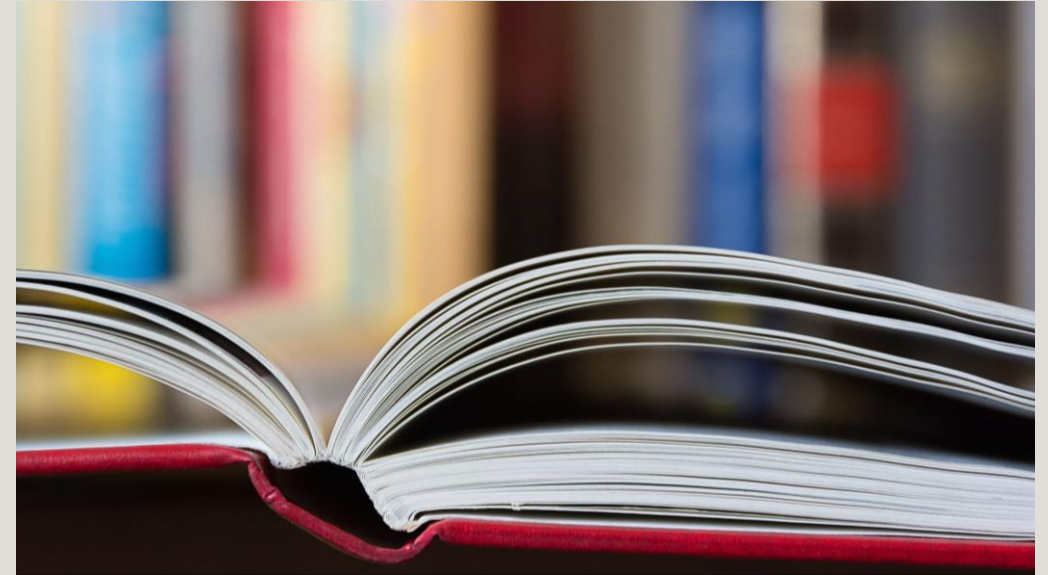# EnPOWER Literature Review:

Key authors and themes

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Background/context

- Gender Equality Law in 2006 aimed to promote equal opportunities to women in all the areas (Vietnam and gender equality, 2017).

- 79% females in Vietnam in work or looking for work but representation at the top is meagre (Preet, 2019)

- Vietnam has 357 public universities and colleges and 88 private higher education institutions (HEIs) (Huong, 2018).

- Compared to other countries, Vietnamese women are underrepresented in senior roles in prestigious organizations (Pham, 2011).

- The situation for women working in the Vietnamese higher education sector reflects national figures, with women comprising 12 per cent of Head of Department roles and 8 per cent of Deputy Head of Department roles as of 2010 (Le et al., 2010; Mate et al. 2018)).

- N. B. T. Nguyen (2000) found the underrepresentation of women leaders in a university in northern Vietnam, Dang (2012) identified the same problem in the universities in Mekong Delta in southern Vietnam.

- Although Vietnamese women and men in HE are said to be equal in all spheres of life in law, women's equality with men in reality has not yet been achieved (Tran and Nguyen, 2000)

Masheshwari and Nayak (2020), Tran and Nguyen (2000)

Search Parameters

Main focus: Women Leaders in Higher Education in Vietnam

Literature type: Published and grey literature

Dates: 1995 to present date

Search process:

- Follow references from initial literature included in bid (daisy-chaining)
- New searches of databases, specific journals, Google Scholar and Social Media

**Results:** 28 shortlisted items and 25 unable to locate

Key words and search terms

- Vietnam - Vietnamese - South-East Asia	- Leadership - Women - Women leaders - Women researchers - Female leaders - Work - Female employees - Educational leadership - Careers - Middle leadership - Middle level management - Female academic managers -	- Barriers and enablers - Challenges in leadership work - Confucian culture
- Academia - Higher education - University - Vietnamese higher education - Vietnamese universities	- Gender - Diversity - Gender equality - Gender inequality - Gender relations - Gender and women's university leadership, - Vietnamese femininity and masculinity,	- Women empowerment - Career development - Mentoring

Key authors/sources

Journal Articles	Reports	Thesis	Conference / Blogs
Scott and Truong (2007) Gender research in Vietnam	**Kelly (2011)** Literature Review / Documents	**Nguyen (2000).** Gender equity at VNU	**Hong Hanh (2010)** Professors promoted
Nguyen, Thi Lan Huong (2013) Barriers/facilitators female deans	**Munro (2012)** UNDP Review of reports	**Le (2011)** Impact of culture	**Nguyen PTK (ND)** Perspective of society
Funnell and Dao (2013) Journeys of women rectors	**UNDP (2014)** Women leadership in Vietnam	**Dao (2011)** Journeys of women rectors	**VN Help (2012)** Gender inequality
Truong (2014) Challenges middle-leadership	**Anh Nguyet (2012)** Literature review	**Dang (2012)** Mid-level leaders	**Phuong (2020)** Hidden barriers
Do and Brennan (2015) 12 women / eight universities	**Adams et al. (2016)** Gender assessment report	**Lazarian-Chehab (2017)** Traditions and mentoring	
Soraly and Khon (2017) An Giang University Case Study	**UN (2016)** Gender equality		
Mate et al. (2018) Barriers and enablers career and leadership development	**World Bank (2016)** Prosperity, creativity, equity		
Masheshwari and Nayak (2020) Barriers and enablers			
Tran and Nguyen (2020) Gender preference			

Key themes
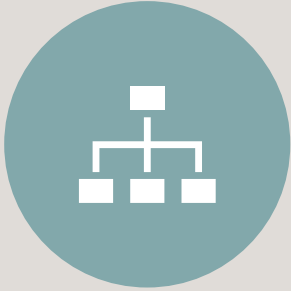
Government policies and expectations:

Retirement age

Ownership of universities

Communist Party Membership

Equality policies

Strategies and solutions

'Not everyone complained'

Socio-cultural norms and beliefs:

Age and respect for elders

Drinking and networking

Body politics and stereotypes

Collectivism (merits)

What women can aspire to

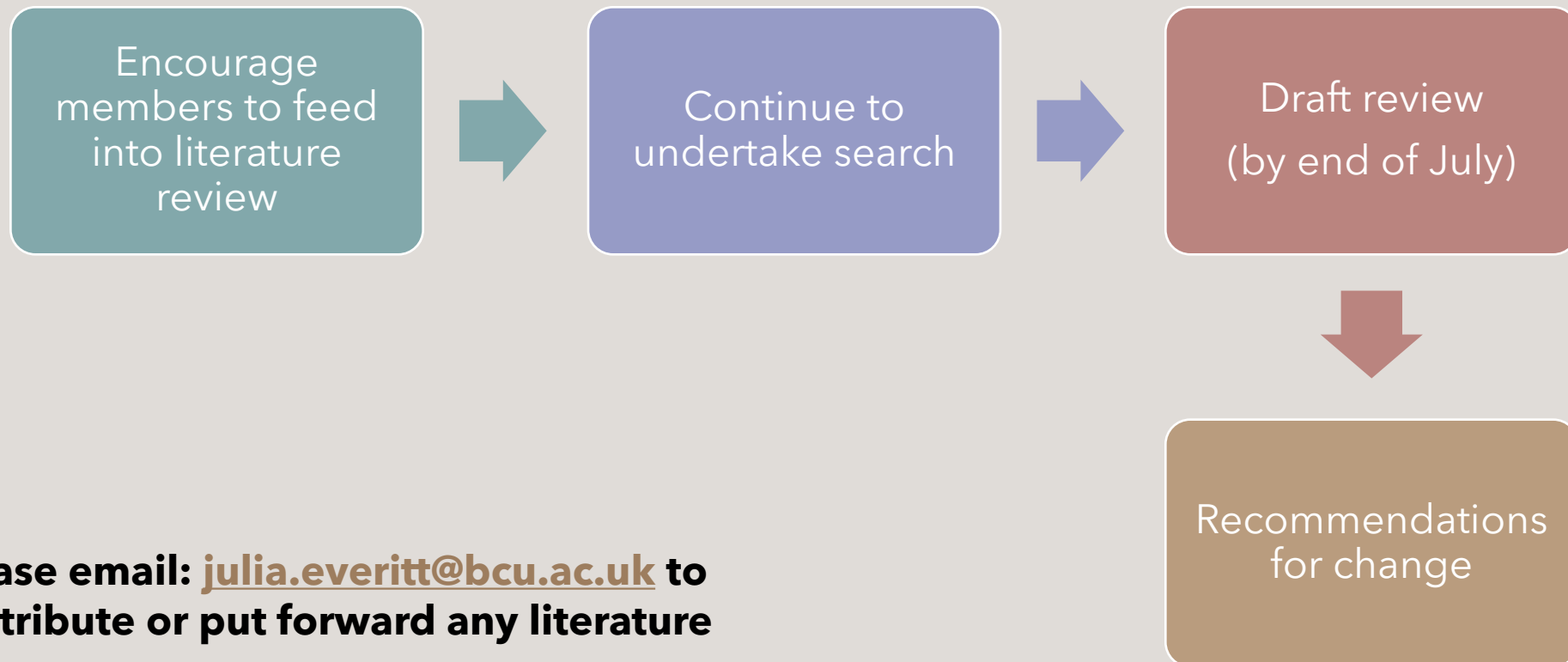'Think manager, think male'

University processes and cultures:

Age and length of employment

Recruitment processes

Leadership and management style

Mentor/role model/sponsor/line manager

Other leader's paths / predecessor or subordinates

Merit schemes and leadership guides

Opportunities, networking and skills development

'Want to do it, just lack of time'

Personal factors / mindsets / attributes:

Ongoing education and training

Family background and support

External roles and memberships

Career plan / path

Double shift and maternity leave

Confidence/ assertiveness / save face

Luck/serendipity

'Happy where I am'

Next steps

Encourage members to feed into literature review → Continue to undertake search → Draft review (by end of July) ↓ Recommendations for change

Please email: julia.everitt@bcu.ac.uk to contribute or put forward any literature