Industrial University of Ho Chi Minh City

SDG 05
GENDER EQUALITY

IUH RANKINGS MANAGEMENT

SDG 5

GENDER EQUALITY

BÌNH ĐẲNG GIỚI

THE Sustainability Impact Ratings 2027

Data year	Metrics	Indicators
2025	5	16

IUH advances gender equality by widening women's access to higher education, strengthening women's academic leadership, protecting rights, and supporting an equitable, non-discriminatory learning and working environment.













PEACE GROUP

SUSTAINABILITY SECRETARIAT • SDGs 3, 5, 10 • 7 MEMBERS



Ong Mẫu Dũng

GROUP LEADER • Vice Dean

Faculty of Electronics Technology



Nguyễn Thị Hoàng Yến

MEMBER • Deputy Head

Office of Finance and Accounting



Nguyễn Ngọc Tuấn

MEMBER • Lecturer

Faculty of Health Sciences



Cù Thị Thúy Lan

MEMBER • Specialist

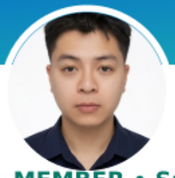
Office of Political Affairs and Student Support



Nguyễn Lê Thùy Trâm

MEMBER • Specialist

Academic Affairs Office



Nguyễn Khắc Bảo Duy

MEMBER • Specialist

Office of Testing and Quality assurance



Nguyễn Đình Mai Thy

MEMBER • Specialist

Office of Testing and Quality Assurance

Industrial University of Ho Chi Minh City

NHÓM 5.2 – PROPORTION OF FIRST-GENERATION FEMALE STUDENTS

SDG 05 GENDER EQUALITY

5.2.1 Proportion of women first-generation

Tỷ lệ sinh viên nữ thế hệ thứ nhất

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1: Pioneering Education and Research	OBE-standard learner data management; Student Tracking System	Integrate fields for collecting information on parents' educational attainment and identifying female students by gender into the online admission confirmation portal for the 2024 intake.	100% digitised database of information on female first-year students; Analytical report on the composition of first-generation female students enrolled at IUH	Office of Academic Affairs, Office of Student Affairs and Communications, Centre for Systems Administration	August–October 2024 (Data submitted in 2025)
Thrust 1: Pioneering Education and Research	Standardise FTE (Full-Time Equivalent) data conversion in accordance with THE regulations.	Extract and calculate the quantitative data: the number of female first-generation students entering university (FTE) divided by the total number of female students entering university (FTE) in 2024.	Standardised statistical report: Total FTE number of newly enrolled female students and FTE number of female first-generation students; Data audit minutes endorsed by the University's leadership.	Office of Academic Affairs, Office of Testing and Quality Assurance	Q2–Q4 2025
Thrust 5 & Thrust 3: Financial Autonomy & Student Support	Student Support Fund (at least 8% of tuition fees); "Supporting Students on Their Journey to University" Scholarships	Implement a dedicated "Empowering Female Students" scholarship programme and assign female academic advisers to provide guidance and support the integration of newly enrolled female first-generation students into the university environment.	Scholarship Award Decision; Progress Monitoring Report on the Academic Performance and Course Completion Rates of Female First-Generation Students	Office of Student Affairs and Communications	Q4 2024 – Throughout 2025

Industrial University of Ho Chi Minh City

NHÓM 5.2 – PROPORTION OF FIRST-GENERATION FEMALE STUDENTS

SDG 05
GENDER EQUALITY

5.2.1 Proportion of women first-generation

Tỷ lệ sinh viên nữ thế hệ thứ nhất

DỮ LIỆU NĂM 2025

Dữ liệu	Giá trị
Number of students Tổng số sinh viên.	27,154
Number of students starting a degree Trong tổng số nữ sinh viên nhập học	8,328
Number of first-generation students starting a degree Tổng số nữ sinh viên thế hệ đầu tiên theo học chương trình đào tạo cấp bằng tại IUH	3,799
Number of women starting a degree Tổng số nữ sinh viên bắt đầu theo học chương trình đào tạo cấp bằng tại IUH trong năm dữ liệu.	3,799
Number of first-generation women starting a degree Trong tổng số nữ sinh viên trên, có bao nhiêu người thuộc thế hệ đầu tiên trong gia đình theo học đại học.	1,174

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.1 Tracking access measures

Đo lường và theo dõi cơ hội tiếp cận giáo dục đại học của nữ giới.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1: Pioneering Education and Research	Improved Admissions Effectiveness; Learner Data Management System	Establish a real-time dashboard to monitor application, acceptance and entry rates, disaggregated by gender across all academic programmes.	Digitalised Admissions Dashboard Reporting System; Thematic Report Analysing Changes in Female Students' Access to Education Over the Past Three Years	Office of Academic Affairs, Centre for Systems Administration, Office of Testing and Quality Assurance	Q2–Q4 2025
Thrust 1: Pioneering Education and Research	On-time Graduation Rate (%); Student Dropout Rate Monitoring	Develop periodic benchmarking reports comparing female student enrolment rates with course completion rates and on-time graduation rates across different discipline groups.	Statistical Report on the Female Student Education Cycle (from Enrolment to Graduation); Policy Recommendations for Adjusting Female Student Admission Quotas	Office of Academic Affairs, Office of Testing and Quality Assurance	At the end of each academic year (Q3 2025)

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.1 Tracking access measures

Đo lường và theo dõi cơ hội tiếp cận giáo dục đại học của nữ giới.

OPERATIONAL EVIDENCE



Article Title 1

Annual Admissions Review Report for Regular Undergraduate Programs – Gender-Disaggregated Data Analysis at IUH

Article URL

https://tuyensinh.iuh.edu.vn/
https://pdt.iuh.edu.vn/hoat-dong/danh-sach-hoat-dong

Activity Description:

Industrial University of Ho Chi Minh City (IUH) operates an integrated management information system that automatically gathers and disaggregates application data by gender throughout each admissions cycle. This dataset enables the university to accurately assess female applicants' interests and demand for higher education across diverse academic disciplines, serving as a strategic foundation for targeted admissions planning.



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 867 /TB-ĐHCN

Thành phố Hồ Chí Minh, ngày 24 tháng 7 năm 2025

THÔNG BÁO
Điểm trúng tuyển bậc Đại học hệ Chính quy năm 2025

Hội đồng Tuyển sinh Trường Đại học Công nghiệp Thành phố Hồ Chí Minh thông báo điểm trúng tuyển bậc Đại học hệ Chính quy năm 2025 tại Trụ sở chính Thành phố Hồ Chí Minh, như sau:

1. Điểm trúng tuyển

- Điểm trúng tuyển bằng phương thức sử dụng kết quả thi tốt nghiệp THPT năm 2025, kí hiệu: **TN**.
- Điểm trúng tuyển bằng phương thức sử dụng kết quả kỳ thi Đánh giá năng lực do Đại học Quốc gia TP.HCM tổ chức năm 2025, kí hiệu: **ĐGNL**.
- Điểm trúng tuyển bằng phương thức xét kết hợp, kí hiệu: **KH**.

Stt	Mã ngành	Tên ngành/chuyên ngành	TN	ĐGNL		KH
				Thang điểm 1200	Thang điểm 30	
CHƯƠNG TRÌNH ĐẠI TRÀ						
1	7510301	**Công nghệ kỹ thuật điện, điện tử** gồm 03 chuyên ngành: Công nghệ kỹ thuật điện, điện tử; Năng lượng tái tạo; Điện hạt nhân	25.25	894	25.75	28.11
		Công nghệ kỹ thuật điện tử - viễn thông gồm 03 chuyên ngành: Điện tử				

Article Title 2

Regular Undergraduate Admission Statistics by Gender at IUH

Article URL

https://tuyensinh.iuh.edu.vn/diemChuan

Activity Description:

IUH maintains rigorous oversight and periodic reporting mechanisms on female admission rates across all degree-granting programs. The database archives detailed records of female applicants meeting admission thresholds across multiple admission routes, ensuring transparency, objectivity, and a clear demonstration of equitable higher education access for women.



Article Title 3

Report on Enrollment Status and Incoming Student Data at IUH

Article URL

https://iuh.edu.vn/vi/huong-dan-nhap-hoc.html

Activity Description:

Annually, the Admissions Office produces statistical reports on actual female student enrollments. Closely monitoring intake trends supports sustainability reporting for the THE Impact Rankings under SDG 5. The gender distribution is reflected in the following admission funnel metrics:
Total Applicants: 82,359 (Female: 38,146 – 46.32%)
Total Admitted: 14,980 (Female: 6,869 – 45.85%)
Total Enrolled Students: 11,972 (Female: 5,571 – 46.53%)

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.3 Women's access schemes

Các chương trình hỗ trợ phụ nữ tiếp cận giáo dục đại học.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 5: Financial Sustainability and Autonomy	Student Support Fund; Diversifying scholarship funding from enterprises	Establish the “IUH Women in Engineering and Technology” Scholarship Fund, in cooperation with technology corporations (Intel, Samsung, Bosch), to award full and partial entrance scholarships to newly enrolled female students.	Decision approving the scholarship portfolio dedicated to female students; Sponsorship agreements (MOUs) with enterprises; List of female students awarded scholarships	Office of Student Affairs and Communications, Office of Research Management and International Cooperation	Q3–Q4 2025
Thrust 1 & Thrust 3: Pioneering Education & Student Life	Strengthening academic mentoring activities (Peer mentoring); Enhancing advisory services	Establish the “Female Student Companions” network (Women Mentoring Network), assigning experienced female lecturers and successful female alumnae to provide academic mentoring and career guidance.	Implementation plan for the Mentoring network; List of Mentor–Mentee pairs; Summary report on the effectiveness of advisory support for first-year female students	Office of Student Affairs and Communications, Youth Union	Q1–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.3 Women's access schemes

Các chương trình hỗ trợ phụ nữ tiếp cận giáo dục đại học.

OPERATIONAL EVIDENCE

1



Regarding the assessment and awarding of scholarships to full-time undergraduate students and individuals pursuing studies or research at Industrial University of Ho Chi Minh City

Article URL

https://pdt.iuh.edu.vn/quy-che-quy-dinh-hoc-bong-nam-2024

Activity Description:

.Under Articles 11, 12, and 13, IUH implements an Admissions Scholarship Program to encourage and facilitate access to higher education, particularly for women. Eligible beneficiaries include newly admitted female academic students who have won or science and engineering awards, graduated from specialized high schools, or enrolled in majors where female students account for less than 2% of enrollment. Additional support is available to qualify students through family and institutional connections, as well as enrollment in Talented Bachelor/Engineer programs. Scholarships provide financial assistance to reduce economic barriers, while the university's targeted support encourages female students to pursue academic pathways in underrepresented fields. Through these measures, IUH promotes equal educational opportunities, supports women's academic orientation, and broadens female participation in higher education.

2



Women in STEM Scholarship 2026 – A fully-funded opportunity for women to pursue a Master's degree in the UK

Article URL

https://smia.iuh.edu.vn/news.html@detail@212@1132@Hoc-bong-Women-in-STEM2026-%E2%80%93-Co-hoi-toan-phan-du-hoc-Thac-si-tai-Anh-danh-cho-nu-gioi

Activity Description:

IUH promotes women's access to higher education and advanced learning opportunities by disseminating international scholarship information and encouraging female students to pursue postgraduate studies, particularly in STEM fields. Through initiatives such as the British Council's Women in STEM Scholarship 2026, IUH helps female students access financial support, academic guidance and international study opportunities. These efforts contribute to reducing financial and gender-related barriers, strengthening women's academic development, and expanding their participation in traditionally male-dominated fields of science and technology.

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.4 Women's application in underrepresented subjects

Khuyến khích nữ giới đăng ký vào các ngành học có tỷ lệ phụ nữ tham gia còn thấp.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	SDG Indicator	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1 & Thrust 2: Pioneering Education & Community Engagement	Strengthening admissions career guidance; Cooperation with high schools	5.3.4: Women's application in underrepresented subjects	Organise a series of "Women in STEM Day" experience events at high schools, inviting female engineers and female PhD holders from IUH to inspire Grade 12 female students to choose engineering disciplines.	Organisation plan; Report on the event series; List of participating female high school students; Articles published in the press and on the University's website	Office of Academic Affairs, Information and Communications Centre	Q1–Q2 2025
Thrust 2: Promoting Community Engagement	Cooperation with women's organisations and professional associations outside the University	5.3.4: Women's application in underrepresented subjects	Coordinate with the Ho Chi Minh City Association of Women Intellectuals and non-governmental organisations to implement regional communication campaigns promoting gender equality in engineering and technology education.	Memorandum of Understanding (MOU); Seminar proceedings; Multimedia communication bulletin on the image of women in the Fourth Industrial Revolution (Industry 4.0)	Office of Research Management and International Cooperation, Information and Communications Centre	Q2 & Q3 2025

Industrial University of Ho Chi Minh City

NHÓM 5.3 – STUDENT ACCESS MEASURES

SDG 05 GENDER EQUALITY

5.3.4 Women's application in underrepresented subjects

Khuyến khích nữ giới đăng ký vào các ngành học có tỷ lệ phụ nữ tham gia còn thấp.

OPERATIONAL EVIDENCE



Article Title 1

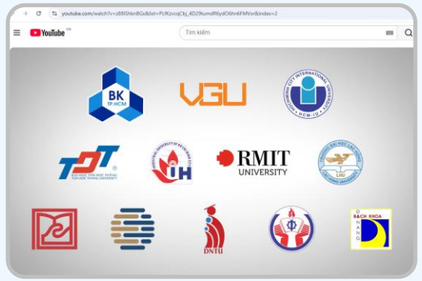
Policy on Prioritized Merit-Based Scholarships for Female Students Enrolling in Engineering (STEM) Majors

Article URL

https://pdt.iuh.edu.vn/quy-dinh-xet-hoc-bong-danh-cho-sinh-vien-chinh-quy-2025

Mô tả hoạt động *(dưới 200 từ)*

To attract and support female participation in male-dominated technical fields, IUH has enacted dedicated policies offering prioritized entrance and merit-based academic scholarships specifically for female students. This policy applies directly to STEM programs including Automotive Engineering Technology, Mechanical Engineering, and Electrical-Electronic Engineering. The program relieves financial burdens, motivates female high school candidates to enroll confidently, broadens their career opportunities, and fosters gender equality in tertiary education.



Article Title 2

IUH Collaborates to Implement the AmCham Women in Engineering Scholarship Program

Article URL

https://htsv.iuh.edu.vn/detail%40181-485-Hoc-bong-Nu-sinh-Ky-thuat-2020-%28AmCham-Women-in-Engineering-Scholarship%29.html

Mô tả hoạt động *(dưới 200 từ)*

IUH actively partners with the American Chamber of Commerce (AmCham) to execute specialized scholarship schemes and host "Women in STEM" networking symposiums for female students in engineering and technology. Through this initiative, students receive meaningful financial awards alongside direct professional mentorship from accomplished female engineers and executive leaders from multinational corporations. This initiative breaks gender stereotypes, empowers students, and builds solid professional competencies.



Article Title 3

Career Guidance and Hands-On Engineering Workshops Tailored for High School Female Students

Article URL

https://pdt.iuh.edu.vn/hoat-dong/iuh-chu-tri-ngay-hoi-cong-nghe-va-khoi-nghiep-tai-truong-thpt-nguyen-cong-tru-NDAwOQ

Mô tả hoạt động *(dưới 200 từ)*

During university admissions campaigns and Open Days, IUH curates interactive zones designed to introduce female high school students to engineering majors. Participants tour modern laboratories and workshops, benefiting from one-on-one advising sessions with female faculty members. The sessions highlight industry outlooks and address gendered preconceptions regarding technical environments, actively inspiring higher female enrollment in engineering programs.

Industrial University of Ho Chi Minh City

NHÓM 5.4 – PROPORTION OF SENIOR FEMALE ACADEMICS

SDG 05
GENDER EQUALITY

5.4.1 Proportion of senior female academics

Tỷ lệ nữ cán bộ học thuật cấp cao.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4: Attracting, Developing and Retaining Human Resources	Recruiting high-quality staff; Implementing standardised staff criteria	Develop and implement a plan for appointing managers that ensures the proportion of women in leadership positions (Board of Rectors, Deans/Vice Deans, Institute Directors, Heads of specialised offices) reaches ≥ 35%.	Resolution of the Party Committee/University Council on matters concerning female staff; Summary list of female staff in senior academic leadership positions	Office of Organisation and Administration	Q1–Q4 2025
Thrust 4: Attracting, Developing and Retaining Human Resources	Staff training and capacity development (% of PhD holders, Assoc. Prof., Prof.)	Issue a policy prioritising funding and providing time allowances for female lecturers to pursue doctoral studies and postdoctoral research and to be considered for the titles of Professor and Associate Professor.	Decisions to send staff for further training; Decisions awarding commendations to female lecturers recognised as meeting the Associate Professor/Professor title standards and appointed to the senior lecturer rank	Office of Organisation and Administration, Office of Research Management and International Cooperation	2025
Thrust 1: Pioneering Education and Research	Standardising the University-wide staff database with FTE conversion by ISCED	Extract and compile standardised data tables on the number of Senior Academic Staff (FTE) and the number of female Senior Academic Staff (FTE) in 2024, in accordance with the THE technical definitions.	Standardised staff statistics report for ranking audit purposes: FTE conversion table for senior academic staff and the proportion of women, together with appointment decisions	Office of Organisation and Administration, Office of Testing and Quality Assurance	Q2–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.4 – PROPORTION OF SENIOR FEMALE ACADEMICS

SDG 05
GENDER EQUALITY

5.4.1 Proportion of senior female academics

Tỷ lệ nữ cán bộ học thuật cấp cao.

DRAFT DATA 2025

Data	Unit
Number of senior academic staff (reported senior academic leaders) Số lượng nhân sự học thuật cấp cao (các vị trí lãnh đạo học thuật cấp cao được báo cáo).	472
Number of female senior academic staff Số lượng nhân sự học thuật cấp cao là nữ giới.	142

DRAFT DATA 2025

Data	Unit
Number of academic staff Tổng số nhân sự học thuật	2,089
Number of employees Tổng số nhân sự của Trường, bao gồm cả nhân sự học thuật và dịch vụ cốt lõi thuê ngoài	2,744

Industrial University of Ho Chi Minh City

NHÓM 5.5 – PROPORTION OF WOMEN RECEIVING DEGREES

SDG 05
GENDER EQUALITY

5.5.1 Proportion of women receiving degrees

Tỷ lệ nữ sinh viên được cấp bằng tốt nghiệp

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1: Pioneering Education and Research	Improving the quality of graduates; On-time graduation rate (% graduate on time)	Implement measures to support learning, graduation projects and professional internships in order to raise the course completion and on-time graduation rate of female STEM students to ≥ 85%.	Report on the on-time graduation rate of female students by discipline group; Assessment table of programme learning outcomes (PLOs) of female students	Office of Academic Affairs, Specialised Faculties/Institutes	Q2–Q4 2025
Thrust 1: Pioneering Education and Research	Standardising graduate data according to the THE three-discipline-group structure	Extract, classify and tabulate 2024 graduate headcount data by three discipline groups: STEM; Health (Medicine/Allied Health); and Social Sciences/Economics (Arts, Humanities & Social Sciences).	Standardised statistical data report: Data table of total graduates and the number of female graduates, accurately extracted by the three THE discipline groups	Office of Academic Affairs, Institute of International Education and Postgraduate Studies, Office of Testing and Quality Assurance	Q2–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.5 – PROPORTION OF WOMEN RECEIVING DEGREES

SDG 05
GENDER EQUALITY

5.5.1 Proportion of women receiving degrees

Tỷ lệ nữ sinh viên được cấp bằng tốt nghiệp

REQUIRED DATA COLLECTION

Data		Unit	
Number of graduates Tổng số người tốt nghiệp tại IUH năm lấy dữ liệu			9,007
Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences) Tổng số người tốt nghiệp thuộc 3 nhóm lĩnh vực được THE yêu cầu	9,007	**Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences):** Tổng số **nữ** tốt nghiệp thuộc 3 nhóm lĩnh vực được THE yêu cầu	5,350
Number of graduates: STEM Tổng số người tốt nghiệp nhóm ngành STEM	2,926	**Number of female graduates: STEM** Số **nữ** tốt nghiệp nhóm ngành STEM	578
Number of graduates: Medicine Tổng số người tốt nghiệp nhóm ngành Y khoa	35	**Number of female graduates: Medicine** Tổng số **nữ** tốt nghiệp nhóm ngành Y khoa	30
Number of graduates: Arts & Humanities / Social Sciences Tổng số người tốt nghiệp nhóm Nghệ thuật, Nhân văn và Khoa học xã hội	6,046	**Number of female graduates: Arts & Humanities / Social Sciences** Tổng số **nữ** nghiệp nhóm Nghệ thuật, Nhân văn và Khoa học xã hội	4,742

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.1 Policy of non-discrimination against women

Chính sách không phân biệt đối xử đối với phụ nữ.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4: Attracting, Developing and Retaining Human Resources	Improving the quality of the working environment; Fairness and gender equality	Review, supplement, sign and issue the Rector's Decision on the "Policy on Gender Equality and Non-Discrimination Against Women at IUH" (including provisions on harassment prevention).	Decision issuing the Policy of Non-Discrimination Against Women, reviewed/signed and issued during the 2021–2025 period; Full text made publicly available on the University's website	Office of Organisation and Administration, Office of Student Affairs and Communications	Q1 2025
Thrust 3: Modern Facilities & Safe Environment	Improving satisfaction with a safe working and learning environment	Establish a Gender Equality Advisory and Complaints Reception Team; set up a hotline and a confidential email inbox to receive reports of discriminatory violations.	Decision establishing the Reports Reception Team; Procedure for handling discriminatory violations; Guidance bulletin for learners and staff on submitting confidential reports	Office of Organisation and Administration, Office of Student Affairs and Communications	Q1–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.1 Policy of non-discrimination against women

Chính sách không phân biệt đối xử đối với phụ nữ.

OPERATIONAL EVIDENCE



QUỐC HỘI — CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
Bộ luật số: 45/2019/QH14

BỘ LUẬT
LAO ĐỘNG

Căn cứ Hiến pháp nước Cộng hòa xã hội chủ nghĩa Việt Nam;
Quốc hội ban hành Bộ luật Lao động.

Chương I
NHỮNG QUY ĐỊNH CHUNG

Điều 1. Phạm vi điều chỉnh

Bộ luật Lao động quy định tiêu chuẩn lao động; quyền, nghĩa vụ, trách nhiệm của người lao động, người sử dụng lao động, tổ chức đại diện người lao động tại cơ sở, tổ chức đại diện người sử dụng lao động trong quan hệ lao động và các quan hệ khác liên quan trực tiếp đến quan hệ lao động; quản lý nhà nước về lao động.

Article Title 1

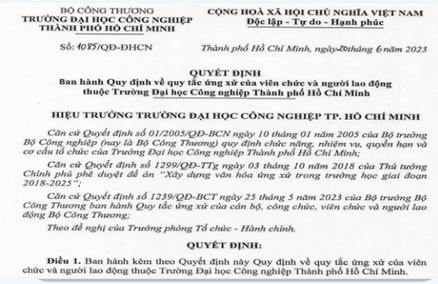
Labor Code 2019 (Consolidated Document No. 125/VBHN-VPQH dated August 27, 2025 by the Office of the National Assembly)

Article URL

https://vanban.chinhphu.vn/?docid=215248&pageid=27160

Activity Description

IUH implements the Labor Code (Consolidated Document No. 125/VBHN-VPQH, issued on August 27, 2025, publicly available at vanban.chinhphu.vn) as the primary legal framework prohibiting discrimination in recruitment and employment for all staff and employees. Provisions for women: Article 3 defines discrimination as distinction, exclusion, or preference based on gender, pregnancy, marital status, or family responsibilities; Article 8 strictly bans workplace discrimination and sexual harassment; Article 136 mandates gender equality in recruitment, assignment, training, wages, and benefits; Chapter X details specific regulations for female workers. Mechanisms at IUH: The Code of Conduct (Decision 1085/QD-DHCN, June 20, 2023) requires strict compliance with the Labor Code; Article 8.4 prohibits discrimination and retaliation against learners; Article 5.2.d ensures whistleblower identity confidentiality; the Personnel and Administration Department conducts oversight (Article 14); and violators are subject to formal reprimands, public criticism, or disciplinary measures (Article 15).



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 1085/QĐ-ĐHCN — *Thành phố Hồ Chí Minh, ngày 20 tháng 6 năm 2023*

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Quyết định số 1299/QĐ-TTg ngày 03 tháng 10 năm 2018 của Thủ tướng Chính phủ phê duyệt đề án "Xây dựng văn hóa ứng xử trong trường học giai đoạn 2018-2025";

Căn cứ Quyết định số 1239/QĐ-BCT ngày 25 tháng 5 năm 2023 của Bộ trưởng Bộ Công Thương ban hành Quy tắc ứng xử của cán bộ, công chức, viên chức và người lao động Bộ Công Thương;

Theo đề nghị của Trưởng phòng Tổ chức - Hành chính.

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Article Title 2

Regulations on the Code of Conduct for Staff and Employees of Industrial University of Ho Chi Minh City

Article URL

https://ptchc.iuh.edu.vn/quy-dinh/quy-dinh-ve-quy-tac-ung-xu-cua-vien-chuc-va-nguoi-lao-dong-thuoc-truong/

Activity Description

1085/QD-DHCN, June 20, 2023) governs all employees at IUH (Article 1), based on Decision 1299/QD-TTg (2018) and Decision 1239/QD-BCT (2023). The policy enforces strict adherence to public employee regulations and the Labor Code (Article 5.1.e); prohibits bias, prejudice, discrimination (Article 8.4), and intimidation towards learners (Article 8.8). University leadership must maintain fairness, objectivity, avoid victimizing subordinates, and conduct unbiased staff evaluations (Articles 6.2, 6.4); Article 9.1 prioritizes assistance for pregnant visitors; and Article 5.2.d guarantees whistleblower confidentiality. Procedurally, the Personnel and Administration Department leads monitoring alongside the Student Affairs Office (Article 14); the Labor Union disseminates guidelines; and non-compliance results in warnings, public criticism, or disciplinary actions (Article 15).



Article Title 3

Equality, Diversity, and Inclusion (EDI) at Industrial University of Ho Chi Minh City (IUH)

Article URL

https://tqa.iuh.edu.vn/sdgs-article-2/equality-diversity-and-inclusion-edi-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity Description

IUH enforces an active Equality, Diversity, and Inclusion (EDI) Policy applicable to students, faculty, and administrative staff across all academic and working environments. The policy aligns with the Labor Code (Consolidated Doc No. 125/VBHN-VPQH, 2025), the Law on Gender Equality 2006, and the Law on Persons with Disabilities 2010: Labor Code Article 8 strictly prohibits workplace discrimination—including gender-based—while Article 136 guarantees gender equity in hiring, job allocation, training, and remuneration. Internally, both the Staff Code of Conduct (Decision 1085/QD-DHCN) and Student Code of Conduct (August 25, 2023) ban discrimination and mandate equitable conduct. Women's rights are safeguarded via gender-neutral, merit-based scholarships, maternity leaves, flexible academic adjustments, and dedicated health counseling. The Personnel and Administration Department together with Student Affairs supervise enforcement, referring infractions for formal reprimands or disciplinary penalties.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.2 Non-discrimination policies for transgender

Chính sách không phân biệt đối xử đối với người chuyển giới.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4 & Thrust 1: Humane Working Environment & Educational Equality	Fair human resources policies; Ensuring human rights in educational settings	Issue an official University document on the “Regulations on Ensuring Equality, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sexual Orientation at IUH”.	Official policy document signed and issued or reviewed during the 2021–2025 period; Full text made publicly available on the University’s website	Office of Organisation and Administration	Q1 2025
Thrust 3: Modern Facilities & Student Experience	Increasing inclusive public amenities for everyone	Plan and pilot the installation of gender-neutral restrooms in teaching buildings and the library, ensuring respect and privacy.	Acceptance record for the installation of gender-diverse restrooms; Set of on-site photographs of signage and inclusive restroom facilities	Office of Facilities Administration	Q2 & Q3 2025

Industrial University of Ho Chi Minh City

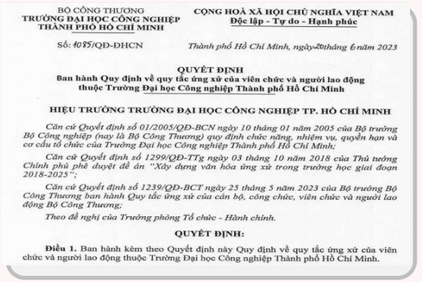
NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.2 Non-discrimination policies for transgender

Chính sách không phân biệt đối xử đối với người chuyển giới.

OPERATIONAL EVIDENCE



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 1085/QĐ-ĐHCN

Thành phố Hồ Chí Minh, ngày 20 tháng 6 năm 2023

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Quyết định số 1299/QĐ-TTg ngày 03 tháng 10 năm 2018 của Thủ tướng Chính phủ phê duyệt đề án "Xây dựng văn hóa ứng xử trong trường học giai đoạn 2018-2025";

Căn cứ Quyết định số 1239/QĐ-BCT ngày 25 tháng 5 năm 2023 của Bộ trưởng Bộ Công Thương ban hành Quy tắc ứng xử của cán bộ, công chức, viên chức và người lao động Bộ Công Thương;

Theo đề nghị của Trưởng phòng Tổ chức - Hành chính.

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Article Title 1

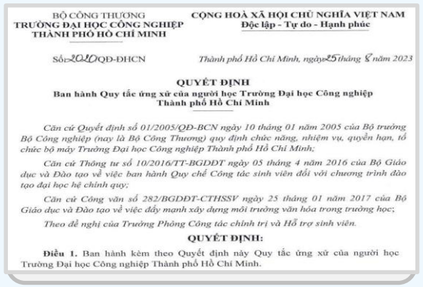
Regulations on the Code of Conduct for Staff and Employees of Industrial University of Ho Chi Minh City

Article URL

https://ptchc.iuh.edu.vn/quy-dinh/quy-dinh-ve-quy-tac-ung-xu-cua-vien-chuc-va-nguoi-lao-dong-thuoc-truong/

Activity Description

The Code of Conduct for Staff and Employees (Decision No. 1085/QD-DHCN dated June 20, 2023) applies to all personnel at IUH. Non-discrimination: Article 8.4 strictly prohibits victimization, bias, discrimination, and prejudice against learners, as well as covering up negative conduct; Articles 8.5 and 8.8 prohibit harassment, inducing stress, or intimidating students. Protection of Rights: Article 6.2 requires leadership to act democratically and equitably, listen to constructive feedback, and refrain from victimizing subordinates; Article 8.7 mandates timely resolution of student requests and grievances through proper procedures. Disciplinary Sanctions: Article 7.4 prohibits concealing violations; Article 15 provides for reminders, public reprimands, and disciplinary actions; Article 14 authorizes the Personnel and Administration Department, in coordination with the Student Affairs Office, to oversee implementation.



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 2020/QĐ-ĐHCN

Thành phố Hồ Chí Minh, ngày 25 tháng 8 năm 2023

QUYẾT ĐỊNH
Ban hành Quy tắc ứng xử của người học Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn, tổ chức bộ máy Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Thông tư số 10/2016/TT-BGDĐT ngày 05 tháng 4 năm 2016 của Bộ Giáo dục và Đào tạo về việc ban hành Quy chế Công tác sinh viên đối với chương trình đào tạo đại học hệ chính quy;

Căn cứ Công văn số 282/BGDĐT-CTHSSV ngày 25 tháng 01 năm 2017 của Bộ Giáo dục và Đào tạo về việc đẩy mạnh xây dựng môi trường văn hóa trong trường học;

Theo đề nghị của Trưởng Phòng Công tác chính trị và Hỗ trợ sinh viên.

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy tắc ứng xử của người học Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Article Title 2

Code of Conduct for Learners at Industrial University of Ho Chi Minh City

Article URL

5.6.2_Bình đẳng giới - Google Drive

Activity Description

The Code of Conduct for Learners (Decision No. 2020/QD-DHCN dated August 25, 2023, superseding Decision 1580/QD-DHCN of 2020) applies to all enrolled students at IUH, pursuant to Circular 10/2016/TT-BGDDT regarding student affairs regulations. Article 1 aims to prevent and address misconduct, fostering an ethical, healthy, and supportive educational environment. Article 4.2 mandates equitable interactions and strictly prohibits discrimination in any form; Article 4.3 bans defamation and hate speech; Article 3.3 requires mutual respect toward university staff and fellow peers. Mechanistically, Article 9 designates the Student Affairs Office to oversee compliance alongside youth unions; Article 10 stipulates that infractions incur reminders, formal warnings, deduction of conduct marks, or disciplinary sanctions under the student affairs regulations.



Article Title 3

IUH Responds to the National Action Month on Gender Equality and the Prevention of and Response to Gender-Based Violence (2025)

Article URL

https://www.facebook.com/share/p/1GsBxLAHpV/

Activity Description

IUH actively observed the National Action Month on Gender Equality and Gender-Based Violence Prevention and Response (Nov 15 – Dec 15, 2025), communicating across official web and social channels that gender equity drives development and advocating the protection of women and vulnerable individuals, particularly in cyberspace. Applicable to all students and staff, the initiative reinforces institutional codes: the Student Code of Conduct mandates non-discrimination and mutual respect (Articles 3.3, 4.2), while the Staff Code of Conduct (Decision 1085/QD-DHCN, Article 8.4) prohibits discrimination against learners. Operationally, the Student Affairs Office receives grievances, Guideline 01/HD-DHCN outlines whistleblower protection protocols, and violations are penalized under Article 10 (students) or Article 15 (staff).

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.3 Maternity policy

Chính sách hỗ trợ thai sản.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4: Attracting, Developing and Retaining Human Resources	Improving the staff welfare system (% satisfaction of benefit); Salaries and benefits	Review and specify provisions on six months of maternity leave with full insurance-based pay, maternity recuperation allowances, and exemption from or reduction of research obligations while raising a child under 12 months old.	Internal Expenditure Regulations and 2025 Human Resources Management Regulations containing a dedicated chapter on maternity benefits for women; Published on the internal portal	Office of Organisation and Administration	Q1 2025
Thrust 4: Attracting, Developing and Retaining Human Resources	Assigning suitable job positions; Satisfaction rate with the working environment	Introduce a mechanism for flexible teaching schedules (Flexible working hours), prioritising the assignment of morning teaching hours/shifts close to home for female lecturers who are pregnant or post-maternity.	Guidance document on flexible task assignment for female staff raising young children; Statistical report on the number of instances in which female staff benefited from maternity support policies	Office of Organisation and Administration, Specialised Faculties/Institutes	Q1–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.3 Maternity policy

Chính sách hỗ trợ thai sản.

OPERATIONAL EVIDENCE



1 Article Title

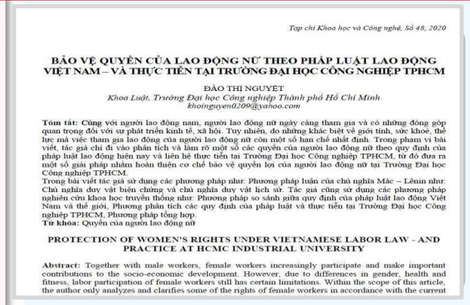
IUH Student Handbook 2024

Article Title

https://tqa.iuh.edu.vn/wp-content/uploads/2024/09/So-tay-sinh-vien-IUH-2024-2.pdf?utm

Activity Description

According to the IUH Student Handbook 2024, students are entitled to request temporary academic leave and preserve accrued credits during maternity, provided they present valid certification from a licensed medical facility. This provision demonstrates IUH's commitment to addressing student needs, particularly supporting female students throughout pregnancy and post-partum recovery. The policy enables female learners to fulfill maternity and familial responsibilities without forfeiting academic progress, ensuring a seamless return to degree programs post-leave. Consequently, IUH fosters equitable educational opportunities, empowering female students to effectively balance familial care and academic pursuits.



2 Article Title

Academic Research on the Protection of Female Labor Rights and Empirical Practice at IUH

Article Title

https://jst.iuh.edu.vn/index.php/jst - iuh/article/download/1230/452/5523?utm

Activity Description

Authored by Dao Thi Nguyet from the IUH Faculty of Law and published in the Journal of Science and Technology (Issue 48, 2020), this scholarly article is titled "Protection of female workers' rights under Vietnamese labor law – and practices at Ho Chi Minh City University of Industry". The study analyzes statutory maternity leave, job security guarantees, childcare provisions, and practical institutional implementation at IUH. It serves as a valuable resource for contextualizing policy compliance and establishing an academic foundation for safeguarding female labor rights within IUH's workplace.



3 Article Title

Information on Maternity Benefits under the on Social InsurLawance

Article Title

https://congdoan.iuh.edu.vn/huong-dan-quy-dinh/cac-diem-moi-cua-luat-bao-hiem-xa-hoi-2014/?utm

Activity Description

Published on the IUH Labor Union portal, the article "New Key Features of the 2014 Social Insurance Law" details mandatory social insurance provisions, specifically maternity entitlements for eligible personnel. This evidence highlights the Labor Union's role in disseminating policy guidelines, ensuring employees—particularly female staff—understand their rights regarding pregnancy, childbirth, and parental leave. Access to these guidelines enhances awareness of female worker protections and facilitates work-family balance. However, as it primarily covers general national legislation, supplementary institutional documentation is required to confirm IUH's tailored internal maternity allowances and campus implementation.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.4 Childcare facilities for students

Cơ sở, dịch vụ chăm sóc trẻ dành cho sinh viên.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 3: Modern Facilities & Student Experience	Increasing amenities and services for students; Creating a humane learning environment	Invest in refurbishing and operating a free “Childcare and Breast Milk Expression Room” (Lactation/Nursing Room) dedicated to female students on campus and in the dormitory area.	Acceptance record for the childcare room; Regulations on the use of the breast milk expression room; Actual photographs of the equipment (milk storage refrigerator, reclining chair, steriliser)	Office of Dormitory Management, Office of Student Affairs and Communications	Q1–Q2 2025
Thrust 2 & Thrust 3: Community Engagement & Student Amenities	Cooperation with reputable local childcare providers	Sign cooperation agreements with kindergartens/childcare groups adjacent to the University to provide hourly childcare at preferential rates exclusively for the children of IUH students.	Cooperation agreement (MOU) on childcare support; Public announcement of the childcare subsidy policy for learners	Office of Student Affairs and Communications	Q2 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

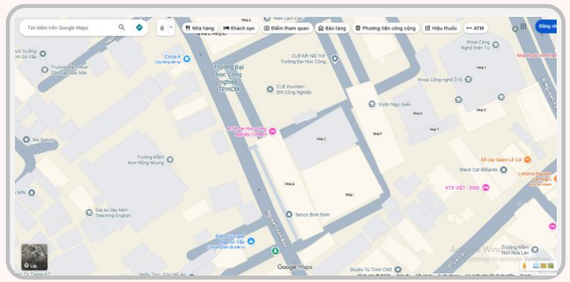
5.6.4

Childcare facilities for students

Cơ sở, dịch vụ chăm sóc trẻ dành cho sinh viên.

OPERATIONAL EVIDENCE

1



IUH Facilitates Childcare Access for Parenting Students

Article URL

https://docs.google.com/document/d/1PNb4bPk9ny7Q6qA_OmL9lcpeiXIwqbMg/edit

Activity Description

IUH currently does not operate an on-campus kindergarten or childminding facility. However, several early childhood education centers are situated adjacent to the campus: Hong Nhung Kindergarten (20m away), Hoa Mai Kindergarten (40m away), and Hoa Lan Kindergarten (100m away).
The university actively liaises with these proximate institutions to facilitate accessible childcare and early education services for parenting students during their studies.
This close proximity significantly minimizes commute times, assisting parenting students—especially young mothers—in balancing family obligations with academic demands and supporting continuous degree completion.
Furthermore, at affiliated local public preschools such as Hong Nhung and Hoa Lan Kindergartens, enrolled children benefit from statutory tuition exemptions under national regulations for public pre-primary education (Decree No. 238/2025/ND-CP).

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.5 Childcare facilities for staff and faculty

Cơ sở, dịch vụ chăm sóc trẻ dành cho giảng viên và nhân viên.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4: Attracting, Developing and Retaining Human Resources	Improving satisfaction with facilities and the working environment	Provide separate rest rooms and breast milk expression and storage rooms in office areas for female staff during the period of breastfeeding.	Decision establishing the staff breast milk expression room; Usage log and photographs of the childcare room for staff	IUH Trade Union, Office of Facilities Administration	Q1 2025
Thrust 4: Attracting, Developing and Retaining Human Resources	Annual benefits; Care for the families of staff	Organise a “Summer Creative Experience Space for Staff’s Children” and provide partial funding for after-hours childcare during peak examination and admissions periods.	Plan for organising the summer experience class for staff’s children; Financial settlement report on childcare support funding from the Trade Union Welfare Fund	IUH Trade Union	June–August 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.5 Childcare facilities for staff and faculty

Cơ sở, dịch vụ chăm sóc trẻ dành cho giảng viên và nhân viên.

OPERATIONAL EVIDENCE

1



IUH Accompanies Faculty, Staff, and Employees in Childcare

Article URL

https://docs.google.com/document/d/1jp-bXPFRcCGFmkwLKEtl57ig8LpVnXlu/edit?usp=drive_web&ouid=105843689381902366824&rtpof=true

Activity Description

IUH currently does not operate an on-campus daycare facility. However, the University has established connections with neighboring preschools, including Hong Nhung Kindergarten, Hoa Lan Kindergarten, and Hoa Mai Kindergarten, to assist faculty, staff, and employees with young children in conveniently accessing childcare and educational services.
For Hong Nhung Kindergarten and Hoa Lan Kindergarten, children of IUH personnel receive priority admission upon presenting proof of employment at IUH, subject to the centers' actual capacity. This mechanism facilitates easier enrollment procedures for university staff, particularly given the close proximity to campus.
Beyond geographic advantages, priority enrollment relieves parenting stress, supporting faculty and employees in balancing family responsibilities and work, thereby fostering a family-friendly working environment.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.6 Women's mentoring schemes

Chương trình cố vấn, hướng dẫn và hỗ trợ phát triển dành cho nữ sinh viên.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1 & Thrust 4: Pioneering Education & Staff Development	Developing female students' capabilities; Promoting scientific research among women	Issue the Project "IUH Female Student Mentoring Network – Shining Into the Future", mobilising female associate professors, female PhD holders and female alumnae entrepreneurs to participate in mentoring.	Official Project approved by the Rector; List of lecturer Mentors; Plan for regular meetings of the mentoring groups	Office of Student Affairs and Communications, Specialised Faculties/Institutes	Q1–Q4 2025
Thrust 1: Pioneering Education and Research	Measuring the scale and level of participation of female students (Achieving a rate of ≥ 10%)	Open a registration portal for academic, research and leadership-skills mentoring programmes for female students across the University; ensure participation exceeds 10% of the female student population.	Digitised database of registered female student participants (reaching ≥ 10% of total female FTE students); Summary report evaluating female students' progress through the programme	Office of Student Affairs and Communications, Centre for Systems Administration, Office of Testing and Quality Assurance	Q2 & Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.6 Women's mentoring schemes

Chương trình cố vấn, hướng dẫn và hỗ trợ phát triển dành cho nữ sinh viên.

OPERATIONAL EVIDENCE

1



Article Title

IUH E-COM MENTORING PROGRAM – SEASON 01

Article URL

https://fct.iuh.edu.vn/news.html%40detail%40272%401247%40KICK-OFF-IUH-E-COM-MENTORING-PROGRAM-SEASON-01-?utm_source=chatgpt.com

Activity Description

In an increasingly competitive labor market, understanding oneself, establishing clear career goals, and proactively cultivating skills from an early stage serve as fundamental drivers for students to build competitive advantages. Organized in strategic collaboration among IUH, FCT, and PlusTalent, the "IUH E-COM MENTORING PROGRAM SEASON 01" was officially inaugurated, offering a structured 3-month, 1-on-1 mentorship journey that empowers students to define personal development trajectories and comprehensively enhance professional competencies.

2



Article Title

Women in STEM Mentorship Program

Article URL

https://tqa.iuh.edu.vn/sdgs-article-2/summary-of-sgd-5-in-2025/?utm_source=chatgpt.com

Activity Description

IUH has publicly released comprehensive information regarding the Women in STEM Mentorship Program. This targeted initiative strategically connects female undergraduates enrolled in traditionally male-dominated disciplines—such as Mechanical Engineering, Mechatronics, and Information Technology—with accomplished, seasoned female industry leaders and technical specialists for ongoing career guidance and professional empowerment.

3



Article Title

Female Valedictorian of IUH Faculty of Automotive Engineering Technology Brings Technology Closer to People with Disabilities via Manual Wheelchair Towing Mechanism Project

Article URL

https://iuh.edu.vn/vi/tin-tuc/vi/tin-tuc/vi/tin-tuc/vi/hop-tac/vi/guong-dien-hinh/co-thu-khoa-nganh-dong-luc-iuh-dua-cong-nghe-den-gan-hon-voi-nguoi-khuyet-tat-bang-do-an-dau-keo-xe-lan-tay-2102.html?utm_source=chatgpt.com

Activity Description

Automotive Engineering Technology has traditionally been perceived as a male domain, yet Huynh Thi Kim Thanh, an exemplary female student from IUH, proved otherwise by achieving academic milestones that challenge conventional gender barriers. Leveraging meticulous attention to detail and rigorous academic dedication, Thanh graduated as the top valedictorian of Automotive Engineering Technology (Cohort 16) with an outstanding GPA of 3.77/4.0. Proactively mastering technical expertise, she currently serves as a Lead Service Advisor at VinFast Binh Duong—a specialized role directly aligned with her major and career aspirations, standing as an inspiring role model for prospective female engineers.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05
GENDER EQUALITY

5.6.7 Track women's graduation rate

Theo dõi tỷ lệ tốt nghiệp của nữ sinh viên.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 1: Pioneering Education and Research	Graduation rate (% graduation rates); OBE-based quality management	Prepare an annual reconciliation report on graduation rates by gender for the whole University and for each major; identify the majors with a gap between male and female students.	Analytical report on 2024 graduation data by gender; Charts comparing on-time graduation rates between male and female students	Office of Academic Affairs, Office of Testing and Quality Assurance	Q2 & Q4 2025
Thrust 1: Pioneering Education and Research	Academic solutions to support students in completing their programmes	Implement teaching assistance and intensive tutoring programmes for graduation projects, and reduce or waive conditions for defending graduation theses for female students facing difficulties, in order to narrow the graduation gap.	Academic intervention plan; Report on the results of narrowing the graduation rate gap between male and female students in engineering faculties	Office of Academic Affairs, Specialised Faculties/Institutes	Q3–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.7 Track women's graduation rate

Theo dõi tỷ lệ tốt nghiệp của nữ sinh viên.

OPERATIONAL EVIDENCE

1



Article Title

Annual Publication and Statistical Analysis of Graduation Rates by Gender

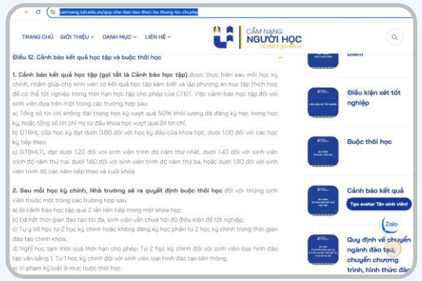
Article URL

https://media.iuh.edu.vn//Media/1_eOffice_IUH/EOffice/ThongBao/202508/Documents/tb-879-2025-20250829014448-e.pdf

Activity Description

Industrial University of Ho Chi Minh City (IUH) operates an integrated academic management database that facilitates systematic tracking and statistical reporting on enrollment demographics, academic progression, and graduation rates disaggregated by gender across student cohorts. Periodic analytical reports assess and compare program completion rates between female and male students. These insights enable the University to proactively identify gender-based discrepancies and recognize early barriers affecting female students' academic trajectories—particularly within technical and engineering programs—thereby serving as an evidence-based foundation for timely interventions and institutional improvements.

2



Article Title

Implementation of Academic Advising and Support Programs for Students at Risk of Academic Delay

Article URL

https://camnang.iuh.edu.vn/quy-che-dao-tao-theo-he-thong-tin-chi.php

Activity Description

Drawing on academic progression analytics, IUH establishes periodic early-warning mechanisms and in-depth academic advising frameworks designed to narrow gender-based completion gaps. The initiative prioritizes targeted support for at-risk cohorts—especially female students in technical majors—facing potential study delays or discontinuation. Academic advisors and homeroom lecturers actively provide guidance on customized learning paths, optimal course registration strategies, and effective study methodologies, empowering students to navigate academic challenges and achieve on-time graduation.

3



Article Title

Scholarship Funds and Financial Aid Schemes Promoting Gender Equality in Degree Completion

Article URL

https://iuh.edu.vn/vi/tin-tuc/80-ty-hoc-bong-nam-hoc-2025-2026-tai-iuh-giao-duc-khong-chi-nuoi-duong-tri-thuc-ma-con-gin-giu-uoc-mo-2042.html

Activity Description

IUH enacts comprehensive financial aid policies, granting hardship-relief subsidies and merit-based academic scholarships for female students to alleviate financial constraints and ensure equitable learning opportunities. Review minutes, outcome evaluations, and continuous improvement frameworks are regularly monitored to examine the direct correlation between financial support policies and female completion outcomes. This strategic commitment fosters high student retention rates, bridges completion disparities across degree tracks, and reinforces holistic gender equity in accordance with SDG 5 benchmarks.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.8 Policies protecting those reporting discrimination

Chính sách bảo vệ người tố cáo, phản ánh hành vi phân biệt đối xử.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4 & Thrust 1: Safe Working Environment & Academic Integrity	Procedures for handling complaints and denunciations; Protecting the rights and interests of employees and learners	Review, finalise, sign and issue the Rector's Decision on the "Regulations on Protecting Persons Who Report Discriminatory Behaviour and Harassment at IUH" (with commitments to identity confidentiality and protection against retaliation).	Decision issuing the Regulations on Protecting Persons Who Report Violations, reviewed/signed and issued during the 2021–2025 period; Full text made publicly available on the University's website	Office of Organisation and Administration	Q1 2025
Thrust 3: Modern Facilities & Student Experience	Independent and secure channel for receiving reports	Establish an independent channel for receiving petitions and anonymous reports under the direct supervision of the Board of Rectors and the People's Inspection Board.	Confidential email inbox and online mailbox; Periodic reports on the handling of reported cases (if any), ensuring the absolute rights and interests of the reporting persons	Office of Organisation and Administration	Q1–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

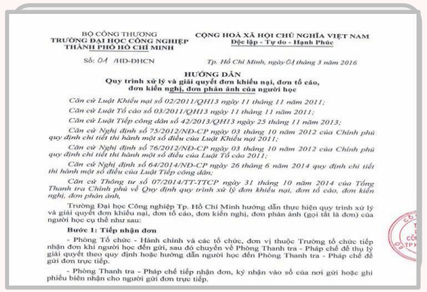
SDG 05 GENDER EQUALITY

5.6.8 Policies protecting those reporting discrimination

Chính sách bảo vệ người tố cáo, phản ánh hành vi phân biệt đối xử.

OPERATIONAL EVIDENCE

1



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH
Số: 04 /HD-DHCN

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh Phúc
Tp. Hồ Chí Minh, ngày 04 tháng 3 năm 2016

HƯỚNG DẪN
Quy trình xử lý và giải quyết đơn khiếu nại, đơn tố cáo, đơn kiến nghị, đơn phản ánh của người học

Căn cứ Luật Khiếu nại số 02/2011/QH13 ngày 11 tháng 11 năm 2011;
Căn cứ Luật Tố cáo số 03/2011/QH13 ngày 11 tháng 11 năm 2011;
Căn cứ Luật Tiếp công dân số 42/2013/QH13 ngày 25 tháng 11 năm 2013;
Căn cứ Nghị định số 75/2012/NĐ-CP ngày 03 tháng 10 năm 2012 của Chính phủ quy định chi tiết thi hành một số điều của Luật Khiếu nại 2011;
Căn cứ Nghị định số 76/2012/NĐ-CP ngày 03 tháng 10 năm 2012 của Chính phủ quy định chi tiết thi hành một số điều của Luật Tố cáo 2011;
Căn cứ Nghị định số 64/2014/NĐ-CP ngày 26 tháng 6 năm 2014 quy định chi tiết thi hành một số điều của Luật Tiếp công dân;
Căn cứ Thông tư số 07/2014/TT-TTCP ngày 31 tháng 10 năm 2014 của Tổng Thanh tra Chính phủ về Quy định quy trình xử lý đơn khiếu nại, đơn tố cáo, đơn kiến nghị, đơn phản ánh;
Trường Đại học Công nghiệp Tp. Hồ Chí Minh hướng dẫn thực hiện quy trình xử lý và giải quyết đơn khiếu nại, đơn tố cáo, đơn kiến nghị, đơn phản ánh (gọi tắt là đơn) của người học cụ thể như sau:
Bước 1: Tiếp nhận đơn
- Phòng Tổ chức - Hành chính và các tổ chức, đơn vị thuộc Trường tổ chức tiếp nhận đơn khi người học đến gửi, sau đó chuyển về Phòng Thanh tra - Pháp chế để thụ lý giải quyết theo quy định hoặc hướng dẫn người học đến Phòng Thanh tra - Pháp chế để gửi đơn trực tiếp.
- Phòng Thanh tra - Pháp chế tiếp nhận đơn, ký nhận vào sổ của nơi gửi hoặc ghi phiếu biên nhận cho người gửi đơn trực tiếp.

Article Title

Guidelines on Procedures for Receiving, Processing, and Resolving Student Complaints, Whistleblowing Reports, Petitions, and Feedback

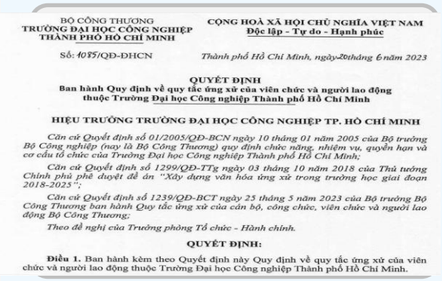
Article URL

hd_01_2016.pdf

Activity Description

Guideline No. 01/HD-DHCN issued by the IUH President defines a standardized 6-step procedure for handling student complaints, whistleblowing reports, petitions, and feedback, fully applicable to discrimination reports. Reception: Submissions are received via the Administration Office, departments, or directly at the Inspection and Legal Affairs Office with formal tracking receipts. Processing: Cases are accepted, a Verification Taskforce (3–5 members) is appointed to investigate, mediation meetings are held, and final decisions/sanctions are issued by the President; potential criminal offenses are referred to authorities. Whistleblower Protection: The Inspection and Legal Affairs Office drafts confidentiality and protection plans for whistleblowers, witnesses, and related parties for Presidential approval, allowing anonymity and exemption from joint confrontation meetings when necessary. Timelines: Maximum 60 working days for whistleblowing and 30 days for complaints. Records are archived confidentially, with regulations published institution-wide and online.

2



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH
Số: 1035/QĐ-ĐHCN

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
Thành phố Hồ Chí Minh, ngày 28 tháng 6 năm 2023

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;
Căn cứ Quyết định số 1299/QĐ-TTg ngày 03 tháng 10 năm 2018 của Thủ tướng Chính phủ phê duyệt đề án "Xây dựng văn hóa ứng xử trong trường học giai đoạn 2018-2025";
Căn cứ Quyết định số 1239/QĐ-BCT ngày 25 tháng 5 năm 2023 của Bộ trưởng Bộ Công Thương ban hành Quy tắc ứng xử của cán bộ, công chức, viên chức và người lao động Bộ Công Thương;
Theo đề nghị của Trưởng phòng Tổ chức - Hành chính.

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Article Title

Regulations on the Code of Conduct for Staff and Employees of Industrial University of Ho Chi Minh City

Article URL

Activity Description

Non-discrimination: Article 8.4 strictly prohibits retaliation, bias, discrimination, and prejudice against learners, as well as covering up misconduct; Articles 8.5 and 8.8 prohibit harassment, inducing stress, or intimidating students.
Information Confidentiality: Article 5.2.d strictly forbids disclosing whistleblowers' identities and report details; Article 8.9 bans unauthorized disclosure of student personal data.
Rights Protection: Article 6.2 requires university leadership to maintain democratic fairness, receive constructive feedback, and refrain from victimizing subordinates; Article 8.7 mandates timely resolution of student concerns through standard procedures.
Sanctioning Violations: Article 7.4 prohibits concealing infractions; Article 15 provides for formal warnings, public reprimands, and disciplinary actions; Article 14 delegates enforcement oversight jointly to the Administration Office and the Student Affairs Office.

3



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH
Số: 75 /KH-ĐHCN

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
Thành phố Hồ Chí Minh, ngày 10 tháng 10 năm 2025

KẾ HOẠCH
Công tác tư vấn học đường và công tác xã hội trường học tại Trường Đại học Công nghiệp Thành phố Hồ Chí Minh năm học 2025-2026

Thực hiện Thông tư số 18/2025/TT-BGDĐT ngày 15 tháng 9 năm 2025 của Bộ Giáo dục và Đào tạo Hướng dẫn về công tác tư vấn học đường và công tác xã hội trường học, Trường Đại học Công nghiệp Thành phố Hồ Chí Minh xây dựng Kế hoạch triển khai thực hiện cụ thể như sau:

I. MỤC ĐÍCH, YÊU CẦU

1.1. Mục đích

Nâng cao năng lực cho người học trong phòng ngừa, nhận diện khó khăn, giải quyết

Article Title

Plan for School Psychology Counseling and Social Work at IUH for the 2025–2026 Academic Year

Nhập link minh chứng….

Activity Description

Plan No. 75/KH-DHCN (Oct 2025), implementing MOET Circular 18/2025/TT-BGDDT, establishes counseling and support mechanisms for the 2025–2026 academic year, covering gender counseling and gender equality. Rights Protection: Section 1.2 guarantees students' legitimate rights, physical safety, data confidentiality, voluntary choices, student-centered principles without discrimination, and objective parity with counselors. Intake Channels: Under Section III, students access assistance via physical suggestion boxes, hotlines, IT portals, or directly/online through administrative staff, faculty, and homeroom lecturers. Case Handling: Section IV designates the Student Affairs Office as the focal point, establishing private counseling facilities and institutional advisory teams, while faculties proactively detect, categorize student needs, and provide timely interventions.

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.9 Paternity policy

Chính sách nghỉ chăm sóc con dành cho người cha.

ACTION PLAN

Strategic Thrust	KPIs / Integrated PIs	Implementation Activities	Expected Outcomes	Implementing Unit	Implementation Timeline
Thrust 4: Attracting, Developing and Retaining Human Resources	Improving staff welfare; Promoting gender equality in the family and the workplace	Review and clearly stipulate in the Internal Expenditure Regulations and the Labour Regulations the paternity leave policy (Paternity Leave) of 5–14 days with full pay and allowances when an employee's wife gives birth.	2025 Labour Regulations and Internal Expenditure Regulations containing detailed provisions on paternity leave; Full text made publicly available on the portal	Office of Organisation and Administration, Office of Finance and Accounting, IUH Trade Union	Q1 2025
Thrust 4: Attracting, Developing and Retaining Human Resources	Flexible work arrangements to support employees	Enable male lecturers whose wives have recently given birth to register for flexible teaching schedules or to work remotely part-time in order to support the care of newborns.	Decision approving the paternity leave policy; Summary table of the number of male staff and lecturers granted Paternity Leave each year	Office of Organisation and Administration, Specialised Faculties/Institutes	Q1–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 5.6 – WOMEN'S PROGRESS MEASURES

SDG 05 GENDER EQUALITY

5.6.9 Paternity policy

Chính sách nghỉ chăm sóc con dành cho người cha.

OPERATIONAL EVIDENCE


CÔNG BÁO/Số 987 + 988/Ngày 25-8-2024 3

QUỐC HỘI — CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Luật số: 41/2024/QH15

LUẬT
BẢO HIỂM XÃ HỘI

Căn cứ Hiến pháp nước Cộng hòa xã hội chủ nghĩa Việt Nam;
Quốc hội ban hành Luật Bảo hiểm xã hội.

Chương I
NHỮNG QUY ĐỊNH CHUNG

Điều 1. Phạm vi điều chỉnh

Luật này quy định về quyền, trách nhiệm của cơ quan, tổ chức, cá nhân đối với bảo hiểm xã hội và tổ chức thực hiện bảo hiểm xã hội; trợ cấp hưu trí xã hội; đăng ký tham gia và quản lý thu, đóng bảo hiểm xã hội; các chế độ, chính sách bảo hiểm xã hội bắt buộc, bảo hiểm xã hội tự nguyện; quỹ bảo hiểm xã hội; bảo hiểm hưu trí bổ sung; khiếu nại, tố cáo và xử lý vi phạm về bảo hiểm xã hội; quản lý nhà nước về bảo hiểm xã hội.

Article Title 1

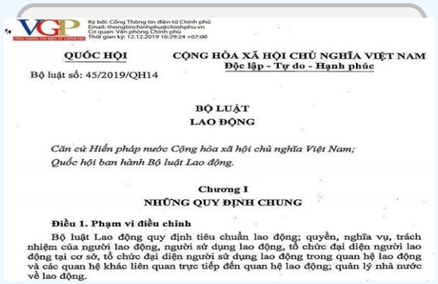
Law on Social Insurance No. 41/2024/QH15, Effective from July 1, 2025

Article URL

Luật số 41/2024/QH15 của Quốc hội: Luật Bảo hiểm xã hội

Activity Description

Law on Social Insurance No. 41/2024/QH15 provides social insurance benefits to support employees in fulfilling family care duties. Specifically, Article 44 stipulates paid leave when caring for sick children under 7 years of age; Clause 2 of Article 53 grants statutory paternity leave for male employees when their wives give birth, standardly starting from 5 working days with extensions for designated circumstances. Additionally, Clauses 5 and 7 of Article 53 outline special childcare leave entitlements. At IUH, eligible faculty and staff can process claims for these entitlements through institutional personnel and social insurance workflows. These statutory benefits enable fathers to support their spouses and newborns while ensuring full social insurance entitlements. Promoting and facilitating these benefits encourages shared family responsibilities, reduces the disproportionate care burden on women, and fosters gender equity across IUH's workplace.


QUỐC HỘI — CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Bộ luật số: 45/2019/QH14

BỘ LUẬT
LAO ĐỘNG

Căn cứ Hiến pháp nước Cộng hòa xã hội chủ nghĩa Việt Nam;
Quốc hội ban hành Bộ luật Lao động.

Chương I
NHỮNG QUY ĐỊNH CHUNG

Điều 1. Phạm vi điều chỉnh

Bộ luật Lao động quy định tiêu chuẩn lao động; quyền, nghĩa vụ, trách nhiệm của người lao động, người sử dụng lao động, tổ chức đại diện người lao động tại cơ sở, tổ chức đại diện người sử dụng lao động trong quan hệ lao động và các quan hệ khác liên quan trực tiếp đến quan hệ lao động; quản lý nhà nước về lao động.

Article Title 2

Labor Code 2019 (Consolidated Document No. 125/VBHN-VPQH dated August 27, 2025 by the Office of the National Assembly)

Article URL

https://vanban.chinhphu.vn/?docid=215248&pageid=27160&utm

Activity Description

The Labor Code 2019, as consolidated under Document No. 125/VBHN-VPQH (August 27, 2025), guarantees paternity leave rights for male workers when their wives give birth pursuant to Clause 5, Article 139; Article 141 further regulates benefit entitlements during leave to care for sick children under 7 years of age under social insurance law. At IUH, eligible male employees may file for these leaves and benefits via standard university human resource and insurance administrative channels. This statutory framework enables fathers to actively participate in parenting, share household duties, and assist mothers postpartum. The effective implementation of these provisions fosters gender equality, eases maternal childcare pressures, and supports female staff in sustaining their employment and professional career development.


Industrial University of Ho Chi Minh City — CÔNG ĐOÀN ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

Trang chủ | Giới thiệu | Tin tức | Văn bản | Liên kết | Câu hỏi thường gặp | Liên hệ

Chủ đề năm học: NÂNG CAO CHẤT LƯỢNG ĐÀO TẠO & DỊCH VỤ ĐÁP ỨNG YÊU CẦU HOẠT ĐỘNG CỦA NHÀ TRƯỜNG THEO CƠ CHẾ TỰ CHỦ

CÔNG TÁC CÔNG ĐOÀN

Các điểm mới của Luật Bảo hiểm xã hội 2014

01/04/2014

Luật BHXH 2014 có hiệu lực từ ngày 01/01/2016, trong đó có một số quy định mới, cụ thể như sau:

1. Đối tượng tham gia

1.1 Mở rộng đối tượng thuộc diện tham gia BHXH bắt buộc, luật BHXH 2014 sẽ bao phủ gần như toàn bộ người lao động (NLĐ) có quan hệ lao động bằng cách quy định thêm BA nhóm đối tượng sau:

– NLĐ làm việc theo hợp đồng lao động thời hạn từ đủ 01 tháng đến dưới 03 tháng, áp dụng từ ngày 01/01/2018.

– NLĐ là công dân nước ngoài vào làm việc tại Việt Nam (Foreign employees working in Viet Nam) có giấy phép lao động hoặc chứng chỉ hành nghề hoặc giấy phép hành nghề do cơ quan có thẩm quyền của Việt Nam cấp, áp dụng từ ngày 01/01/2018.

-Người lao động không chuyên trách ở cấp xã, phường, thị trấn

Article Title 3

Key New Provisions of the 2014 Law on Social Insurance

Article URL

Các điểm mới của Luật Bảo hiểm xã hội 2014 - Công đoàn Trường Đại học Công nghiệp TP.HCM

Activity Description

Published on the IUH Labor Union official website, the informative release "Key New Provisions of the 2014 Law on Social Insurance" outlines statutory social insurance schemes for employees, specifically covering paternity leave allowances for male staff upon childbirth and sick childcare leave upon fulfilling statutory conditions. This evidence demonstrates the proactive role of the IUH Labor Union in policy dissemination, assisting male employees in understanding legal entitlements and assuming domestic parenting duties. This initiative actively promotes equitable childcare sharing between parents, alleviating family care burdens for female personnel and reinforcing their workplace retention and career development.

Industrial University of Ho Chi Minh City

IMPLEMENTATION RESULTS

OPERATIONAL EXECUTION IN VERIFIED DATA YEAR 2024–2025

SDG 05
GENDER EQUALITY

Comprehensive Audit of Implemented Actions Across All 16 Evaluation Indicators of SDG 5

1. ACCESS & FIRST-GEN FEMALE STUDENTS (5.2 & 5.3)

- **Audited Intake Metrics (5.3.1):**
  - Total applicants: 82,359 (Female: 38,146 – 46.32%).
  - Total admitted: 14,980 (Female: 6,869 – 45.85%).
  - Total enrolled students: 8,328 (Female: 3,799 – 45.61%).
- **First-Gen Female Students (5.2.1):**
  - 3,799 female entrants recorded in 2025; survey questions integrated into online enrollment portal to extract verified first-generation female student headcount.
- **Women's Access Schemes (5.3.3 & 5.3.4):**
  - Prioritized merit scholarships for females in Automotive & Mechanical Engineering; AmCham Women in Engineering grants; Women in STEM Days at high schools.

2. SENIOR FEMALE ACADEMICS & GRADUATION (5.4 & 5.5)

- **Senior Female Academics (5.4.1):**
  - Total university workforce: 2,744 (Academic staff: 2,089).
  - Senior academic staff reported: 472 leaders.
  - Female senior academic staff: 142 leaders (30.08%).
- **Female Graduates by ISCED Fields (5.5.1):**
  - Total graduates: 9,007 (Female: 5,350 – 59.40%).
  - STEM Fields: 578 female graduates out of 2,926 (19.75%).
  - Medicine / Health: 30 female graduates out of 35 (85.71%).
  - Arts & Humanities / Social Sciences: 4,742 female graduates out of 6,046 (78.43%).

3. WOMEN'S PROGRESS & CAMPUS POLICIES (5.6)

- **Non-Discrimination & Transgender Inclusion (5.6.1 & 5.6.2):**
  - Staff Code (Dec 1085) & Student Code (Dec 2020) ban gender bias and sexual harassment; active observance of Gender Equality Month.
- **Maternity, Paternity & Childcare (5.6.3, 5.6.4, 5.6.5, 5.6.9):**
  - Student Handbook preserves academic credits during maternity; 5-14 days paid paternity leave for male staff; priority childcare at Hong Nhung, Hoa Mai, Hoa Lan preschools.
- **Mentoring & Whistleblower Protection (5.6.6 & 5.6.8):**
  - IUH E-Com Mentoring Season 01 & Women in STEM networks; Guideline 01/HD-DHCN guarantees whistleblower identity confidentiality.

Industrial University of Ho Chi Minh City

PERFORMANCE BENCHMARKING

SDG 05 GENDER EQUALITY

Benchmarking Results Against THE Impact Ratings 2026 and Strategic Evolution for the 2027 Cycle

Indicator Category	Previous Cycle (THE 2026)	Current Audit (THE 2027)	Strategic Evolution & Outlook
Metric 5.2 & 5.3 Access & First-Gen (30.8% Weight)	Parental educational background uncollated; gender-disaggregated funnel data was dispersed.	Audited funnel: 3,799 female entrants (45.61%); merit STEM scholarships (AmCham/Intel).	Substantial Leap: Formulated verifiable admission funnel databases and targeted STEM incentives.
Metric 5.4 Senior Academics (15.4% Weight)	Senior academic leadership headcount was unverified against strict THE personnel criteria.	Audited headcount: 142 female senior academic leaders out of 472 reported posts (30.08%).	Robust Compliance: Backed by formal appointment decisions and full-time faculty rosters.
Metric 5.5 Degrees Awarded (15.4% Weight)	Graduate headcount lacked complete trilateral ISCED discipline group reconciliation.	Classified 5,350 female graduates: STEM 578/2,926; Health 30/35; Arts & Social Sciences 4,742/6,046.	Score Maximization: Female graduates represent 59.40% of university degrees, excelling in social fields.
Metric 5.6 Progress Measures (38.4% Weight)	Policies relied heavily on national labor statutes rather than internal institutional regulations.	Complete 9/9 operational measures: Staff/Student Codes, preschool MOUs, paternity leave, mentoring.	Exemplary Conversion: Published permanent, self-contained articles on tqa.iuh.edu.vn.

Industrial University of Ho Chi Minh City

STRATEGIC PLAN FOR THE COMING YEAR

SDG 05
GENDER EQUALITY

Four High-Impact Action Pillars to Position SDG 5 as a Premier Scoring Asset for IUH's Glo Ra

1. INSTITUTIONALIZING GENDER EQUALITY CHARTERS

- Enact the Presidential Regulation: 'Institutional Policy on Gender Equity, Inclusion & Anti-Harassment 2026–2030'.
- Mandate targets for appointing female faculty into senior leadership (Deans, Institute Directors) reaching ≥ 30%.
- Prioritize research seed funding, sabbatical leave, and doctoral study sponsorships for female academic personnel.
- Codify explicit non-discrimination and human rights protections for transgender individuals and gender-diverse groups.

2. DATA GOVERNANCE & 'IUH GENDER EQUALITY HUB'

- Deploy the dedicated bilingual portal 'IUH Gender Equality & Inclusion Hub' on tqa.iuh.edu.vn.
- Package 100% of evidence as self-contained articles embedding appointment decisions, codes, and audit records.
- Automate the annual extraction of first-generation female student metrics (5.2.1) directly via the university ERP.
- Establish an anonymous digital intake channel for reporting discrimination and harassment with strict privacy safeguards.

3. EXPANDING FAMILY-FRIENDLY CAMPUS AMENITIES

- Construct and commission a dedicated, fully equipped on-campus Lactation and Nursing Room for female staff and students.
- Execute formal memoranda of understanding (MOUs) with adjacent preschools providing discounted, priority childcare.
- Institute flexible teaching shifts (Flexible Working Hours) for academic mothers nursing infants under 12 months.
- Fully enforce paid paternity leave allowances (5–14 days) and flexible hours for male personnel supporting spouses.

4. SCALING WOMEN IN STEM & MENTORSHIP NETWORKS

- Scale the 'Women in STEM Mentorship Network' to cover ≥ 15% of the University's total female student population.
- Partner with AmCham, Intel, Samsung, and Bosch to expand full-ride technical scholarships for female engineering students.
- Deploy peer tutoring circles in mathematics and mechanical drafting to raise female STEM on-time graduation to ≥ 85%.
- Honor exemplary female researchers, valedictorians, and doctoral degree recipients to eliminate gender stereotypes.