



**TRƯỜNG ĐẠI HỌC  
BÁCH KHOA HÀ NỘI**  
HANOI UNIVERSITY  
OF SCIENCE AND TECHNOLOGY

# **GENDER EQUALITY COMMITMENT**

**ONE LOVE. ONE FUTURE.**

### **To promote gender equity and empower women**

is recognized as one of the 17 Sustainable Development Goals (SDGs) that had been established in 2015 by the United Nations General Assembly. It is intrinsically linked to sustainable development and is vital to the realization of human rights for all.

## **OUR COMMITMENT**

**At HUST, we recognize that people are our most valuable assets and that giving all individuals – including male and female – the opportunity to fulfil their potential is central to development. We aim to create a fair workplace in which person of all genders, of a variety of cultural backgrounds, faiths and heritages participate equally at all levels. To achieve this, our Gender Equity Strategy is integrated to address gender-specific discrimination and disadvantages.**

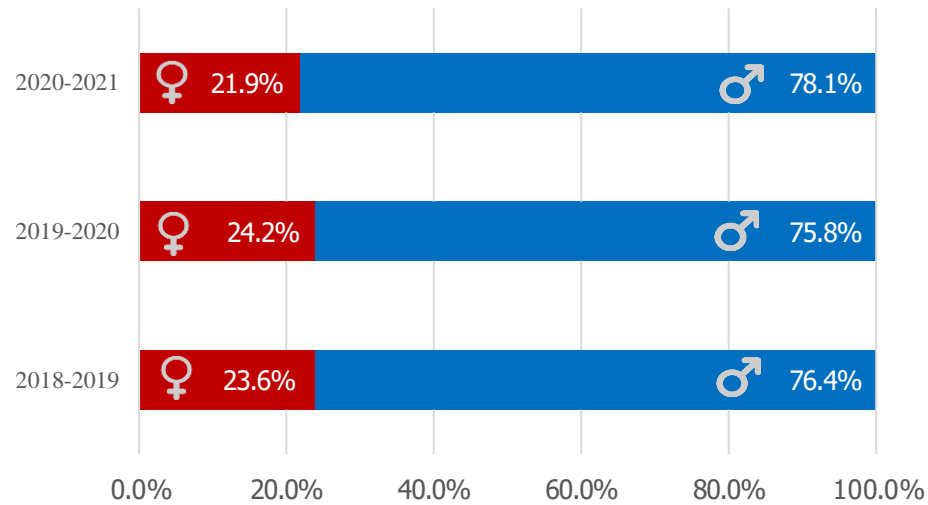


# FOR STUDENTS

## 1. Policy for women application and graduation

We systematically measure and track women's entry rate and graduation rate at the university

Enrolment by gender



### SUCCESS INDICATORS

We encourage **female students** to **enrol in**

We enhance **learning capacity** for **female students** in STEM

## 2. Academic support

Many scholarships and provision are provided to encourage female students to not only attend university, but to succeed thereafter.



Microsoft Youth Spark Scholarship for Female Student in Technology at HUST

### 3. Campus life

- ✓ **Student accommodation**  
Female students are given priority in dormitory accommodation
- ✓ **Training program**  
We provide "healthcheck and sex education" training program
- ✓ **Workshop**  
We organize Workshop on "Reproductive health care for girls"
- ✓ **Contest & projects**  
We collaborate with CSAGA to organize a media initiative contest on the topic "Stop Harassment", "Protect women and children from sexually violence" project, "Preventing sexual harassment and sexual violence against women and the Women love women community" project



# FOR STAFF

## 1. Governance

We abide by state regulations and relevant legislation on the protection of women and equal rights for women. We attempt to have no bias in decision making.

### SUCCESS INDICATORS

Senior leaders take responsibility in contributing to the implementation of Gender Equity Strategy

Senior leaders are trained in inclusive leadership aimed at reducing the negative impact of unconscious bias in decision-making

Senior leaders commit resources to innovation, research, development and evaluation of programs and initiatives aimed at achieving gender equality

Senior leaders promote the University's commitment to pay equity



*Awards ceremony for female Labour union members*



*Assoc. Prof. Pho Thi Nguyet Hang as one of the chairpeople of the Party's meeting*

## 2. Women in Senior roles

We value the strength of staff diversity and take proactive measures to achieve gender-balanced leadership.

### KEY PERFORMANCE INDICATORS

Measure the increase in the participation of

Women in senior roles

Women in leadership roles

Women in senior professional roles

Women in senior academic roles

Women among Professors



### 3. Women in STEM

We encourage applications by women in subjects where they are underrepresented through university outreach or through collaboration with other universities, community groups, government or NGOs in regional or national campaigns.

#### SUCCESS INDICATORS

We attract, retain and develop our talented academic women in STEM

Senior leaders foster an inclusive culture and take actions aimed at advancing equality

Academic heads commit to support gender balance on speaking panels

Managers understand, support and promote flexible work options



### 4. Flexible workplace

We foster a flexible organizational culture in which staff are supported to successfully combine their work commitments and personal priorities, including family responsibilities.



Images in BK-Family day

# OUTREACH

## Policy making

We participate in policy making at local, regional, national level to implement programs and policies to promote gender equity and the development of women competencies in all its dimensions.



*Dr. Nguyen Trung Dung, CEO of BK Holdings in the Seminar  
“Promoting female entrepreneurs: Building a gender responsive  
business ecosystem”*



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