



GENDER EQUALITY

As society continues to evolve, the role and capabilities of women are being increasingly recognized in all aspects of social life. Women are now present in a wide range of professions and fields. Their involvement in political activities and leadership roles is a crucial factor in advancing the status of women in modern society. In recent years, Vietnam has consistently ranked among the top 10 countries in the world for the proportion of women in senior leadership positions in enterprises. In 2021, our country's index was 39%, ranking 3rd in the world and 2nd in the Asia-Pacific region (after the Philippines). In 2022 and 2023, it decreased to 33% and 34%, respectively, remaining higher than the average for the Asia-Pacific region and the world.

The Grant Thornton report is a highly regarded international study that is published annually. According to the report, by 2023, the majority of leadership positions in Vietnamese businesses will be held by women, with 61% of these positions being human resources directors and 44% being finance directors. This is a significantly higher percentage compared to the Asia-Pacific region and the rest of the world. In Vietnam, approximately 20-24% of the nearly 900,000 operating businesses are owned by women, which is the highest rate in Southeast Asia. This statistic is a crucial indicator of the management capabilities of female entrepreneurs and the level of gender equality in the business environment.



46.96%

freshmen are female



39.35%

First generation students in the family to attend



37.50%

Freshmen are the first to attend college



48.71%

of graduates are female

FEMALE STAFF AT DNC

The effective use of human resources for the unit's development has been demonstrated at DNC through their promotion and appointment of women employees to leadership positions. DNC's leaders have consistently prioritized the advancement of qualified, capable, and experienced women to management positions, ensuring equal professional standards and age requirements are met.

In 2023, there were 20 female leaders, making up approximately 5% of the total workforce of 422 people in the DNC. Among these leaders were one female Vice Rector, as well as heads and deputy heads of various departments, faculties, centers, and institutes. These individuals provided guidance and leadership to their respective units, driving development and innovation.



Dr. Tran Thi Thuy, Vice Rector of DNC at the Conference

The proportion of women accounts for 35%, and they possess high qualifications such as PhDs, Masters degrees, and level I and level II specialist certifications. This indicates that there is no gender gap in terms of education, training, and management capacity.

In addition, the university always creates conditions for female staff to be trained, study, and research to improve their qualifications, pay attention to improving the quality of female human resources, and focus on planning and training high-quality female human resources to become the core force.

On the occasion of the 10th anniversary of the University's founding, the female leaders were honored to receive a Certificate of Merit from the Minister of Education and Training. This recognition is a testament to their outstanding achievements in building and developing the University.

ANTI-DISCRIMINATION POLICIES

DNC has implemented policies that align with the party's and state's goals for achieving gender equality. These policies specifically target female workers and aim to promote gender equality, including:

- To effectively implement policies and benefits related to the well-being of employees, regardless of gender, it is important to establish an internal spending system, insurance policies, maternity leave, and equal pay. Additionally, creating safe working conditions, regulating working and rest hours, and providing other social benefits are crucial for the physical and mental health of all employees.

- DNC's Trade Union always shows care and extends congratulations to female trade unions on special occasions such as International Women's Day on March 8, Vietnamese Women's Day on October 20, birthdays, holidays, and New Year's.

- There should be no gender discrimination in any stage of the recruitment, training, promotion, and appointment process for management and leadership positions.

- Host flower arrangement and cooking competitions, along with other activities, to celebrate and recognize the valuable contributions of women.

- DNC strictly prohibits discriminating, harassing, bullying, or hindering female workers in any form.



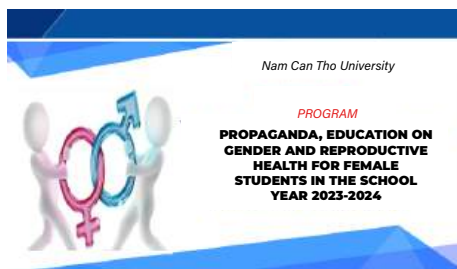
FAIR MATERNITY POLICIES FOR WOMEN

DNC always implements maternity policies for women correctly and fully. According to the University's collective labor agreement, female employees are entitled to maternity benefits such as leave before and after giving birth, reduced working hours during the period of raising children under 12 months old and receiving maternity allowances. In addition, the university also has flexible policies to support and protect stable employment for female employees before and after giving birth, and psychological counseling for female employees before and after giving birth to ensure health as well as to complete assigned tasks well.



The university's lecturer is not only an obstetrician and gynecologist, but also provides psychological and health counseling to pregnant women at the DNC

The university's staff, lecturers and employees receive reduced costs for childbirth and hospital examination at DNC hospital



NURSERY, SCHOOL FOR CHILDREN OF STAFF, LECTURERS, EMPLOYEES

DNC and DNC Primary, Secondary and High School (affiliated with DNC) have a modern learning environment, advanced educational programs and dedicated teachers, helping students develop comprehensively in knowledge, skills and moral qualities in order to become future global citizens.

In addition to university policies for all students, there are also preferential policies for children, parents, spouses, and siblings of university officers, lecturers, and employees. These policies were outlined in Decision No. 213/QĐ-CTHĐT-ĐHNCT, issued on December 15, 2020. This decision provides benefits for these family members when they participate in university classes.

