

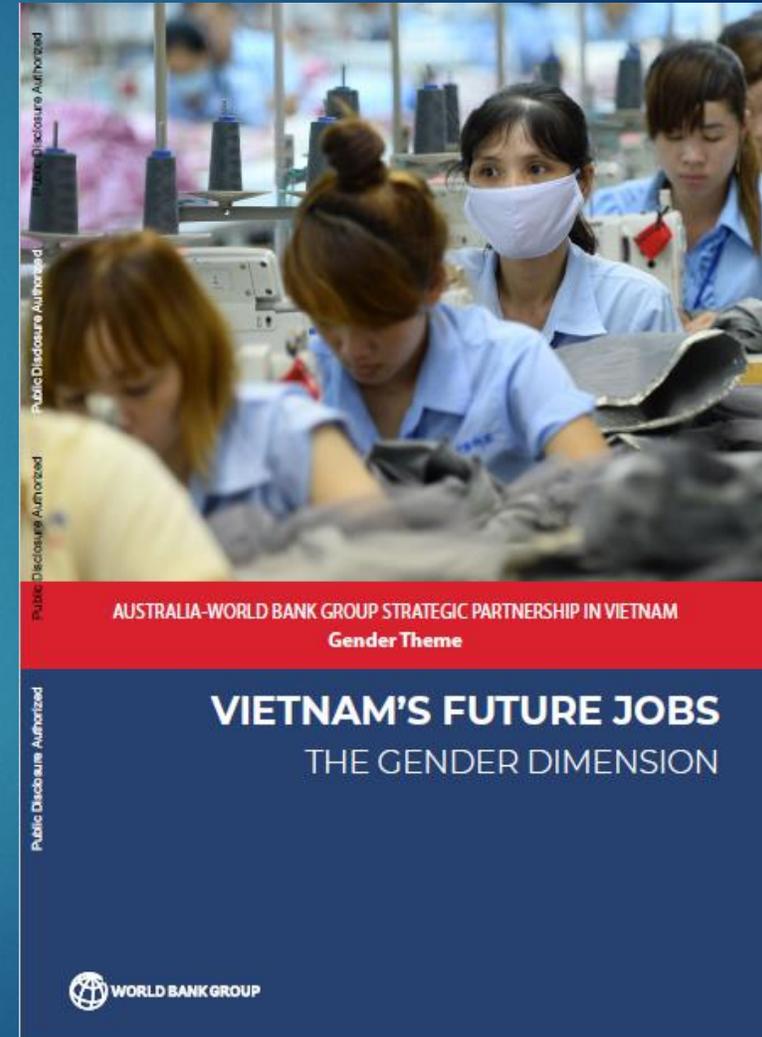
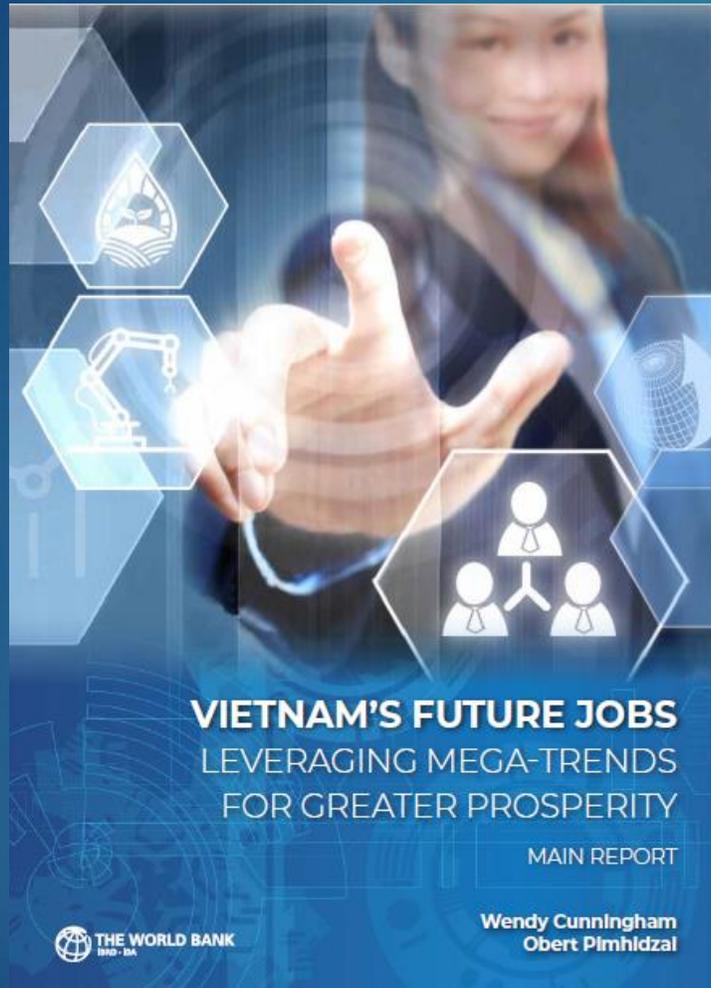


Vietnam's Future Jobs: the Gender Dimension

WENDY CUNNINGHAM

LEAD ECONOMIST

Context



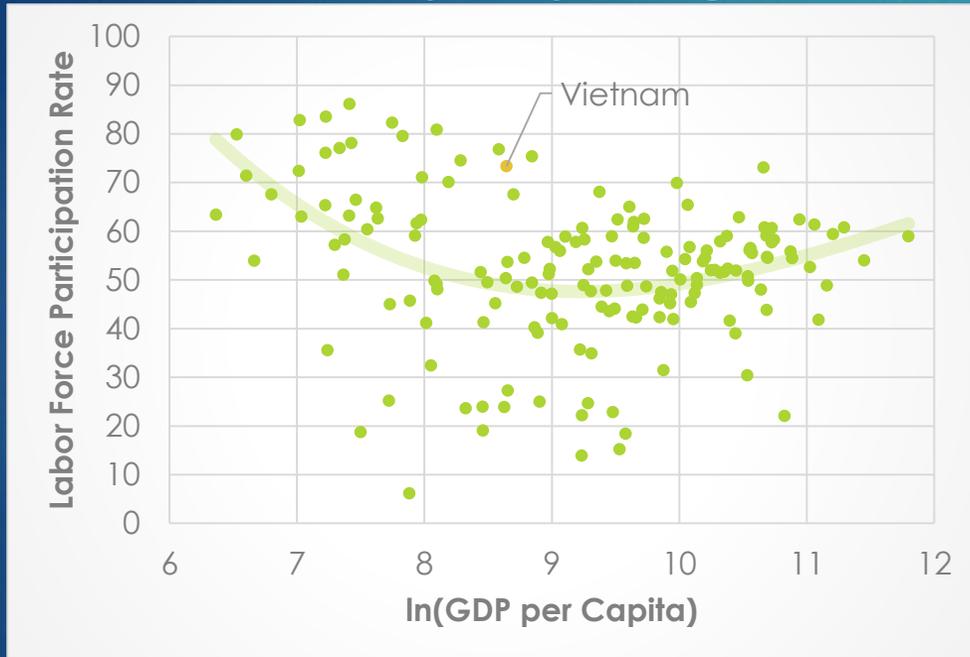


Vietnam excels in
gender equality in
the labor market in
some ways...

Women have high labor force participation rates

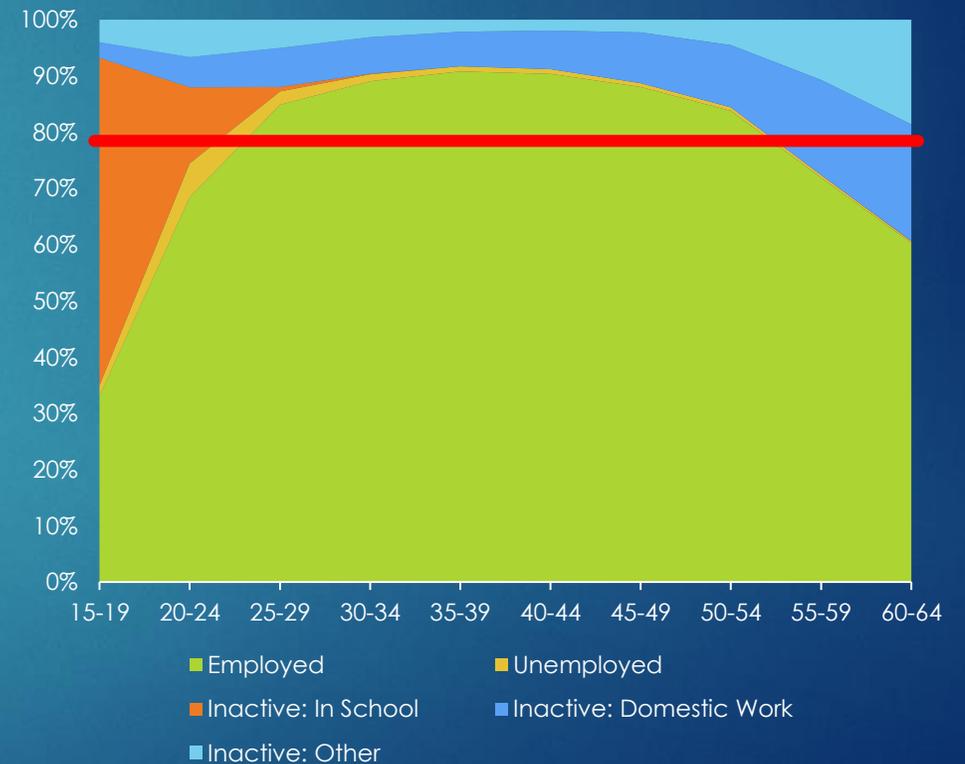
79% of Vietnamese women are working

Female labor force participation, global, 2015



Source: author's calculations based on WDI (extracted June 2017)

An even higher share of prime aged women are working

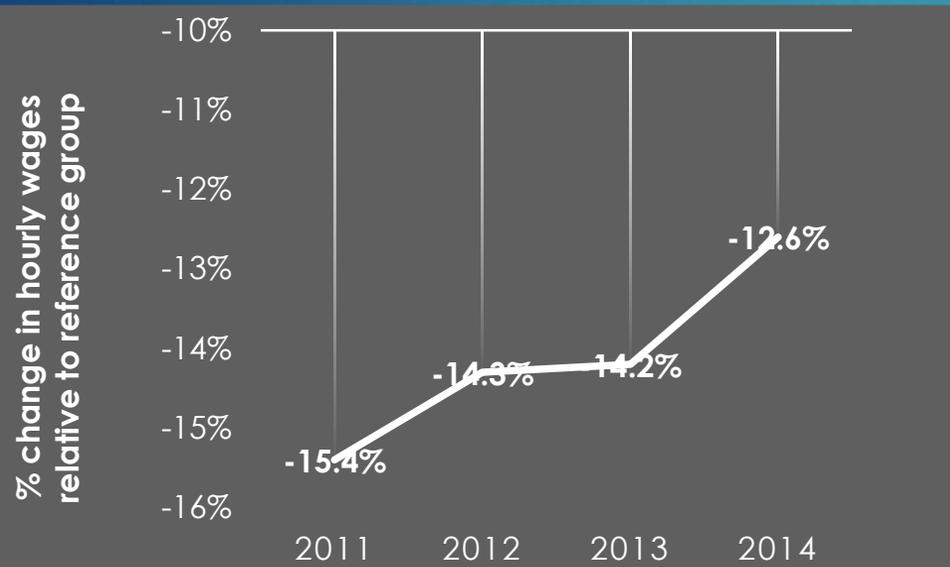


Source: author's calculations based on VLFS 2016

Women's jobs have improved in recent years

The gender wage gap is closing

Conditional Gender wage gap 2011-2014

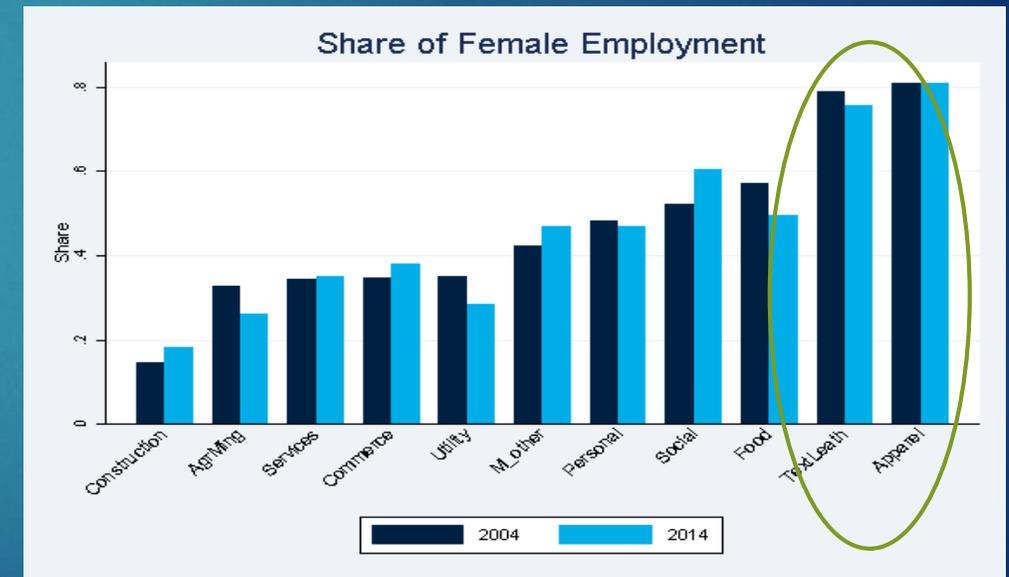


Source: Demombynes and Testaverde, 2018

Note: Estimate accounts for differential male and female demographic, gender, and occupational distributions

Women hold a large share of modern jobs in exporting and/or foreign-owned firms

- ▶ By 2015, 68% of workers in foreign-owned companies operating in Vietnam were women, equivalent to nearly 1.5 million workers.



Source: Hallward-Dreimeier & Aterido (2018)

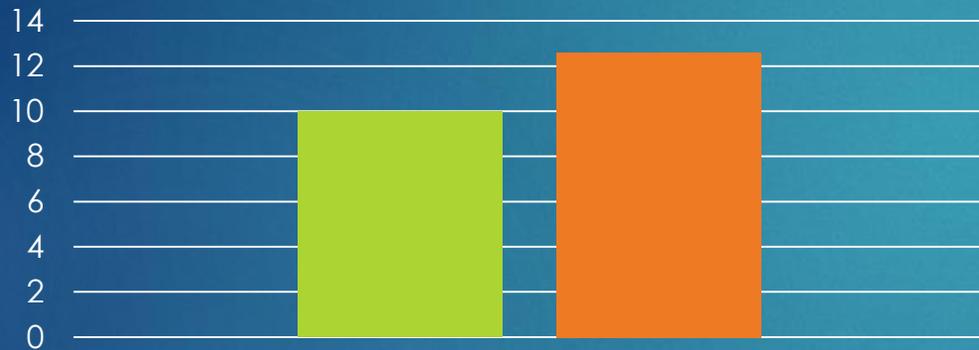


... but gender
equality in job lags
in other ways

Gender Wage Gaps persist

10% gender wage gap; 12% if comparing those with same education level

% less earned by a woman than a man

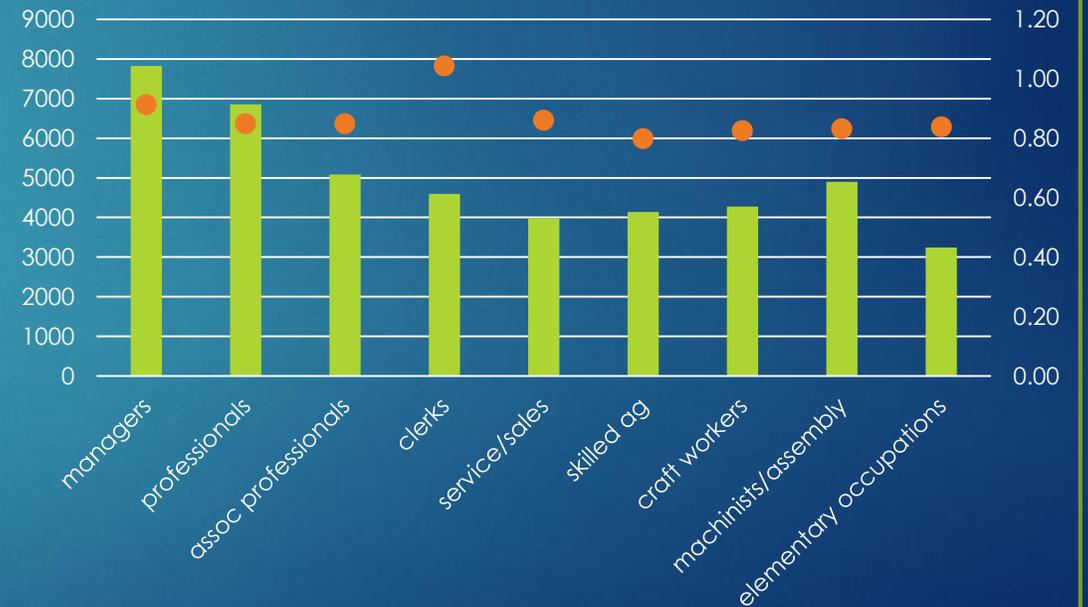


- gender wage gap, all men and women
- gender wage gap, women and men with the same education level, living in the same region, same age and same ethnicity

Source: author's calculations based on VLFS 2016

Women earn less than men within occupation (except clerks)

Mean Monthly Wage Earnings by Occupation, 2015 and female to male earnings ratio



- Mean monthly earnings
- female:male earnings ratio

Source: author's calculations based on GSO 2016, date from 2015

What underlies the wage gaps?

Occupational segregation

Women are numerous & over-represented in low-paid occupations and traditional forms of work

Share of each occupation that is female



Lowest paid occupations

Source: adapted from GSO (2016)

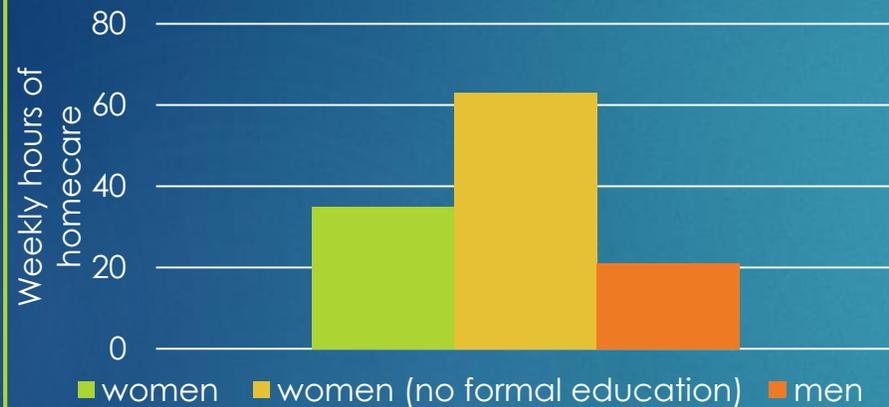
- ▶ almost 52 percent of farm workers were women while approximately 48 percent were men.
- ▶ About 55 percent of self-employed non-farm workers were also women compared to 45 percent of men.

More on this from
Leeza

What underlies the wage gaps?

Gender roles in the household

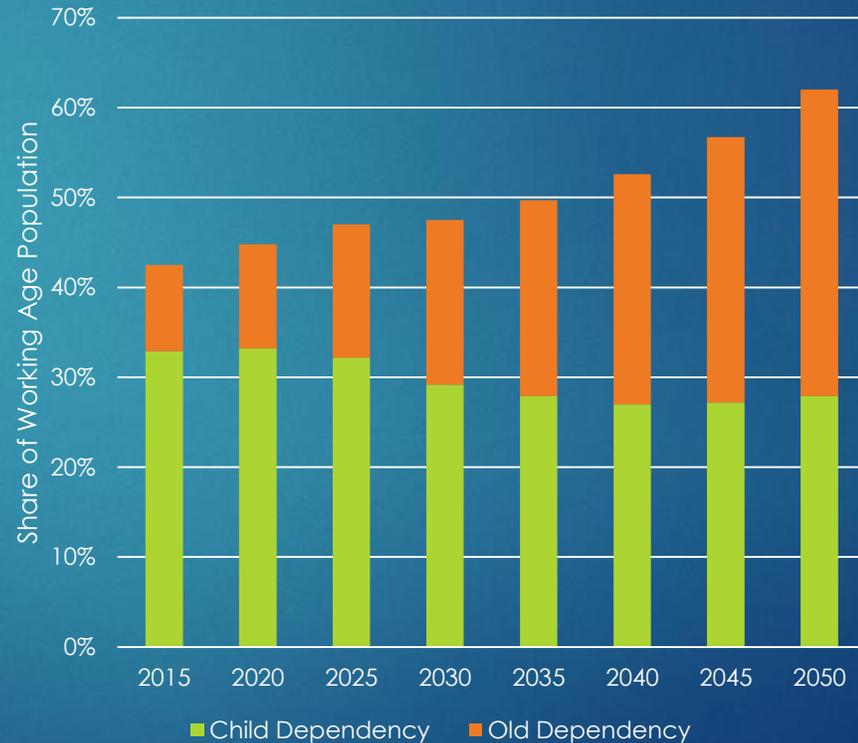
Homecare crowds out market work



Source: ActionAid (2016)

- Among the self-employed 25% of women state that they selected this type of work to balance work and family, as compared to 6% of men (Pasquier et al. 2017)

Rising dependency ratios may exacerbate the time demands on women



What underlies the wage gaps?

Social norms

Gender discrimination in various forms

- ▶ By **employers**: 65% of advertisements for top managers specified a gender requirement (ILO 2016)
- ▶ By **legal system**: Law 160 provides a list of occupations that not suitable for women in their roles as mothers
- ▶ By **self**: 86% of respondents state that a woman needs a child to fulfill her role (Dalton and Ong 2001)

Gender norms perpetuated across generations

- ▶ Parents select fields of study and jobs for their boy & girl children differently:
 - ▶ Sons: a field of study and job to maximize income, little regard for family
 - ▶ Daughters: a field of study and jobs that can be pursued if family responsibilities permit work
- ▶ Parents, students, young women and men assume professional women are selfish for putting career ahead of family

Source: Weimann-Sandig, 2019

Policy to Address Vietnam's Gender Gaps

- ▶ Trade & foreign investment strategies to foster gender-neutral and female-friendly industry
- ▶ Expand job opportunities for women in traditionally male-dominated fields and sectors
- ▶ Revise the labor code to guarantee equality of LM opportunities between women and men
- ▶ Use labor law and workplace norms to encourage a shift in gender norms in the workplace
- ▶ Long-term care system to alleviate homecare constraints on women

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