

**CFLI RECIPIENT END-OF-PROJECT REPORT**

Recipients should respond to all of the following questions in their End-of-Project report. When preparing the End-of-Project report Recipients should refer to Annex A of their Contribution Agreement, in particular section 14 describing Planned Activities and Expected Results. A completed Financial Report must also be submitted with this End-of-Project Report

1. Country: Vietnam
2. Project Title: Protecting the rights of domestic workers in Vietnam
3. Project Location: Vietnam
4. Project Number: CFLI-2013-HANOI-001
5. Recipient Organization: HealthBridge Foundation of Canada
6. Description of project as given in application (max 250 words):  <p>Until recently, domestic workers in Vietnam lacked legal protection in the Labour Code and were vulnerable to exploitation and abuse by their employers. HealthBridge and its partners developed a three year program (2012-2015) which aims to protect the rights of domestic workers through support for legislative development and the creation of a supportive environment for policy implementation. By June 2013, the Government granted approval for MOLISA to develop the Decree on domestic work. The participation of civil society organizations and related government bodies in policy consultation and dialogue is necessary to ensure a rights-based approach is brought to bear so that appropriate protections are extended to domestic workers. Support through the CFLI will help make this possible at a strategic moment in the development of the draft decree. Project objectives include:</p> <ul style="list-style-type: none"> <li>• To strengthen the capacity of civil society organizations (working in the areas of gender and women’s rights) and journalists to participate in the Decree consultation process through the training workshops.</li> <li>• To improve the content of the Decree through consultative meetings with experts and to advocate for approval from the Office of Government.</li> <li>• To increase awareness and support from the public, policy makers, and domestic workers for the Decree on domestic work including through a media campaign.</li> </ul>
7. Project Implementation: <ul style="list-style-type: none"> <li>• Was the project implemented in accordance with the plan provided as part of the proposal? <b>YES.</b></li> <li>• What planned activities were completed? On time? (<i>Refer to the Planned Activities and Expected Outcomes listed in Annex A of your Contribution Agreement</i>).</li> </ul> <p>The planned activities were completed on time include:</p> <ul style="list-style-type: none"> <li>○ <b>Training workshop for journalist in December 2013:</b> HBV and the Department of Media and Publication (Central Propaganda Committee of the Communist Party of Vietnam) worked with technical consultants to develop a set of communication materials for the workshop for journalists. The workshop was held on December 21, 2013 with 55 journalists from 52 agencies. The speakers shared evidence about the current status of legal issues regarding domestic workers (DW) in Vietnam. Leaders of the Department of Media and Publication provided orientation and guidance to the journalists and encouraged them to raise their opinion about the draft Decree on domestic workers developed by the Ministry of Labour, Invalids and Social Affairs (MOLISA).</li> </ul>

- **Work with journalists to develop and publish the articles on domestic works:** HBV followed up with the journalists in person and via online communications during December 2013 and January 2014 and encouraged them to write and publish articles. By end of January 2014 there were 27 articles published on printed newspapers and online, with 251 comments from viewers. The journalists discussed the 5 articles concerning DWs in the recently revised Labour Code, the Decree on DWs, situation of DWs in Vietnam, the rights and responsibilities of DWs and employers, as well as roles of different stakeholders in fostering the implementation of this Decree.
- **Workshop for Civil Social Organizations (CSOs) on December 31, 2013:** 55 participants representing 19 CSOs and 10 agencies (media and government organizations) attended. HBV and the Gender and Community Development network (Gencomnet) worked with technical consultants to develop a set of communication materials for the workshop for CSOs. The workshop speakers shared evidence about the current status of legal issues regarding DWs in Vietnam, Asian region and the world. The participants included many lawyers and activists who discussed and commented on the draft Decree on domestic workers developed by the MOLISA. The workshop minutes (attached) with participants' comments on the Decree has been shared with MOLISA. MOLISA acknowledged the comments from CSOs and agreed to incorporate the relevant points into the Draft Circular (communicating letters attached).
- **Follow up meetings with the CSOs for comment on the draft Decree during December 2013 and January 2014:** HBV followed up with the CSOs and have 5 comments on the draft Decree (attached) on DWs from them to post on MOLISA's website at:  
<http://molisa.gov.vn/docs/VBPL/Dangsoanthao/ChitietDST/tabid/301/DocID/12155/TabModuleSettingsId/974/language/vi-VN/Default.aspx>
- **Two consultation meetings conducted in January 2014 with MOLISA:** 15 participants attended the meetings to discuss and develop the Circular to guide implementation of the Decree. The draft Circular has been developed (attached).
- **Media campaigns:**
  - A talk-show program on DWs on the Vietnam Television (VTV1) titled "Legitimizing the rights and responsibilities of domestic workers". It provided explanations of the five articles on DW in the revised Labour Code, the Decree on DW and clarifications of the rights and responsibilities of the DWs and employers.
  - A series of 5 radio reportages broadcasted in December 2013 and January 2014 on the Voice of Vietnam (VOV) disseminating information about DW in the revised Labour Code and the Decree on DW. The contents of the reportages include 1) the legal challenges in domestic work; 2) the needs for legitimatizing domestic work as an official job; 3) the rights of domestic workers and how to ensure their rights; 4) how to manage domestic work; and 5) the Decree on domestic work and how to strengthen it.
- Did all project participants provide the financial and other resources called for in the project design? **YES.** HBV contributed to the project with equipment (laptop and printer) for all activities, administrative issues, and rental of projector for workshop for journalists (invoice combined in financial documents). The total contribution from HBV was equivalent to VND 51,000,000 (around CAD 2,550).

- Where there any significant difficulties encountered during project implementation? What measures were taken to overcome them?

Limited timeline was the main challenge of the project implementation. The year-end time and long public holidays during Christmas and traditional Tet particularly affected the arrangement for activities of all partners. To address this challenge, HBV and its partners had to work overtime before and after year-end holidays and some activities were conducted on the weekend. Also, some meetings were organized in the evening time. Online working was applied with project staff and consultants.

- Was mission monitoring satisfactory? **YES**

#### 8. Outcomes Achieved:

- Which expected outcomes were achieved during the delivery of this project? (*Refer to the Planned Activities and Expected Outcomes listed in Annex A of your Contribution Agreement*).

- **Outcome 1: Increased awareness amongst local stakeholders of the Canadian values of democracy, security and stability.**

Indicators support this claim:

- **# of stakeholders in related Ministries and Departments, mass unions who participated in the consultant's meetings:** 2 consultation meetings were conducted by MOLISA; in each meeting 15 participants discussed the contents of the draft Circular (attached) to guide implementation of the Decree on DW in practice, referring to the comments on the Decree.
- **The content of the statement of the policy makers on improved knowledge after the consultant's meetings:** The policy makers from MOLISA acknowledged the comments from stakeholders and civil society organizations and agreed to consider and incorporate the relevant points into the Draft Circular to strengthen this document (communicating letters attached).
- **# of stakeholders who provide comments on the draft Decree:** 55 participants representatives of 19 CSOs and 10 agencies (media and government organizations) participated in the workshop for CSOs and provided comments on the draft Decree (Minutes attached); 6 organizations including HBV provided comments on the contents/articles of the draft Decree and posted them on MOLISA's website (6 documents attached).

- **Outcome 2: Increased access by local stakeholders to information, facilities and/or tools needed to support efforts to advance political-economic sustainability in their communities.**

Indicators support this claim :

- 55 journalists from 52 newspapers and media agencies participated in the workshop on December 21, 2013 and many of them stated that their knowledge on domestic worker's issues increased after the workshop.
- 50% of online news and articles receive comments from the audience/viewers (8/16 online articles received 251 comments from viewers)
- All 19 CSOs members of Gencomnet and the Asia Pacific International Law Firm who participated in the workshop expressed commitment to continue working on domestic workers' issues (100% compared to 20% in plan).

- 6/11 contacting organization (55% compared to 50% in plan) provided comments on the draft Decree and posted on MOLISA's website (SEALaw Inc; Asia Pacific International Law Firm; Center for Consulting on Legal and Policy on Health, HIV/AIDS; Center for Gender, Labor and Social Affairs (GLASA); Gencomnet; and HBV).  
<http://molisa.gov.vn/docs/VBPL/Dangsoanthao/ChitietDST/tabid/301/DocID/12155/TabModuleSettingsId/974/language/vi-VN/Default.aspx>
  - Provide evidence to show that the expected targets were met (attach any relevant data or materials (e.g. newspaper articles, distribution lists, training rosters, etc.). Attachments by activities (folder of deliverables attached):
    - Activity 1: Training/workshop for journalists:
      - List of 55 participants in training workshop for journalists in Dec. 2013.
      - Report on workshop for journalists on the Decree on DW.
    - Activity 2: Work with journalists to publish articles
      - 27 articles on printed newspapers and online news were published during December 2013 – January 2014.
    - Activity 3: Workshop for Civil Society Organizations (CSOs)
      - List of 55 participants from 18 civil social organizations (CSOs) and other agencies attended the workshop in December 2013.
      - Minutes of the workshop for CSOs.
    - Activity 4: Follow-up meetings with CSOs for comment on the draft Decree
      - 6 comments on the draft Decree from CSOs including HBV.
    - Activity 5: Consultative meetings to develop draft Circular to guide implementation of the Decree in January 2014.
      - List of 15 participants in each of the two consultative meetings to discuss comments of the Decree on DW and content of the Circular to guide implementation of the Decree.
      - Minutes of the above two consultative meetings.
      - Draft Circular to guide implementation of the Decree on DW.
    - Activity 6: Develop and telecast 1 TV talk-show:
      - 1 script of TV talk show
    - Activity 7: Develop and telecast radio reportages:
      - 5 scripts of radio reportages
    - Additional Activity 1: Meeting with domestic workers on the draft Decree
      - List of 60 participants in the meeting with domestic workers and their employers in January 2014 in collaboration with the Center for Gender, Family and Community Development (GFCD).
      - Minutes of the meeting with domestic workers and employers.
  - Which expected outcomes were not achieved during the delivery of this project? **NO.**
    - Do you anticipate these outcomes being obtained in the future? Please explain.
    - Are there other reasons why these outcomes were not obtained, or will not be obtained?
  - Were there any unanticipated benefits of the project? **YES.**
    - As agreed by the CFLI, a meeting with 60 participants including domestic workers and their employers was held on January 18, 2014 in coordination with GFCD. In the meeting, the

participants had the opportunity to learn about their rights and voice their opinions and expectations from the Decree and comment on the Decree's contents. This is an important supplement to the opinions from other stakeholders to strengthen the draft Decree. The questions and comments from participants have been noted in the meeting minutes (attached) and shared with MOLISA.

- Two consultative meetings were conducted with MOLISA team and technical experts to discuss and develop a Circular that will provide detailed guidelines to all relevant agencies on how to implement the Decree. The Circular will be a strong support to implementation of the Decree after approval. The development of the Circular was not in original plan. The draft Circular has been developed (attached - Please note that it is the first draft and not for public use at this stage).

#### 9. Partners

- Were any other partners (local or international) associated with the delivery of this project? **YES** HBV worked closely with local and government partners and service providers to implement this project, including:
  - the Department of Labour and Wages (DOLW) of MOLISA
  - the Department of Media and Publication (Central Propaganda Committee of the Communist Party of Vietnam)
  - the Gender and Community Development network (Gencomnet)
  - the Center for Gender, Family and Community Development (GFCD)
  - the Section of Social Affairs of the Voice of Vietnam (VOV2) developed a series of 5 radio reportages
  - Communication and Advertisement G8 Vietnam Company for TV talk show.

#### 10. Communications (if applicable)

- What types of communications activities were undertaken to promote this project?
  - Articles published on newspapers and online news discussing current situation of domestic workers, the newly issued 5 articles on DW in the revised Labour Code and the draft Decree on DW, the opportunities and challenges for both domestic workers and employers in compliance with the new law, and the needs and challenges for management system in implementing law on DW as well as opinions and comments from populations about the Decree on DW.
  - Radio reportages with 5 focus topics, aired on national radio disseminating information about DW in the revised Labour Code and the Decree on DW. The contents of the reportages mentioned 1) the legal challenges in domestic work; 2) the needs for legitimizing domestic work as an official job; 3) the rights of domestic workers and how to ensure their rights; 4) how to manage domestic work; and 5) the Decree on domestic work and how to strengthen it.
  - TV talk-show broadcasted on the National TV channel (VTV1) titled "Legitimizing the rights and responsibilities of domestic workers".
- What were the indicators of success (i.e. # of newspaper articles or radio spots)
  - Total 27 articles on printed newspapers and online news were published during December 2013 - January 2014.
  - A series of 5 scripts of radio reportages.
  - One (1) script of TV talk show.

**11. Cost Analysis:**

- Was the project completed within the approved budget? **YES**. If not, how were the additional costs met?
- How did the recipients contribute to the project implementation and how will they be involved in maintaining and assuming responsibility for the completed project if there are ongoing or recurrent costs?
  - As soon as receiving grant from the Canadian Fund for Local Initiative (CFLI) of the Department of Foreign Affairs, Trade and Development (DFATD), HealthBridge in Vietnam (HBV) developed an implementation plan that focused on the key milestones and indicators. HBV discussed and signed contracts with its different partners to implement different activities of the project.
  - HBV coordinated and led all activities in working closely with its partners.
  - HBV followed-up with all partners and discussed with them about how to continue working in this area after the project completed. The CSOs and newspapers expressed their commitment in continuing to disseminate information in their network about the Decree and Circular after approval.

**12. Describe any lessons learned that your organization has taken from this project.**

- Partnership and networking, especially with government partners are important to effectively co-operate activities in general and for advocacy activities, in particular.
- A feasible and well prepared implementation plan is critical to ensure the project progress.
- HBV's capacity in implementing and coordinating advocacy works was essential for accomplishing the activities of this challenging project.
- Support for legislative development and the creation of a supportive environment for policy implementation required time and human resources and needs continued efforts.
- To implement the Law and Decree on domestic work, the Domestic workers and their employers need to learn about their rights and obligations under these new legislative documents.

**13. Other comments or observations:** There is a need to develop clear and detailed guidelines on how to implement the Law and Decree on domestic work at the grassroots level as there is no clear mechanism to implement it.

**14. Submitted by:** HealthBridge Foundation of Canada, Vietnam office.

