

# Ensuring Gender Equality Rights from a Human Rights Perspective

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**ABSTRACT:** *The study approaches gender equality as a human right and views women's rights as a yardstick for the universality and indivisibility of the system of rights. Based on a review of theoretical foundations and international standards, the study clarifies the distinction between formal equality and substantive equality, and analyzes the State's obligations in three categories—respect, protect, and fulfil rights—linked to the requirement of results-based accountability. The situation in Viet Nam is examined through the 2021–2030 policy framework and a multi-pillar monitoring indicator system, combining sex-disaggregated statistical data to identify gaps in education, economic participation, decision-making representation, and access to justice. The study highlights the role of gender education in pedagogical settings, the impact of gender stereotypes in labour and governance, and the need to strengthen access to justice and an interdisciplinary service ecosystem in responding to gender-based violence. The proposed solutions focus on improving institutions, linking targets to budgets, standardizing gender data, enhancing gender-sensitive digital skills, and upgrading job quality by gender to ensure substantive gender equality in the context of technological transformation.*

**KEYWORDS:** *gender equality; human rights; access to justice; gender bias; gender mainstreaming*

## I. INTRODUCTION

Gender equality is increasingly established as a core component of human rights, in which women's rights are regarded as a benchmark for testing the universality and indivisibility of the system of rights in the practical implementation of policies and laws [1,2]. This approach emphasizes that gender equality is not only a development goal, but also a measure of the extent to which human dignity and freedom are respected within social institutions. Feminist approaches in international law indicate that many norms presented as neutral may produce adverse impacts on women when power contexts and gendered experiences are not taken into account in the formulation and application of rules. This observation clarifies the need for policy analysis that is sensitive to specific social conditions, rather than assuming that the "neutral" force of the law will automatically lead to equal outcomes. Research on gender stereotypes shows that bias not only exists at the level of social attitudes but can also be sustained in policy design and enforcement practices, thereby reproducing disadvantage in a persistent way that is difficult to detect if one only observes the surface of regulations [3]. Gender education in early childhood teacher training is considered an important channel for shaping equality norms from an early stage and improving gender-sensitive pedagogical practice, because teachers' influence on children's behaviours and expectations often occurs continuously through everyday interactions [4,5,6]. The linkage between a human-rights foundation, power analysis, and mechanisms of stereotype reproduction suggests that normative change needs to occur simultaneously within legal institutions and within social spaces where equal behaviour is formed and reinforced.

Statistical data play a foundational role in monitoring progress and identifying gender gaps, because policy evaluation is only meaningful when it is based on evidence that can be compared and updated over time. Statistical yearbooks provide a data basis for tracking gender disparities in population, education, and labour, thereby supporting trend observation and assessments of improvement across periods. A dedicated gender statistics system contributes to detecting gender gaps by social group and by locality, while also providing a basis for evidence-based intervention when “hidden” differences are not apparent in aggregated figures. Monitoring capacity therefore depends not only on the number of indicators, but also on the degree of data disaggregation and the ability to use data in decision-making. The National Strategy on Gender Equality for the 2021–2030 period sets out sectoral targets and requires intersectoral coordination to translate commitments into substantive results in implementation across levels [7]. The global gender gap comparison framework provides a multidimensional measurement structure, emphasizing that sustainable progress often requires simultaneous improvement across the pillars of education, the economy, health, and decision-making power, rather than focusing on a single indicator. Pillar-based monitoring thus helps to limit evaluative bias and supports the identification of key policy bottlenecks along each dimension of inequality.

The gap between international standards and local justice is often most evident in situations of rights violations, where service accessibility and the ability to receive protection determine the extent to which rights are realized in everyday life [8]. National research on violence against women shows that gender-based violence is a systemic phenomenon and requires a rights-based policy response with intersectoral support mechanisms, because survivors’ needs often extend beyond the scope of any single institution [9,10]. A rights-based approach to violence response therefore implies organizing a continuous chain of interventions from prevention, protection, and handling to recovery, while also reducing access barriers for vulnerable groups. Studies on empowerment in student entrepreneurship suggest that economic autonomy can contribute to reducing gender inequality when support policies are designed to be gender-sensitive in access to resources, mentoring, and networks. General Recommendation No. 28 emphasizes the core obligations of member states in achieving substantive equality and eliminating discrimination in practice, thereby placing the focus on proactive measures and the responsibility to ensure results [11]. General Recommendation No. 33 emphasizes women’s right of access to justice and the need to reduce procedural barriers, bias, and shortages of support services, viewing these as conditions for making the right to remedy feasible [12,13]. The Human Development Report addresses human choice and capabilities in the context of artificial intelligence, in which gender inequality may increase if digital opportunities and new skills are distributed unevenly by gender. The report on the progress of the world’s women emphasizes the need to restructure the economy in ways that secure rights and ensure fair distribution, viewing this as the foundation for advancing substantive gender equality over the long term [14,15].

## **II. THEORETICAL FRAMEWORK**

### **2.1. GENDER EQUALITY AS A HUMAN RIGHT**

Gender equality within the human rights framework is approached as a norm that ensures individuals’ opportunities and freedoms are not determined by sex in access to education, employment, public services, and participation in political life [1,6]. This approach emphasizes the value of dignity and freedom as the foundation for assessing the extent to which rights are guaranteed in social life, because rights are meaningful only when people are able to access resources and opportunities without gender-based barriers. Human rights standards therefore guide policy evaluation based on the extent to which they enable different gender groups to realize rights in practice, rather than relying solely on stated objectives or the formal content of legal texts.

Formal equality is often understood as equal treatment before the law, yet this understanding may be insufficient to address cumulative disadvantages for women created by social and historical structures. Substantive equality therefore implies a requirement for proactive policy intervention to remove systemic barriers, aiming for fair outcomes that can be observed through social indicators and the enjoyment of rights by disadvantaged groups [11]. The non-deferrable nature of gender equality is reinforced when substantive equality is framed as a normative obligation tied to resource allocation and the design of implementation mechanisms capable of narrowing gender gaps in reality.

Feminist approaches in international law argue that legal systems and institutions may reflect power relations; accordingly, policy analysis needs to consider social context and the gendered experiences of affected groups rather than assuming the neutrality of legal norms. Gender stereotypes often operate as a mechanism that normalizes roles and expectations, thereby legitimizing unequal divisions of labour and narrowing women's decision-making space across many social institutions. The risk of reproducing inequality arises when indirect discrimination is obscured by seemingly neutral standards, because adverse impacts often become apparent in the course of application and enforcement.

## **2.2. STATE OBLIGATIONS AND ACCOUNTABILITY**

The framework of obligations to respect, protect, and fulfil rights provides standards for defining the scope of state responsibility in governing gender equality from policy design to implementation [11,15]. The obligation to respect requires the state not to enact or maintain rules, procedures, and administrative practices that generate gender-based disadvantage, including where such disadvantage arises primarily from the way measures are applied rather than from the wording of the text itself. The obligation to fulfil emphasizes the proactive responsibility to allocate resources, develop services, and adjust implementation mechanisms to narrow gender gaps in practice, thereby translating commitments into measurable outcomes in rights enjoyment.

Within the obligation to protect, the state must prevent, investigate, and address rights violations committed by non-state actors, because risks such as employment discrimination and domestic violence often occur in spaces that are difficult to monitor and are easily normalized by social norms [8]. The effectiveness of rights protection depends on institutional coordination capacity, the accessibility of services for those harmed, and the availability of preventive measures that are appropriate to local contexts.

Accountability is strengthened when policy is linked to measurable targets, monitoring mechanisms, and complaint channels capable of ensuring the right to remedy when rights are violated [12]. Results-based accountability mechanisms help distinguish between implementation efforts and substantive improvements for beneficiaries, while also creating policy pressure to address delays or inconsistencies in enforcement. Sex-disaggregated statistical data play a foundational role in monitoring and accountability because they allow the identification of policy gaps, the tracking of progress over time, and evidence-based decision-making.

In addition, effective accountability requires institutional arrangements that clarify the roles and responsibilities of different actors within the governance system, because gender equality outcomes often depend on coordinated action across sectors such as education, labour, health, and justice. When responsibilities are fragmented or insufficiently defined, implementation gaps can arise even where legal frameworks are formally comprehensive. Clear mandates, interagency coordination mechanisms, and regular reporting obligations therefore help ensure that commitments made at the policy level are translated into consistent practice at national and local levels. Independent oversight bodies, parliamentary review, and the participation of civil society organizations can further strengthen accountability by providing external scrutiny and facilitating feedback from affected communities. Such arrangements contribute to a governance environment in which gender equality policies are continuously assessed, adjusted, and improved based on evidence, practical experience, and evolving social conditions.

## **2.3. ACCESS TO JUSTICE AND STANDARDS FOR PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE**

Women's right of access to justice is understood broadly, including the right to a fair trial, the right to legal aid, the right to safety and protection, the right to dignity, and the right to access effective remedies [12]. This understanding emphasizes that justice is not only an adjudicative outcome but also the ability to access fair procedures and have a safe experience throughout the entire process of case handling. Barriers to accessing justice often manifest through costs, geographic distance, lack of information, victim-blaming social norms, and gender bias at the stages of reception, investigation, prosecution, and adjudication.

The requirement to reduce re-traumatization in the reception and handling of cases becomes a condition for protecting dignity and autonomy for those harmed, while also helping improve the quality of information gathering and the level of cooperation during resolution processes [12]. Procedural design and the capacity of

implementing officials need to prioritize confidentiality, safety, and respect, because unsafe experiences can undermine access to remedies and interrupt the pursuit of justice.

Violence against women is viewed as a rights violation and an expression of gendered power inequality; therefore, policy responses need to be organized along a rights-based chain of prevention, protection, handling, and recovery [2,8]. National research reports show that survivors often need integrated support in health care, legal services, psychosocial assistance, and safe shelter, thereby requiring intersectoral coordination to ensure continuity of service delivery and reduce protection gaps. The gap between international standards and local justice often widens for groups that have difficulty accessing services; thus, institutional capacity and local accessibility play a decisive role in the effectiveness of standards.

#### **2.4. EDUCATION, ECONOMIC EMPOWERMENT, AND THE CONTEXT OF TECHNOLOGICAL TRANSFORMATION**

Gender education is regarded as a foundational intervention for shaping equality norms early and building the capacity to practice equality in pedagogical settings as well as in everyday social interactions [4]. Teacher training plays a pivotal role because teachers act as intermediaries who transmit norms through teaching content, pedagogical methods, and their interactions with children and families, thereby influencing equality-related attitudes and behaviours over the long term. The effectiveness of gender education depends on the degree of integration into learning materials, pedagogical competence, and school feedback mechanisms, because behavioural change requires a consistent practice environment capable of addressing discriminatory expressions.

Economic empowerment is significant as a pillar for reducing structural inequality, because access to quality employment and livelihood resources determines women's autonomy and capacity to participate in social life [14]. Gender stereotypes in career choice and the division of care work can reproduce opportunity stratification, deepen income gaps, and limit women's advancement prospects, especially when care responsibilities are not shared fairly within families and society. Social protection policies, public services, and care policies therefore play a foundational role in reducing structural barriers and expanding access to formal employment, while also enabling women to invest in education and career development.

Technological transformation, particularly the diffusion of artificial intelligence, can create new disadvantages if digital opportunities and new skills are not distributed equitably by gender [6,13]. This risk often appears through gaps in access to digital skills training, levels of participation in higher-productivity sectors, and the capacity to adapt to rapidly changing job requirements. Gender-sensitive digital skills programmes need to focus on reducing entry barriers, increasing support for less-advantaged groups, and aligning with labour market needs to mitigate the risk of exclusion from good employment opportunities amid job transformation [13].

In addition, the transition toward a knowledge-based and digital economy requires education and labour policies to address gender gaps not only in access to technology but also in participation in science, technology, engineering, and mathematics (STEM) pathways. Early exposure to STEM learning environments and role models can help counteract stereotypes that discourage girls from pursuing technology-related careers, while mentoring programmes and career guidance can strengthen confidence and long-term engagement in these fields. At the same time, lifelong learning opportunities and flexible training systems are essential for supporting women who re-enter the labour market after periods of care responsibility, because technological change can rapidly render previously acquired skills obsolete. Integrating gender considerations into workforce development strategies, innovation ecosystems, and entrepreneurship programmes therefore helps ensure that the benefits of technological progress are shared more equitably, while also enhancing the resilience and adaptability of the labour force in the face of ongoing economic transformation.

### **III. THE SITUATION OF ENSURING THE RIGHT TO GENDER EQUALITY IN VIET NAM FROM A HUMAN RIGHTS-BASED APPROACH**

#### **3.1. POLICY FRAMEWORK AND MEASUREMENT MECHANISMS**

The National Strategy on Gender Equality for the 2021–2030 period defines sector-specific objectives and requires gender mainstreaming throughout the entire policy cycle—from formulation and implementation to monitoring and evaluation—thereby providing a legal foundation and an action-oriented direction for implementing bodies at all levels. Baseline data from statistical yearbooks make it possible to observe gender-

based fluctuations in education, employment, and population life, thereby establishing trend lines and reference thresholds for policy monitoring over time. Thematic gender statistics expand the capacity for disaggregation by sex, age group, region, and socio-economic conditions, thereby supporting the identification of “hidden” disparities that aggregated data may conceal, while also improving precision in selecting priority groups for intervention [6]. The global gender gap monitoring framework emphasizes that sustainable progress often requires simultaneous improvement across multiple pillars, because focusing on a single indicator can create an illusion of achievement while other dimensions continue to deteriorate. A pillar-based monitoring structure is therefore meaningful for assessing policy balance and limiting bias when only one aspect of gender equality is observed, particularly given the interdependence among pillars in implementation.

**Table 1. Composite Index for Monitoring Gender Equality**

Monitoring pillar	2021	2022	2023	2024	2025
Economic participation	100	102	104	106	108
Education and skills	100	101	103	105	107
Health and safety	100	101	102	103	104
Decision-making representation	100	100	101	102	103
Access to justice and services	100	102	103	105	106

*(Source: Results collected and compiled by the author group.)*

### 3.2. EDUCATION AND THE REPRODUCTION OF GENDER BIAS

Gender education in early childhood teacher training is considered an intervention capable of shaping equality norms and reducing bias in pedagogical practice, because teachers directly influence how children internalize gender roles through learning materials, teaching methods, and classroom interactions [4]. Gender bias can be reproduced through implicit messages in learning materials and behavioural patterns, thereby creating differentiated expectations for children by sex and affecting later educational choices as well as career orientation [3]. Sex-disaggregated education statistics combined with regional and socio-economic variables support the identification of vulnerable groups in order to target interventions, rather than implementing uniform measures with uneven effectiveness. A safe and non-discriminatory educational environment falls within the obligation to fulfil rights, because educational outcomes are strongly shaped by the extent to which safety, respect, and responsive mechanisms are ensured when violations occur [11]. Criteria-based monitoring indicates that progress in curriculum content and learning materials only produces sustainable effects when accompanied by adequate pedagogical capacity and sufficiently robust feedback mechanisms to drive behavioural change in classroom settings.

**Table 2. Gender Education Integration Scores in Teacher Training**

Criteria group	2022	2023	2024
Curriculum content and learning materials	3.4	3.6	3.8
Pedagogical capacity and classroom practice	3.2	3.5	3.7
School environment and feedback mechanisms	3.1	3.3	3.5

*(Source: Results collected and compiled by the author group.)*

### 3.3. ECONOMIC PARTICIPATION, JOB QUALITY, AND EMPOWERMENT

Gender inequality in the economic sphere often manifests in gaps in access to quality employment, income levels, and opportunities to hold managerial positions, with part of the disparity stemming from occupational stratification and differences in employment formalization by gender [6]. The burden of unpaid care work reduces women’s time and flexibility, thereby limiting participation in the formal labour market and

narrowing promotion prospects in high-intensity or highly competitive positions. Gender stereotypes in recruitment and competence evaluation can create barriers to advancement even when qualifications are comparable, because standards of “fit” are often interpreted through gendered expectations normalized within organizations. Statistical yearbooks support the observation of gendered employment trends through indicators on occupations, sectors of work, and levels of formality, thereby providing a basis for comparing expanded labour participation with improvements in working conditions toward stability and social protection. Monitoring gender-based job quality indicators helps distinguish between increasing the number of jobs and improving job quality, because quality gains are often tied to income sustainability, insurance coverage, and workers’ risk resilience [14]. The context of artificial intelligence may intensify disadvantage if women have less access to digital skills training and lower participation in higher-productivity sectors, thereby increasing the risk of being pushed into jobs that are easily replaced or have limited income growth [13]. University-based entrepreneurship support programmes can become a channel for strengthening economic autonomy when designed to reduce gender-based barriers to resources and opportunities, while also enhancing practical business capacity for less-advantaged groups.

**Table 3. Job Quality Indicators by Gender**

Job quality indicator	2021	2022	2023	2024	2025
Formal employment rate (women)	100	103	105	107	109
Formal employment rate (men)	100	102	103	104	105
Women’s relative income to men	100	101	103	104	105
Access to social insurance (women)	100	102	104	106	108
Access to social insurance (men)	100	101	102	103	104

(Source: Results collected and compiled by the author group.)

### 3.4. REPRESENTATION IN DECISION-MAKING AND POLITICAL PARTICIPATION

Women’s representation in state power bodies and leadership positions is an indicator reflecting the right to participate and the right to decide in the public sphere, while also demonstrating the extent of access to political power as a resource that shapes the distribution of opportunities and policy. Substantive equality in representation is not only associated with increasing proportions but also requires conditions that enable women to participate effectively and exert meaningful influence over agendas and decision-making processes, thereby limiting purely symbolic representation. Bias about leadership capacity can expose women to double standards of evaluation, in which they are expected to meet higher competence thresholds while also conforming to gendered behavioural expectations, thereby reducing opportunities to reach decision-making roles [2]. Gender statistics play a role in monitoring representation by sector, level, and region, thereby supporting the identification of bottlenecks in planning, training, and appointment pathways for women officials in order to intervene at the right stage and for the right groups.

### 3.5. GENDER-BASED VIOLENCE AND ACCESS TO JUSTICE

Violence against women is a severe manifestation of gendered power inequality and, at the same time, constitutes an infringement of multiple fundamental rights, because its impacts are often long-lasting, multidimensional, and directly linked to safety, health, dignity, and autonomy [8]. Evidence from national research indicates that survivors often require integrated support in health care, legal services, psychosocial assistance, and temporary shelter through an intersectoral service chain, because a disruption at any link can significantly reduce protection effectiveness and recovery prospects. Procedural design in legal proceedings needs to ensure safety, confidentiality, and reduced re-traumatization in order to protect survivors’ dignity and autonomy, while also enhancing access to effective remedies during case handling [12]. Core obligations require an effective response to gender-based violence, because non-response or inadequate response may constitute a violation of the obligation to protect rights under a human rights-based approach. Gender statistics are particularly important in the area of violence because underreporting can obscure the scale of the problem, distort policy

diagnosis, and lead to service resource allocation that is disproportionate to actual needs. Chain-of-intervention monitoring makes it possible to analyze how effectiveness depends simultaneously on response speed, the degree of intersectoral coordination, and the quality of survivors' safety experiences, thereby directing improvements at each stage rather than evaluating only final outcomes [12]. The gap between international standards and local justice is often larger for groups that face difficulty accessing services, because geographic, economic, and social-norm barriers can weaken access to support and protection; therefore, intervention priorities need to focus on vulnerable groups and service-scarce localities.

**Table 4. Indicators for Service Response and Access to Justice**

Monitoring indicator	2022	2023	2024
Safe reception and screening within 72 hours	100	108	115
Full intersectoral referral	100	112	123
Access to legal aid	100	110	120
Confidentiality and safety during handling	100	105	112
Survivor satisfaction with support	100	106	114

(Source: Results collected and compiled by the author group.)

### 3.6. INSTITUTIONAL ACCOUNTABILITY AND GENDER STATISTICS IN GOVERNANCE

The effectiveness of gender equality policies is closely linked to the capacity of institutions to ensure accountability through transparent monitoring and reliable gender statistics. In a human rights-based governance framework, gender-disaggregated data function not only as a descriptive tool but also as a mechanism for evaluating whether state obligations to respect, protect, and fulfil rights are being effectively implemented across sectors and localities. Systematic data collection on education, employment, political participation, access to services, and experiences of discrimination enables policymakers to detect structural disparities that might otherwise remain hidden within aggregate indicators. At the same time, the quality of statistics depends on standardized methodologies, regular updating, and institutional coordination among agencies responsible for data production and analysis. Without such coordination, fragmented information systems can weaken policy diagnosis and limit the capacity to track progress over time. Integrating gender statistics into planning, budgeting, and evaluation processes therefore helps strengthen evidence-based policymaking while also reinforcing institutional accountability for measurable improvements in gender equality outcomes.

## IV. SOLUTION PACKAGE TO STRENGTHEN THE ENSURANCE OF THE RIGHT TO GENDER EQUALITY FROM A HUMAN RIGHTS-BASED APPROACH

Strengthening gender equality institutions needs to be oriented toward a rights-based governance model, in which the obligations of state agencies are clearly defined at each stage of the policy cycle and are linked to results-based accountability mechanisms. The core focus of this orientation is to improve the system of monitoring indicators in ways that can measure progress by sector and reflect substantive improvements for beneficiary groups, while also ensuring alignment between objectives, resources, and periodic reporting requirements. Such an arrangement helps to limit situations in which goals remain declaratory but lack implementation conditions, while also providing a basis for consistent implementation across levels and for verification and benchmarking throughout the process. Legal and administrative procedure reviews need to be carried out regularly in order to identify forms of indirect discrimination arising from seemingly neutral provisions, because adverse impacts often become apparent in the course of application and the allocation of opportunities rather than in the wording of legal texts. The data infrastructure for governance needs to be upgraded through standardization, interoperability, and regular updating to support evidence-based decision-making, reduce distortions caused by fragmented data, and strengthen the capacity to monitor disparities across social groups and localities.

Sustainable progress on gender equality requires interventions in norm formation through education and communication, in which gender education needs to be integrated in a capacity-building manner rather than being

added merely as informational content. This integration needs to cover learning materials, pedagogical practice, and feedback mechanisms within the school environment to ensure that equality norms are translated into the everyday behaviour of both teachers and learners. Communication and community education need to focus on changing gender stereotypes in the division of care work and family responsibilities, because these operate as mechanisms that reproduce inequality in everyday life and directly affect women's opportunities for education, employment, and advancement. Safe school standards need to be implemented as a human-rights requirement, emphasizing the prevention of harassment and violence in educational settings in order to ensure learners' dignity and right to development. In the context of job transformation driven by new technologies, gender-sensitive digital skills training needs to be strengthened to reduce the risk of disadvantage, especially for groups with limited access to training and those at risk of exclusion from higher-productivity employment.

Economic empowerment needs to be promoted as a structural policy pillar, in which the objective is not only to expand labour participation but also to improve job quality by gender in order to avoid equating a rise in job numbers with progress in equality. Measures to reduce structural barriers need to prioritize public services and social protection in order to reduce the burden of unpaid care work, expand women's ability to participate in formal employment, and increase access to positions with advancement prospects. Anti-discrimination enforcement in the labour market needs to be accompanied by greater transparency in recruitment, evaluation, and promotion criteria to limit the influence of gender stereotypes in personnel decisions, particularly in contexts where "fit" standards are often interpreted through gendered expectations normalized within organizations. Labour market monitoring systems need to emphasize indicators that reflect stability, social protection coverage, and relative income by gender in order to clarify the quality of participation and workers' risk resilience. Youth entrepreneurship and innovation support programmes need to incorporate gender mainstreaming in access to finance, mentoring, and networks to expand opportunities for women, especially in innovation ecosystems where resources tend to concentrate among groups with initial advantages.

Access to justice and the service ecosystem for responding to gender-based violence need to be strengthened through an interdisciplinary model that places survivors' safety and autonomy at the centre, in order to ensure that the support chain is not disrupted between reception, protection, case handling, and recovery. Procedures for receiving and handling cases need to be designed to reduce re-traumatization through professional guidelines, staff training, and confidentiality mechanisms, because unsafe experiences during legal processes can weaken access to justice and reduce the effectiveness of remedies. Prevention interventions need to be evidence-based, drawing on service pathways and risk points to increase early detection, screening, and timely support for high-risk groups. Local monitoring mechanisms need to emphasize intersectoral coordination accountability and results-based accountability to ensure that standards are translated into substantive justice, particularly in areas and population groups that have difficulty accessing services.

Finally, strengthening gender equality from a human rights-based perspective also requires expanding mechanisms for participation, transparency, and social accountability in policy implementation. The meaningful involvement of civil society organizations, community groups, and beneficiary populations in consultation, monitoring, and evaluation processes helps ensure that policies reflect diverse lived experiences and respond to the practical needs of those most affected by gender inequality. Participatory monitoring mechanisms, such as community feedback channels and independent policy reviews, can improve the responsiveness of institutions and enhance public trust in governance processes. At the same time, international cooperation and knowledge exchange should be utilized to align national practices with global human rights standards and to learn from comparative experiences in gender-responsive governance. Through the combination of participatory governance, transparent monitoring systems, and sustained institutional commitment, gender equality policies can move beyond formal commitments toward measurable and durable improvements in the realization of human rights for all individuals.

## V. CONCLUSION

Gender equality from a human rights-based approach is a standard that reflects the extent to which each individual's dignity and freedom are respected in social life, while also serving as a basis for assessing the quality of public governance in ensuring that rights are not determined by sex. Policy assessment on gender equality needs

to be situated within the context of power structures and gendered experiences, avoiding reliance solely on the assumption that laws and procedures are always impact-neutral, because provisions that appear equal may still generate disadvantage in implementation for a particular gender group. Gender stereotypes can operate as structural barriers through social norms and policy mechanisms, enabling inequality to reproduce itself if it is not identified and addressed through purposeful intervention.

Gender equality governance requires an obligation-based approach, in which proactive measures, appropriate resource allocation, and effective monitoring mechanisms are conditions for translating commitments into verifiable outcomes. Women's right of access to justice needs to be ensured by reducing procedural barriers and bias, while also increasing safety and comprehensive support throughout the pursuit of justice in order to strengthen the capacity for remedies and prevent recurrence. A gender statistics data foundation plays a crucial role in monitoring progress across social groups and localities, thereby identifying hidden disparities and guiding evidence-based resource allocation. The context of technological transformation requires expanded access to gender-sensitive digital skills opportunities to mitigate emerging risks of disadvantage, while also emphasizing the need for simultaneous improvement across multiple pillars to avoid skewed and unsustainable progress.

At the same time, effective gender equality governance requires the meaningful participation of all genders in decision-making processes at different levels of society. When women and gender minorities are underrepresented in political, economic, and institutional leadership, policy priorities and resource distribution may fail to reflect diverse lived experiences. Therefore, expanding inclusive participation mechanisms—such as consultative processes, gender-responsive budgeting, and representation targets—can help ensure that governance structures are more accountable and responsive to gender-specific needs. In this regard, gender equality should not be treated as a separate policy objective but rather integrated as a cross-cutting principle within broader development strategies, so that social, economic, and technological progress contributes simultaneously to the realization of equal rights and opportunities for all.

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