive industries.

The version of using the List of Social Issues in the field of labor and wages:

Social and gender impacts of Option 2 are summarized in **Table 25** below:

Table 25: Social and gender issues likely to be impacted by Option 2 – Extend the agreement framework on overtime hours to a maximum of 400 hours/year

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
1. Population	Develop and distribute human resources, reasonably distribute labor by region	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Employment	Create favorable conditions for job generation, self-employment generation, vocational training and vocational learning to get a job	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create favourable conditions for labor intensive production and business activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduce unemployment rate, underemployment rate, youth unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Improve labour productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Provide incentives for employees with high professional and technical qualifications to meet the requirements of the industrial revolution, the cause of industrialization and modernization of the country	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Develop the labor market, diversify forms of labor supply and demand connection	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure equal rights of female and male workers, ensure gender equality, prevent and combat sexual harassment in workplaces	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Ensure labor rights and self-employment generation of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Protect female workers, employees with disabilities, elderly workers, and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Eliminate forced labor, prevent and abolish child labor in all its forms (reducing the proportion of child labor and underage worker aged 5-17)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Asset	The right to be paid directly, fully and on due time, without being interfered in the self-determination of salary expenditure of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create opportunities to increase income for employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Narrow the wage gap between female and male workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure the regional minimum wage suitable to the socio-economic development situation, the capability of enterprises to pay, ensure the minimum standard of living of employees and their families	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Health	Assign jobs suitable to the health of underage workers to ensure physical, intellectual and personality development; care about the health of underage employees during the working process	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Improve working conditions, ensure and take care of the health of employees, especially female employees, employees with disabilities, and elderly employees.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Environment	<i>The impact assessment indicator is not clear</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Public health	Save social investment cost related to employee health care	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Education	Train and improve professional qualifications and skills for employees, especially female and underage workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Create opportunities for underage workers to learn, vocational education, training, re-training, and improve occupational qualification and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Diversity many types of training favorable for female workers to have more backup jobs and suitable to women's physical, physiological and maternal functions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Significantly increase the number of workers with skills suitable to the needs of the labor market to get good jobs and manage businesses (increasing the proportion of trained workers, the proportion of workers with information technology skills).	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

FIELD OF IMPACT	IMPACT ASSESSMENT INDICATORS	HAVE IMPACT		NO IMPACT
		POSITIVE	NEGATIVE	
	Ensure equal access to education and training and vocational training for vulnerable people, including people with disabilities, children in vulnerable situations (increasing the proportion of people with disabilities who are still able to work to participate in appropriate vocational training.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8. Mobility	<i>The impact assessment indicator is not clear</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9. Poverty reduction	Increase income of farm workers (increasing income per capita in rural areas)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10. Cultural and traditional values	Encourage and provide appropriate incentives for employers who create jobs and admit employees with disabilities to work, and employers who employ many female workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11. Social and community cohesion	Ensure the principles of voluntariness, goodwill, equality, cooperation, respect for the legitimate rights and interests of the parties in the labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Build progressive, harmonious and stable labor relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Manage labor in accordance with the law, democracy, fairness, civilization and enhance social responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Facilitate and help female employees effectively promote their professional capability, harmoniously combine the work and family life	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
12. Ethnic policy	Ensure equal access to education and training, vocational training for vulnerable people, including ethnic minorities (increasing the proportion of trained ethnic minority workers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13. Other fields	Ensure the legitimate rights and interests of employees and employers, such as the employer's autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Ensure equality in housework and family care; recognize unpaid housework and care (reducing the proportion of time spent on unpaid housework and family care)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Compared with Option 1, Option 2 has positive effects in creating favorable conditions for a number of labor-intensive production and business industries such as garment and electronics. Option 2 will partly help the employer overcome the difficulty of overtime limit according to current regulations, helping to increase the flexibility and initiative of the employer in production and business activities, thereby increase the competitiveness of Vietnam's manufacturing industry¹⁴, helping reduce the risk of job loss for employees since employers

¹⁴ Recommendation of Japan Business Association at Vietnam Business Forum midterm 2017, <http://tuoitre.vn/khoi-doanh-nghiep-nhat-de-nghi-khong-tang-luong-tang-gio-lam-1333110.htm>, 2017.

continue to operate in the Vietnamese market. It is also noted that increasing the number of overtime hours at 400 hours/year as in Option 2 may also increase the opportunity for additional income for a part of employees who have the need to work overtime.

However, compared to Option 1, Option 2 has negative impacts on taking care of employees' health when the maximum number of overtime hours increases by 100 hours/year. Increasing the number of overtime hours will affect the health of employees. Some common signs of health deterioration in overtime workers can be listed as back pain, headache, shoulder pain, arm pain, eye strain, stomachache, etc. Accordingly, Option 2 will increase social investment costs related to employee health care. Compared with Option 1, Option 2 is also likely to increase the number of unemployed workers because the employer will reduce the recruitment of more workers, especially in the labor-intensive industries, to meet the requirements of orders due to the overtime limit, which has been increased by 100 hours/year. Specifically, the increase to a maximum of 400 overtime hours per year will affect 16% of working hours for new employees.

In terms of gender, Option 2 is likely to create different impacts between men and women because, as mentioned in Option 1, labor-intensive production and business industries that have high demand for overtime due to the requirements to fulfill contracts/orders of foreign partners - such as garment and electronics employ a lot of female workers. Accordingly, the impacts of Option 2 on employees (including both positive and negative impacts) will be more apparent for female employees. Specifically, Option 2 will help increase the opportunity to earn more income from overtime work for a part of female workers who have the need to increase their income by working overtime.

However, Option 2 has a negative impact on ensuring the health of female workers, reducing the time for female workers to take care of themselves, their families, and participate in social activities, affecting the harmonization between working life and family life. It would also be noted that even in the case of having additional income from part-time work, female workers may also incur costs to use social services such as hiring maids, babysitters, etc.

2.3. Option 3: Expand the agreement framework of overtime hours to a maximum 500 hours/ year

Social impacts – Original version:

The social impacts of Option 3 are similar to those of Option 2.

For the State, the more open the overtime framework is extended, the greater the impact on the unemployment rate would be. An increase of up to 500 hours/year will affect 20% of working hours for new employees. In addition, the State must also increase investment and management of public services or social security services.

For employers: Option 3 will deliver positive impacts, create conditions for employers to be more flexible in production and business activities and increase their competitiveness in the market.

For employees: Option 3 delivers both positive and negative impacts. For young workers, Option 3 gives them the opportunity to increase their income to improve the lives of themselves and their families. However, the negative impact on this group of stakeholder is more apparent. Increasing overtime hours may result in less opportunities to learn and improve skills and qualifications, reducing opportunities to enjoy entertainment and access to public services, and increasing risks of occupational diseases and health deterioration¹⁵.

Increasing the overtime to a maximum of 500 hours/year, on average, employees have to additionally work 2.5 hours/day. This makes it difficult for employees with small children who are not yet capable of self-management, participating in traffic and taking care of themselves. Employees must use after-hours services of schools, kindergartens or help from family members. This would result in additional costs for employees. Thus, the additional income will not fully serve the purpose of improving the quality of life of employees, but may be reduced to pay for the above services.

Gender impacts – Original version:

As for the opportunity to exercise the rights and obligations of each gender, this option does not accommodate the problem of gender inequality (for women and disadvantaged groups) when working overtime, including: health/ physical fitness, possibility to participate in other activities for personal life, etc.

Regarding the conditions for exercising the rights and obligations of each gender, Option 3 also increases the pressure on financial conditions on the State, organizations and people because these stakeholders have to directly or indirectly meet the increasing demand for utility services and health care services.

Regarding the capacity to exercise rights and obligations of each gender, because each gender is different physical characteristics, health and social relationships, the increase in the overtime framework will have less favorable impacts on women and disadvantaged groups (who have less advantages than men in terms of physical fitness and health).

Regarding the enjoyment of the rights and benefits of each gender, similar to Option 2, Option 3 will not help employees of all genders enjoy their rights and obligations in a full and reasonable manner.

The version of using the List of Social Issues in the field of labor and wages:

The social and gender impacts of Option 3 are basically similar to those of Option 2. Option 3 only increases the level of impacts (both positive and negative) compared to Option 2 due to the increasing overtime framework by 200 hours/year versus the current regulations. Typically, Option 3 will affect 20% of working hours for new employees (compared to the corresponding proportion of 16% of Option 2).

¹⁵ Workers' right consortium, Labor Right violations in Vietnam's Export Manufacturing Sector, page 13, 2013.

Note: *The incorporation of the reference table in the main body of the Impact Assessment Report may increase the size of the Report, therefore, it may be considered to move the reference tables into the annex of the Impact Assessment Report to make it convenient for readers in the process of observing the content of the Report.*

ANNEX III – BASIS FOR THE DEVELOPMENT OF THE REFERENCE LIST

1. Resolution No.21-NQ/TW dated October 25, 2017 of the Party Central Committee, tenure 12th, on population work in the new situation;
2. Directive No.36/CT-TW dated August 16, 2019 of the Central Party Committee on strengthening and improving the effectiveness of drug prevention, combat and control;
3. Resolution No.93/2015/QH13 dated June 22, 2015 of the National Assembly on the implementation of one-off social insurance for employees;
4. Law on Drug Prevention and Control, 2003;
5. Ordinance on prevention and combat of prostitution, 2003;
6. Law on Vietnamese employees working abroad under contract, 2006;
7. Law on Gender Equality, 2006;
8. Law on Elderly, 2009;
9. Law on Persons with Disabilities, 2010;
10. Law on Prevention and Combat of Human Trafficking, 2011;
11. Law on Employment, 2013;
12. Law on Vocational Education, 2014;
13. Law on Social Insurance, 2014;
14. Law on Occupational Health and Safety, 2015;
15. Law on Children, 2016;
16. Labour Law, 2019
17. Ordinance on incentives for devotees to the Revolution, 2020;
18. Resolution No.30a/2008/NQ-CP dated December 27, 2008 of the Government on the program to support rapid and sustainable poverty reduction for 61 poor districts;
19. Resolution No.107/NQ-CP dated August 6, 2018 of the Government on the Government's Action Program to implement Resolution No.27-NQ/TW dated May 21, 2018 of the Seventh Conference of the Central Party Committee, tenure 12th on reforming salary policies for cadres, civil servants, public employees, armed forces and employees in enterprises;
20. Resolution No.42/NQ-CP dated April 9, 2020 of the Government on measures to support people facing difficulties due to the Covid-19 pandemic;
21. Resolution No.154/NQ-CP dated October 19, 2020 of the Government amending Resolution No.42/NQ-CP on measures to support people facing difficulties due to the Covid-19 pandemic;
22. Directive No.18/CT-CP dated April 13, 2020 of the Government on strengthening solutions to prevent and combat violence and child abuse;
23. Decree No.33/1998/ND-CP dated May 23, 1998 of the Government providing for the establishment of the Directorate of Vocational Education and Training under the Ministry of Labor, War Invalids and Social Affairs;
24. Decree No.23/1999/ND-CP dated April 15, 1999 of the Government stipulating the regime for soldiers and cadres going to battlefields B, C, and K during the anti-American war

- period without relatives to directly nurture and soldiers and cadres dispatched by the Party to stay in the South after the 1954 Geneva Agreement;
25. Decree No.147/2003/ND-CP dated December 2, 2003 of the Government stipulating conditions and procedures for licensing and managing the operation of voluntary drug cessation facilities;
 26. Decree No.135/2004/ND-CP dated June 10, 2004 of the Government on regulations on application of measure of admission to medical treatment facilities, organization of operation of medical treatment facilities in accordance with the Ordinance on Handling of Administrative Violations and the regime applicable to under-juveniles and those who volunteer to detoxify in medical treatment facilities;
 27. Decree No. 178/2004/ND-CP dated October 15, 2004 of the Government detailing the implementation of a number of articles of the Ordinance on Prevention and Control of Prostitution;
 28. Decree No.178/2004/ND-CP dated October 15, 2004 of the Government detailing the implementation of a number of articles of the Ordinance on Prevention and Control of Prostitution;
 29. Decree No.70/2008/ND-CP dated June 4, 2008 of the Government detailing the implementation of a number of articles of the Law on Gender Equality;
 30. Decree No.48/2009/ND-CP dated May 19, 2009 of the Government on measures to ensure gender equality;
 31. Decree No.55/2009/ND-CP dated June 10, 2009 of the Government on sanctioning of administrative violations on gender equality;
 32. Decree No.94/2009/ND-CP dated October 26, 2009 of the Government detailing the implementation of the Law on amendment and supplement of a number of articles of the Law on drug prevention and control on post-drug cessation management;
 33. Decree No.94/2010/ND-CP dated September 9, 2010 of the Government on regulations on home-based and community-based drug cessation;
 34. Decree No.06/2011/ND-CP dated January 14, 2011 of the Government guiding the Law on the Elderly;
 35. Decree No.61/2011/ND-CP dated July 26, 2011 of the Government amending and supplementing a number of articles of the Government's Decree No.135/2004/ND-CP dated June 10, 2004 stipulating the application of the measures of admission to medical treatment facilities, organization of operations of the medical treatment facility in accordance with the Ordinance on Handling of Administrative Violations, and the regime applicable to under-juveniles and those who volunteer to detoxify in medical treatment facilities;
 36. Decree No.94/2011/ND-CP dated October 18, 2011 of the Government amending and supplementing a number of articles of the Government's Decree No.147/2003/ND-CP dated December 2, 2003 providing for regulations on conditions and procedures for licensing and managing the operation of voluntary drug cessation facilities;
 37. Decree No.28/2012/ND-CP dated October 4, 2012 of the Government detailing and guiding the implementation of a number of articles of the Law on Persons with Disabilities;
 38. Decree No.09/2013/ND-CP dated October 11, 2013 of the Government guiding the Law on prevention and combat of human trafficking;

39. Decree No.31/2013/ND-CP dated April 9, 2013 of the Government detailing and guiding the implementation of a number of articles of the Ordinance on Incentives for devotees to the revolution;
40. Decree No.43/2013/ND-CP dated May 10, 2013 of the Government detailing the implementation of Article 10 of the Law on Trade Unions regarding the rights and responsibilities of trade union members in representing and protecting legitimate and legal rights and interests of employees;
41. Decree No.144/2013/ND-CP dated October 29, 2013 of the Government providing for sanctioning of administrative violations in the field of social protection and relief, and the protection and care of children;
42. Decree No.136/2013/ND-CP dated October 21, 2013 of the Government stipulating social assistance policies for social protection beneficiaries;
43. Decree No.144/2013/ND-CP dated October 29, 2013 of the Government providing for sanctioning of administrative violations in the field of social protection, relief and protection and care of children;
44. Decree No.167/2013/ND-CP dated November 12, 2013 of the Government providing for sanctioning of administrative violations in the field of security, social order and safety; prevention and combat of social vices; fire prevention and fighting; prevention and control of domestic violence;
45. Decree No.221/2013/ND-CP dated December 30, 2013 of the Government stipulating the the application of administrative handling measures applicable to compulsory drug cessation in facilities;
46. Decree No.53/2014/ND-CP dated May 26, 2014 of the Government stipulating that state management agencies collect opinions from representative organizations of employees and representative organizations of employers in the formulation of policies and laws on labor and issues of labor relations;
47. Decree No.87/2014/ND-CP dated September 22, 2014 of the Government providing for the attraction of individuals working in the fields of science and technology, who are overseas Vietnamese and foreign experts participating in science and technology activities in Vietnam;
48. Decree No.28/2015/ND-CP dated December 3, 2015 of the Government detailing the implementation of a number of articles of the Employment Law regarding the unemployment insurance;
49. Decree No.31/2015/ND-CP dated March 24, 2015 of the Government detailing the implementation of a number of articles of the Employment Law regarding the assessment and issuance of national vocational skill certificates;
50. Decree No.61/2015/ND-CP dated July 9, 2015 of the Government regulating policies to support job generation and the National Employment Fund;
51. Decree No.63/2015/ND-CP dated July 22, 2015 of the Government providing for policies for redundant employees when reorganizing State-owned single-member liability limited companies;
52. Decree No.79/2015/ND-CP dated September 14, 2015 of the Government stipulating the sanction of administrative violations in the field of vocational education;

53. Decree No.113/2015/ND-CP dated October 9, 2015 of the Government stipulating special allowances, preferential allowances, work responsibility allowances and hard, hazardous and dangerous allowances for teachers in public vocational education institutions;
54. Decree No.115/2015/ND-CP dated November 11, 2015 of the Government detailing a number of articles of the Law on Social Insurance on compulsory social insurance;
55. Decree No.134/2015/ND-CP dated December 29, 2015 of the Government detailing a number of articles of the Law on Social Insurance regarding voluntary social insurance;
56. Decree No.21/2016/ND-CP dated March 31, 2016 of the Government stipulating the performance of specialized inspection function on the contribution of social insurance, unemployment insurance and health insurance of the social insurance agency;
57. Decree No.26/2016/ND-CP dated April 6, 2016 of the Government providing for subsidy and allowances for civil servants, public employees and employees working at facilities managing drug addicts, drug addicts after cessation and public social assistance establishments;
58. Decree No.39/2016/ND-CP dated May 15, 2016 of the Government guiding the Law on Occupational Health and Safety;
59. Decree No.44/2016/ND-CP dated May 15, 2016 of the Government detailing a number of articles of the Law on Occupational Health and Safety on technical safety inspection, occupational safety and health training and working environment monitoring;
60. Decree No.51/2016/ND-CP dated June 13, 2016 of the Government regulating labor management, salary and bonus for employees working in single-member liability limited companies where the State holds 100% of charter capital;
61. Decree No.52/2016/ND-CP dated June 13, 2016 of the Government regulating salary, remuneration and bonus for managers of single-member liability limited companies where the State holds 100% charter capital;
62. Decree No.53/2016/ND-CP dated June 13, 2016 of the Government regulating labor, salary, remuneration and bonus in joint stock companies with the dominant capital contribution of the State;
63. Decree No.55/2016/ND-CP dated June 15, 2016 of the Government on the adjustment of pension, allowances for loss of working capacity, monthly subsidy and subsidy for pre-school teachers with work duration before 1995;
64. Decree No.136/2016/ND-CP dated September 19, 2016 of the Government amending and supplementing a number of articles of Decree No.221/2013/ND-CP dated December 30, 2013 of the Government regulating the application of administrative handling measures sending to compulsory detoxification facilities;
65. Decree No.143/2016/ND-CP dated October 14, 2016 of the Government stipulating conditions for investment and operation in the field of vocational education;
66. Decree No.166/2016/ND-CP dated December 24, 2016 of the Government regulating electronic transactions in the fields of social insurance, health insurance and unemployment insurance;
67. Decree No.56/2017/ND-CP dated May 9, 2017 of the Government guiding the Law on Children;
68. Decree No.76/2017/ND-CP dated June 30, 2017 of the Government on the adjustment of pension, social insurance allowance and monthly allowance;

69. Decree No.103/2017/ND-CP dated September 12, 2017 of the Government regulating the establishment, organization, operation, dissolution and management of social assistance facilities;
70. Decree No.126/2017/ND-CP dated November 16, 2017 of the Government on transformation of state-owned enterprises and single-member liability limited companies with 100% charter capital invested by state-owned enterprises into joint stock company;
71. Nghị định số 49/2018/NĐ-CP ngày 30/03/2018 của Chính phủ quy định về kiểm định chất lượng giáo dục nghề nghiệp;
72. Decree No.24/2018/ND-CP dated February 27, 2018 of the Government stipulating the settlement of complaints and denunciations in the field of labor, vocational education, and recruitment of Vietnamese workers to work abroad under contract, employment, occupational health and safety;
73. Decree No.49/2018/ND-CP dated March 30, 2018 of the Government regulating the audit of vocational education quality;
74. Decree No.80/2018/ND-CP dated May 17, 2018 of the Government amending and supplementing a number of articles of the Government's Decree No.147/2003/ND-CP dated December 2, 2003 regulating regulations on conditions and procedures for granting licenses and managing operations of voluntary drug cessation facilities; Decree No.135/2004/ND-CP dated June 10, 2004 of the Government stipulating the application of the measure of admission to medical treatment facilities and organization of operation of medical treatment facilities according to the Ordinance on Handling of Administrative Violations and measures applicable to under-juveniles and and those who volunteer to detoxify in medical treatment facilities
75. Decree No.88/2018/ND-CP dated June 15, 2018 of the Government on adjustment of pension, social insurance allowance and monthly allowance;
76. Decree No.140/2018/ND-CP dated October 8, 2018 of the Government amending and supplementing Decrees related to business investment conditions and administrative procedures within the scope of state management country of the Ministry of Labor - Invalids and Social Affairs;
77. Decree No.143/2018/ND-CP dated October 15, 2018 of the Government detailing the Law on Social Insurance and the Law on Occupational Health and Safety on compulsory social insurance for employees which are foreign citizens working in Vietnam;
78. Decree No.153/2018/ND-CP dated November 7, 2018 of the Government stipulating the policy on pension adjustment for female employees starting to receive pension in the period from 2018 to 2021 with social insurance contribution duration from full 20 years to 29 years and 6 months;
79. Decree No.15/2019/ND-CP dated February 1, 2019 of the Government detailing a number of articles and measures to implement the Law on Vocational Education;
80. Decree No.44/2019/ND-CP dated May 20, 2019 of the Government on the adjustment of pension, social insurance allowance and monthly allowance;
81. Decree No.58/2019/ND-CP dated July 1, 2019 of the Government on regulations on level of allowance and preferential allowances for devotes to the revolution;
82. Decree No.74/2019/ND-CP dated September 23, 2019 of the Government amending and supplementing a number of articles of the Government's Decree No.61/2015/ND-CP

- dated July 9, 2015 stipulating on policies to support job generation and the National Employment Fund;
83. Decree No.90/2019/ND-CP dated November 15, 2019 of the Government stipulating the regional minimum wages for employees working under labor contracts;
 84. Decree No.20/2020/ND-CP dated February 17, 2020 of the Government on pilot management of labor, wage and bonus for a number of economic groups and state-owned corporations;
 85. Decree No.38/2020/ND-CP dated April 3, 2020 of the Government detailing the implementation of a number of articles of the Law on Vietnamese employees working abroad under contracts;
 86. Decree No.58/2020/ND-CP dated May 27, 2020 of the Government on regulations on compulsory social insurance contribution to the Insurance Fund for occupational accidents and diseases;
 87. Decree No.61/2020/ND-CP dated May 29, 2020 of the Government amending and supplementing a number of articles of Decree No.28/2015/ND-CP dated March 12, 2015 of the Government detailing the implementation of a number of articles of the Employment Law regarding unemployment insurance;
 88. Decree No.84/2020/ND-CP dated July 17, 2020 of the Government detailing a number of articles of the Law on Education;
 89. Decree No.88/2020/ND-CP dated July 28, 2020 of the Government guiding the Law on Occupational Health and Safety on compulsory insurance of occupational accidents diseases;
 90. Decree No.110/2020/ND-CP dated September 15, 2020 of the Government stipulating the commendation regime for pupils, students and students who win prizes in national and international competitions;
 91. Decree No.145/2020/ND-CP dated December 14, 2020 of the Government guiding the Labor Code on labor conditions and labor relations;
 92. Decree No.152/2020/ND-CP dated December 30, 2020 of the Government regulating foreign employees working in Vietnam and recruiting and managing Vietnamese employees working for foreign organizations, individuals in Vietnam;
 93. Decree No.20/2021/ND-CP dated March 15, 2021 of the Government providing for social assistance policies for beneficiaries of social protection;
 94. Decree No.23/2021/ND-CP dated March 19, 2021 of the Government guiding Clause 3, Article 37 and Article 39 of the Employment Law on employment service centers and employment service enterprises;
 95. Decision No.67/1998/QD-TTg dated March 26, 1998 of the Prime Minister on the transfer of state management tasks on training from the Ministry of Education and Training to the Ministry of Labor and War Invalids and Society;
 96. Decision No.182/2004/QD-TTg dated October 15, 2004 of the Prime Minister on the calculation of working time to enjoy the social insurance regime for health workers in communes, wards and townships. ;
 97. Decision No.313/2005/QD-TTg dated December 2, 2005 of the Prime Minister on a number of regimes for people living with HIV/AIDS and those who directly manage, treat and care for people infected with HIV/AIDS in public social protection facilities;

98. Decision No.144/2007/QD-TTg dated August 31, 2007 of the Prime Minister on the establishment, management and use of the Overseas Employment Support Fund;
99. Decision No.114/2008/QD-TTg dated August 22, 2008 of the Prime Minister on consolidating the National Committee for the Advancement of Women in Vietnam;
100. Decision No.84/2009/QD-TTg dated June 4, 2009 of the Prime Minister approving the National Action Plan for children affected by HIV/AIDS to 2010 and the vision to 2020. ;
101. Decision No.121/2009/QD-TTg dated October 9, 2009 of the Prime Minister on the operation mechanism of vocational training institutions under the Ministry of National Defense and policies to support demobilized soldiers in vocational training;
102. Decision No.32/2010/QD-TTg dated March 25, 2010 of the Prime Minister approving the plan on development of social work occupation for the period 2010 - 2020;
103. Decision No.613/2010/QD-TTg dated June 5, 2010 of the Prime Minister on the monthly allowance for those who have actual working duration from 15 years to less than 20, whose benefit period of allowance for loss of working capacity has expired;
104. Decision No.2351/QD-TTg dated December 24, 2010 of the Prime Minister approving the National Strategy on Gender Equality for the 2011-2020 period;
105. Decision No.1001/QD-TTg dated June 27, 2011 of the Prime Minister approving the “National Strategy for Drug Prevention, Combat and Control in Vietnam to 2020 and Orientation to 2030”
106. Decision No.40/2011/QD-TTg dated July 27, 2011 of the Prime Minister on regulations on the regime for volunteer youth who have completed their tasks in the resistance war;
107. Decision No.1201/QD-TTg dated August 31, 2012 of the Prime Minister approving the National Target Program on Employment and Vocational Training for the period 2012 - 2015;
108. Decision No.647/2013/QD-TTg dated April 26, 2013 of the Prime Minister approving the Plan of care of helpless orphans, abandoned children and children infected with HIV/AIDS, children who are victims of toxic chemicals, children with severe disabilities and children affected by community-based natural disasters for the period 2013 - 2020;
109. Decision No.57/2013/QD-TTg dated October 14, 2013 of the Prime Minister on one-time allowance for persons dispatched as experts to assist Laos and Cambodia;
110. Decision No.32/2014/QD-TTg dated May 27, 2014 of the Prime Minister on criteria for households engaged in agriculture, forestry, fishery and salt production with average living standards in the period 2014 – 2015;
111. Decision No.46/2015/QD-TTg dated September 28, 2015 of the Prime Minister regulating policies to support training at primary level, training under 3 months;
112. Decision No.53/2015/QD-TTg dated October 20, 2015 of the Prime Minister on boarding policy for college and intermediate students;
113. Decision No.62/2015/QD-TTg dated December 4, 2015 of the Prime Minister on amending and supplementing Decision No.57/2013/QD-TTg dated October 14, 2013 of the Prime Minister on a one-time allowance for persons dispatched as experts to assist Laos and Cambodia;
114. Decision No.63/2015/QD-TTg dated December 10, 2015 of the Prime Minister on the Policy on support for vocational training and job generation for those who land is reclaimed;

115. Decision No.2546/QD-TTg dated December 31, 2015 of the Prime Minister approving the Program on prevention and combat of human trafficking for the period 2016 - 2020;
116. Decision No.05/QD-TTg dated January 5, 2016 of the Prime Minister approving the National Program on occupational health and safety for the 2016-2020 period;
117. Decision No.361/QD-TTg dated March 7, 2016 of the Prime Minister approving the Program on prevention and combat of prostitution for the period 2016 - 2020;
118. Decision No.24/2016/QD-TTg dated June 14, 2016 of the Prime Minister on one-time allowance for people with achievements in the resistance war, who are awarded certificates of merit from the Prime Minister, Certificate of merit of Ministers, Heads of ministerial-level agencies, Heads of Governmental agencies, Certificate of Merit from Chairmen of Provincial People's Committees;
119. Decision No.29/2016/QD-TTg dated July 5, 2016 of the Prime Minister on adjusting the monthly allowance regime for volunteer youth who have completed their tasks in the resistance war;
120. Decision No.424/QD-TTg dated April 7, 2017 of the Prime Minister approving the Program on drug prevention and control to 2020;
121. Decision No.899/QD-TTg dated June 20, 2017 of the Prime Minister approving the Target Program of Vocational Education - Employment and Occupational Safety for the period 2016-2020;
122. Decision No.29/2017/QD-TTg dated July 03, 2017 of the Prime Minister defining the functions, tasks, powers and organizational structure of the Directorate of Vocational Education and Training under the Ministry of Labor - Invalids and Social;
123. Decision No.773/QD-TTg dated June 26, 2018 of the Prime Minister on promulgating the Plan to organize the implementation of Directive No.14-CT/TW 2017 dated July 19, 2017 of the Secretariat of The Party Central Committee, tenure 12 on continuing to strengthen the Party's leadership in the work of devotees to the revolution;
124. Decision No.800/QD-TTg dated July 2, 2018 of the Prime Minister on adjusting the content of the National Strategy on Gender Equality for the period 2011-2020;
125. Decision No.681/QD-TTg dated June 4, 2019 of the Prime Minister on promulgating the Roadmap for the implementation of Vietnam's Sustainable Development Goals to 2030;
126. Decision No.27/2019/QD-TTg dated September 9, 2019 of the Prime Minister on credit for employees in poor districts to work abroad under contracts to 2020;
127. Decision No.1225/QD-TTg dated September 17, 2019 of the Prime Minister on the promulgation of the National Program on strengthening cooperation and mobilizing foreign non-governmental aid for the period of 2019-2025;
128. Decision No.1679/QD-TTg dated November 22, 2019 of the Prime Minister approving the Vietnam Population Strategy to 2030;
129. Decision No.12/2020/QD-TTg dated March 31, 2020 of the Prime Minister on piloting deposit for employees working in Korea under the Employment Permitting Program for foreign employees by Korea;
130. Decision No.897/QD-TTg dated June 26, 2020 of the Prime Minister approving the task of planning of vocational education institutions for the period of 2021 - 2030, and the vision to 2045;

131. Decision No.1190/QĐ-TTg dated August 5, 2020 of the Prime Minister approving the Program to assist people with disabilities for the period of 2021-2030;
132. Decision No.1848/QĐ-TTg dated November 19, 2020 of the Prime Minister approving the Program to consolidate, develop and improve the quality of family planning services to 2030;
133. Quyết định số 23/QĐ-TTg ngày 07/01/2021 của Thủ tướng Chính phủ phê duyệt Chương trình hành động quốc gia vì trẻ em giai đoạn 2021-2030;
134. Decision No.2269/QĐ-TTg dated December 31, 2020 of the Prime Minister approving the Plan to improve the capacity and operational efficiency of agencies and units implementing unemployment insurance policies;
- 135.134. Decision No. 23/QĐ-TTg dated January 7, 2021 of the Prime Minister approving the National Action Program for Children in the 2021-2030 period;
136. Decision No.112/QĐ-TTg dated January 22, 2021 of the Prime Minister promulgating the Social Work Development Program for the period 2021-2030;
137. Decision No.17/2021/QĐ-TTg dated March 31, 2021 of the Prime Minister stipulating the level of vocational training support for employees participating in unemployment insurance.

ANNEX – LIST OF IMPACT ASSESSMENT DOCUMENTS FOR

REFERENCE

1. Ministry of Labour, Invalids and Social Affairs, Handbook on social impact assessment and gender impact assessment;
2. Ministry of Justice, Guidance on policy impact assessment. This document can be found on the website of the Ministry of Justice at the following link: <https://moj.gov.vn/qt/tintuc/Pages/thong-tin-khac.aspx?ItemID=2639>

