

VIETNAM CASE STUDY:

WOMEN IN EDUCATIONAL
LEADERSHIP AND MANAGEMENT

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Gender Equality in Education: Looking Beyond Parity
UNESCO – IIEP, Paris 2011



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National Leadership Goals

- *National Strategy on Gender Equality 2011-2010*
 - To strengthen women's representation ... to reduce the gender gap in politics
- *MOET Draft Strategy on Gender Equality*
 - To increase women's representation and participation at all levels of national, sub-national and school level leadership

Research Methods

Data:

Academic literature

Government and donor reports

Websites

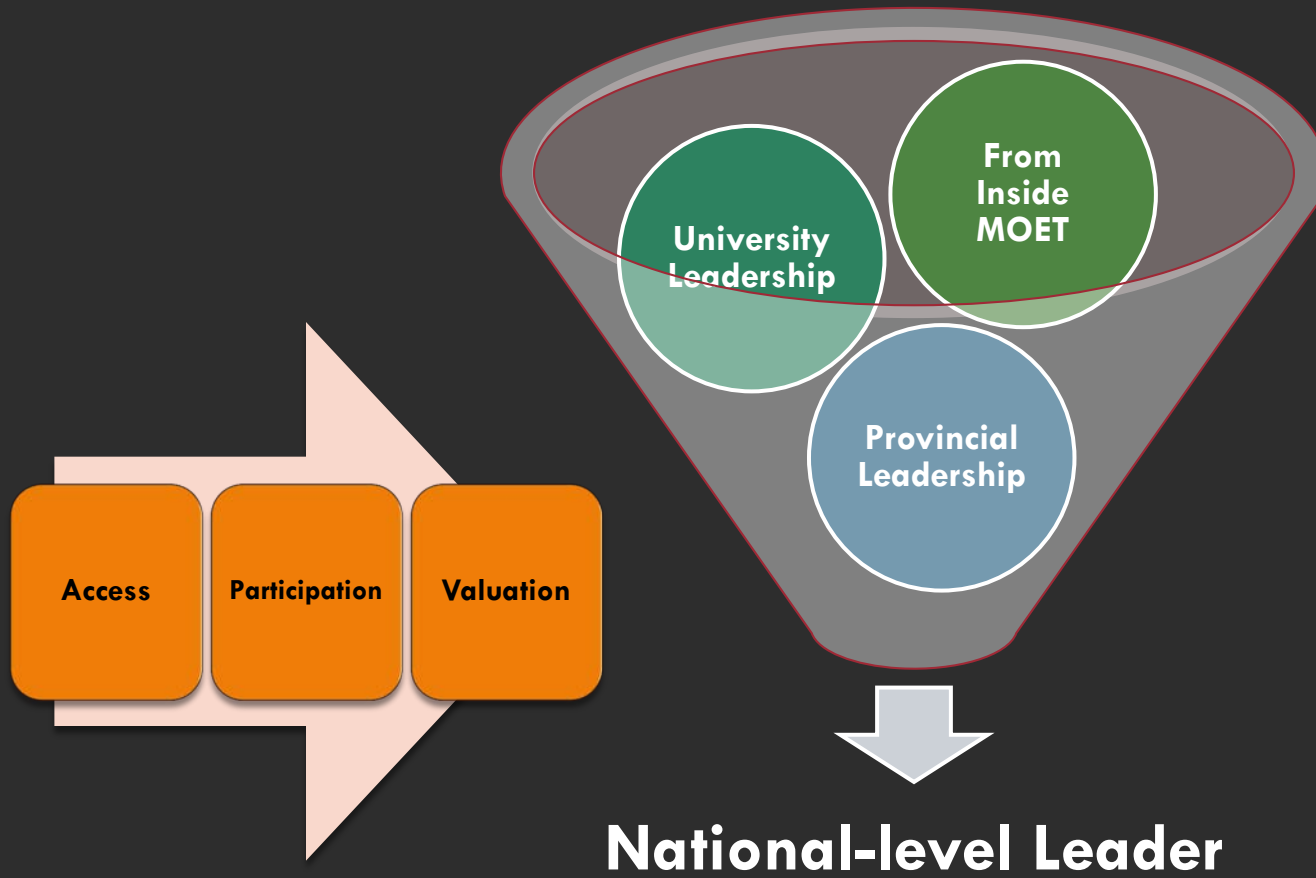
Background interviews

Formal interviews

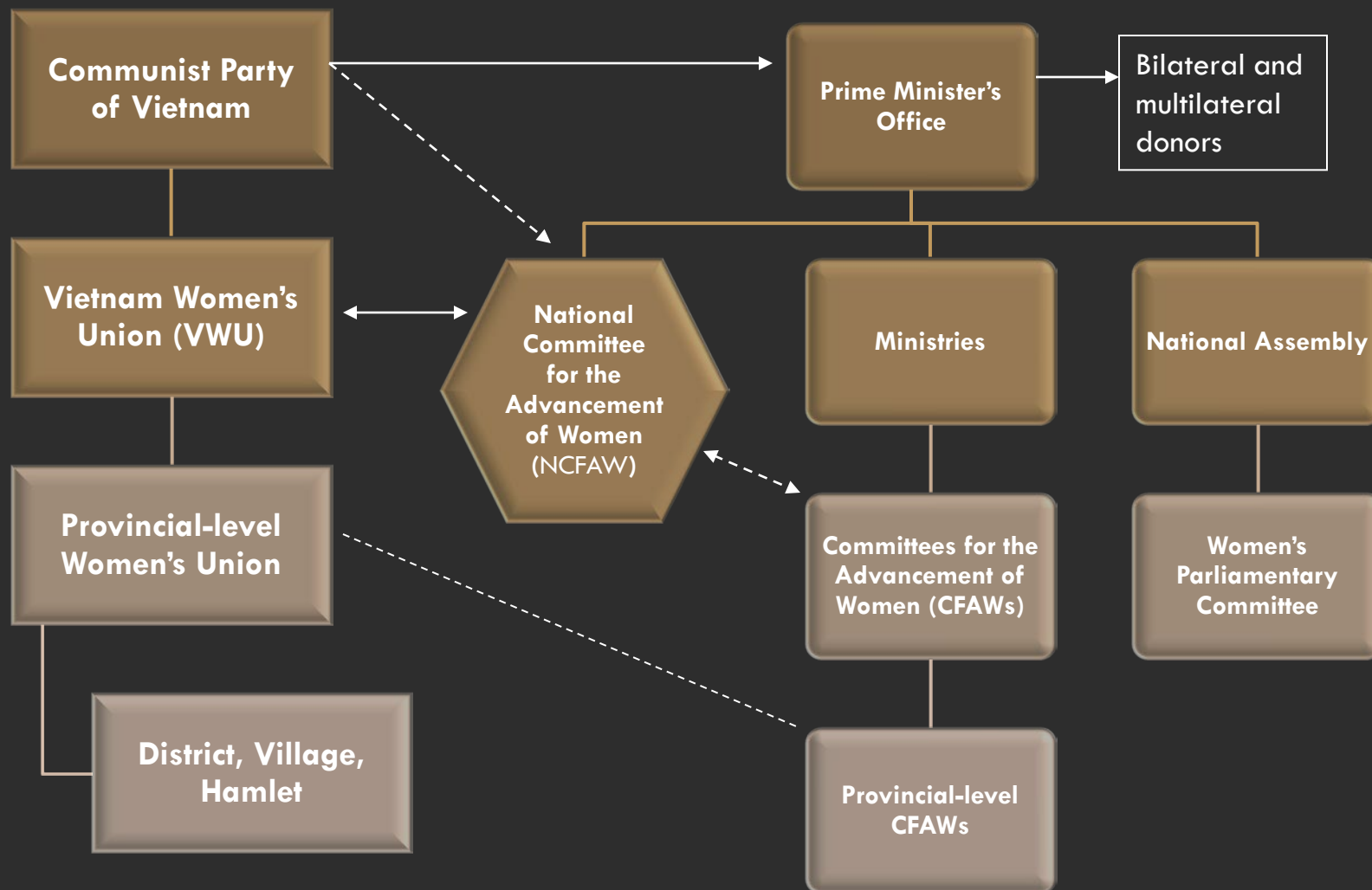
Participant-observation

Leadership Level	Female	Male	Total
Minister	0	1	1
Vice-Minister	1	4	5
Department Head or Vice	12	12	24
University Rector or Vice	1	0	1
Total	14	17	31

Pipeline for Leadership in Education



National Machinery for Women's Advancement in Vietnam



Preliminary Findings

Enabling and
constraining
conditions

for women
and men

that affect
Access,
Participation,
Valuation

□ **Body Politics**

□ **Socio-Cultural Values and Attitudes**

□ **Institutional Conditions**

Body Politics

Double burden of carework

“after work we still go home to be wives and mothers!”

“it wasn’t until I got married that I started getting the good assignments”

Sexualized and sexed bodies

“sexual joking is just a part of socializing at the office”

“it’s hard to say ‘no’ – drinking, smoking and prostitutes are an avenue to power”

Socio-Cultural Values and Attitudes

Hegemonic masculine and feminine ideals

“we organize our own women’s day celebrations”

“if there is no woman in my office, then I have to serve tea”

Leadership qualities and expectations

“women who are determined are considered hard, manly – to get what they want they should talk softly, show respect and find the right timing”

Institutional Conditions

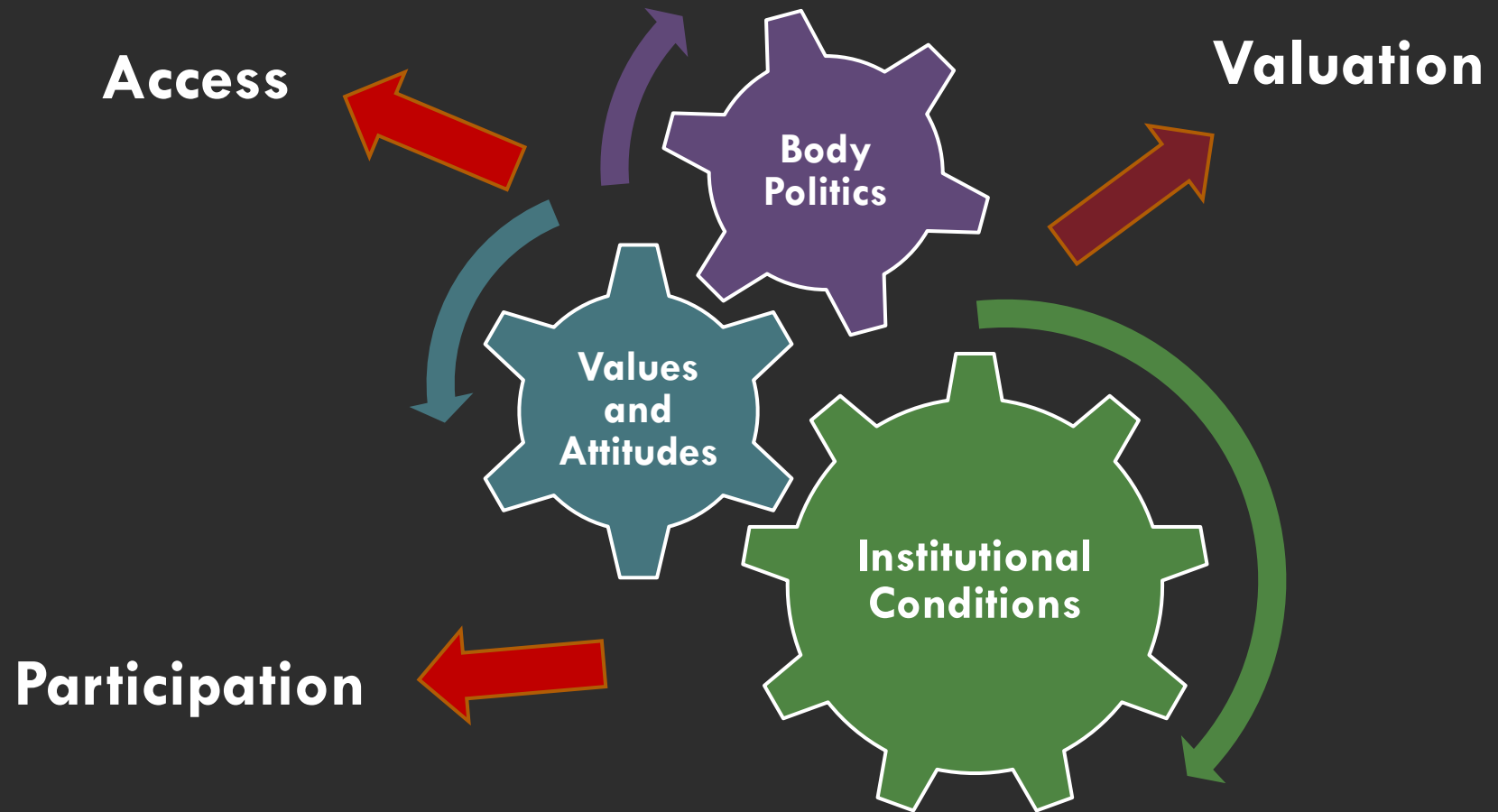
Annual emulation merits

Differential retirement age

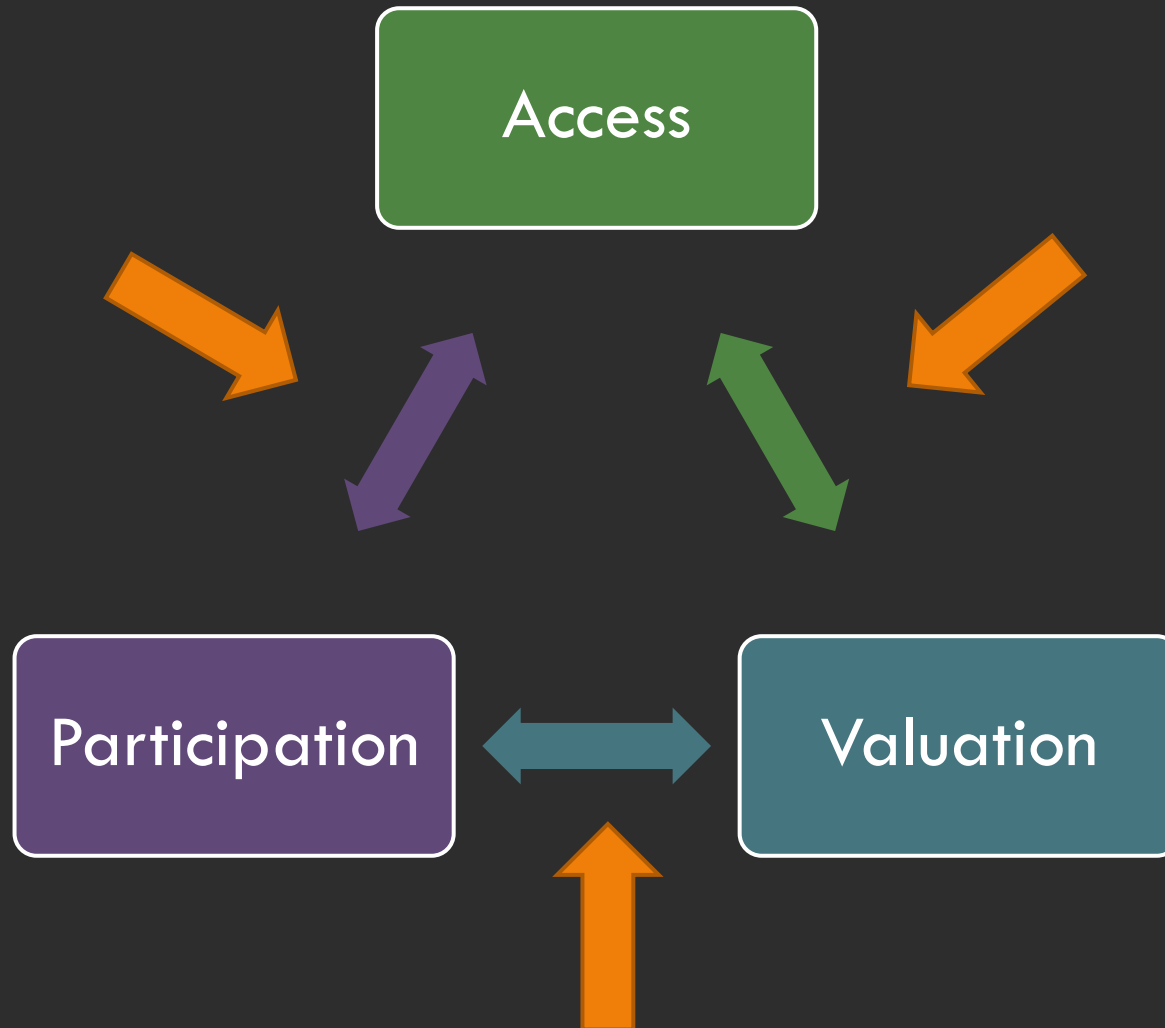
Opportunities for human resource development

Selection process for leaders

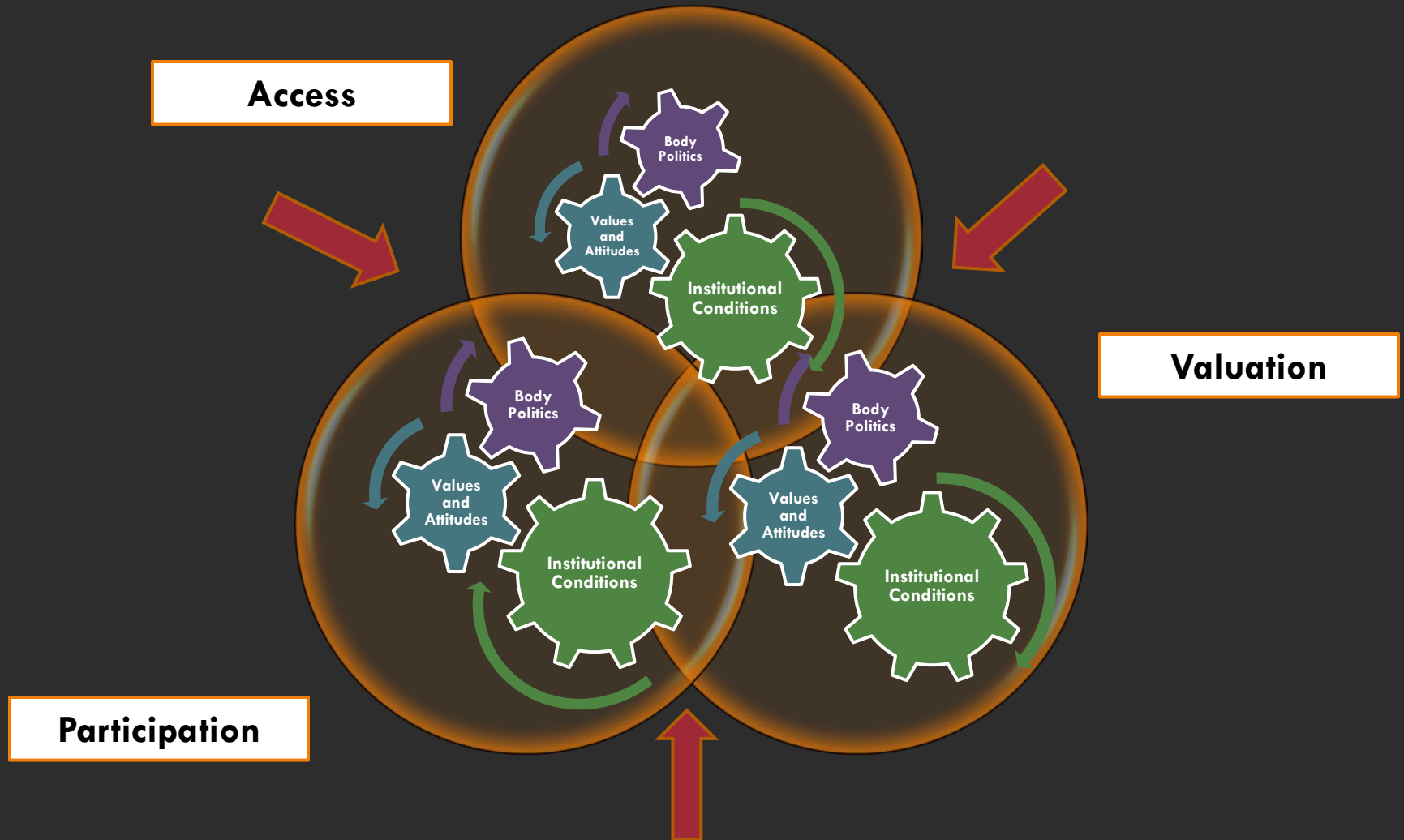
Intersectionality and Social Change



Intersectionality and Social Change Policy



Intersectionality and Social Change



THANK YOU

MINISTRY OF EDUCATION AND TRAINING

NATIONAL INSTITUTE FOR EDUCATIONAL MANAGEMENT,
DR. DO BICH LOAN

UNESCO VIETNAM

UN GENDER COORDINATION GROUP

OXFAM, WORLD BANK AND NCFAW