



ANNUAL REPORT

2012

Project title: [Protecting the rights of domestic workers in Vietnam](#)
Partner organization: [Study Center for Gender, Family and Community
Development \(GFCD\)](#)
Reporting period: [July 1st - Dec 15th 2012](#)

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Hanoi, November 30th 2012

1. General Information

1.1 Name of the partner organisation / institution: Study Center for Gender, Family and Community Development (GFCD)

1.2 Project title and project number: Protecting the rights of domestic workers in Vietnam/No. 250612/RLS-GFCD

1.3 Reporting period: July 1st - Dec 15th 2012

1.4 Brief description of the genesis of the report

Explanation to 1.4:

a) Please describe briefly who was involved in producing the report and how the information included in it was collected.

In the capacity of project coordinator, Ms. Le Thi Thu (of HealthBridge Vietnam) developed the report with inputs from Dr. Ngo Thi Ngoc Anh, the project leader and the project officer of GFCD. The report was developed based on the documented project activities and monitoring over the duration of the project implementation.

b) Outline how you have conducted the monitoring and evaluation procedures and how the target groups have participated in this.

The project was monitored in terms of its correspondence with the established timeline and achievement of the expected outputs and outcomes. The monitoring was conducted by the project coordinator and project staff.

c) For the sake of clarity, indicate throughout the report which persons contributed which assessments; for example project staff, volunteer staff, representatives of the target group and others.

2. Project brief

2.1 Project objective

Overall Objective: To protect the rights of domestic workers through supporting the development of the Decree on domestic workers.

Specific Objectives:

1. To provide evidence based on research to Ministry of Invalids and Social Affairs for development of a sound Decree on domestic workers.

2. To strengthen the role of civil society as an effective force for policy advocacy on the issues of domestic workers
3. To engage media in raising public awareness of the issues of domestic workers and support for the development of a Decree to protect their rights.

2.2 Target group

The direct target groups of this project include: 1) Policy makers from government (MOLISA, National Assembly); 2) Civil society organizations; 3) Media. The indirect target group is the General public including employers of domestic workers.

The beneficiary of the project is domestic workers. All of the activities implemented in this project aimed at protecting the rights of these workers. Besides, domestic workers were interviewed to obtain their input on recommendations for policy development, to ensure that the policies reflect their actual needs and desires.

2.3 Activities

Activity 1: Conducted a research study to obtain input from relevant stakeholders to inform recommendations for policy development. The main topics of the study included the following: 1) Perceptions of employers/domestic workers and the general public on categorizing domestic work as formal labour and its inclusion in the formal national job list; 2) The operation of the Job Training Centers and its capacity to conduct training on domestic work; 3) Job seeking of the domestic worker (channel, cost, risks in the seeking process...), the current situation of operating Job Promotion Center and the Center's capacity; 4) the capacity of related authorities in managing and monitoring the policy on domestic work; and 5) the current situation of domestic workers such as contract, benefit, working hours and relax time, etc.

Activity 2: Disseminated the research findings and potential action items for civil society organizations to protect domestic worker's rights to the focal points of civil society networks, including GAP, NEW and DOVIPNET, all of which HealthBridge is currently a member. The activity was carried out with the aim of stimulating interest and action amongst civil organizations on the issue of domestic worker's and engaging them in the next phase of legislative development, and integrating into their current and upcoming activities.

Activity 3: Engage the media in writing news articles on the issues of domestic workers and the need for a Decree, to raise awareness and support amongst policy makers and the general public. HealthBridge has worked on health and social issues for almost 20 years in Vietnam, and thus has an established network of journalists who are very active in covering health and social issues. The project organized a meeting with 17 journalists to provide the information on domestic worker's issues and direction for publishing the articles in national newspapers both online and printed.

2.4 Expected project results (i.e. outputs) / indicators (list possible)

Output 1: The research report and policy recommendations produced

Output 2: The presentations on the issues of domestic workers sent to three civil society networks

Output 3: Twenty four articles on the issues of domestic workers published in newspapers.

3. Activities and results implemented in the reporting period/since start of the project

Explanation to 3:

- a) Which activities were implemented? Compare the activities implemented with those planned (by drawing up a structured overview, possibly in the form of a table).
- b) What are results, i.e. outputs of implemented activities? If possible, state how many people in the target group were reached?
- c) Please explain any deviations (i.e. implementation of more or less activities than planned, or activities differing from those planned), specifying the reasons and consequences.
- d) If relevant for the project implementation, report on which actors in the project area are conducting or involved in similar projects and the extent to which you coordinate activities with them.

No	Planned activities	Implemented activities/Outputs and deviations
01	Conduct a research study to obtain input from relevant stakeholders to inform recommendations for policy development	<p>The research study was implemented as planned from July - Nov 2012 in Hanoi and HoChiMinh city.</p> <p>Target group: 250 domestic workers and their employers were interviewed and 10 representatives of women's union, of commune/ward local leaders, and of job promotion center were interviewed.</p> <p>Output: 1) List of the interviewees (Already sent to RLS); 2) The research questionnaires (Already sent to RLS); 3) The research report with policy recommendation and pictures (Found in Appendix 1 of this annual report)</p> <p>We completed an additional activity that we conducted the media network meetings on Oct 19, 2012 in which we presented the findings of the research. We sent the PowerPoint presentation to focal point of the civil society networks (GAP and DOVIPNET).</p> <p>Additional outputs: 1) The list of the journalists that participated in the meetings; 2) The presentation of the research findings. Found in Appendix 2 of this annual report</p>
02	Conduct presentations with civil society organizations to engage them in the Decree development process	<p>According to the plan, we aimed to conduct three presentations on the findings of the research study and on the importance of domestic worker's issues to civil society organizations that work on gender equality and domestic violence prevention.</p> <p>The aim of this activity was to promote the interests of civil society organizations on domestic worker's issue and engage them in the next phase of the legislative development process and integrate into their current and upcoming activities.</p> <p>The project strategy was to integrate presentations in the network's regular meetings once the research findings were available (from Activity 1 above). As a result of discussion with the focal point of these networks, presentations were planned in Oct and Nov 2012. However, during this</p>

		<p>planned period, these networks worked intensively to finish their 2012 planned activities which resulted in their regular meeting being deferred to December, except the GAP meeting on Nov 16, 2012.</p> <p>Given this limitation, our alternative approach was to send the presentation of research findings to the focal points of NEW and DOVIPNET who then circulated it to the network's members. For the GAP meeting, we distributed the presentation to the participants at the November meeting. GAP has invited us to make the presentation at the next GAP meeting in January 2013.</p> <p>Furthermore, as the result of media campaign (mentioned in activity 3), awareness amongst civil society organizations was also increased on the issues of domestic workers, the gaps of legislative documents, and the actions that civil organizations can take to address these issues.</p> <p>Output and target group: 1) The PowerPoint presentation of research was developed; 2) 50 participants attending the GAP meeting on Nov 16, 2012 received the PowerPoint presentation of the research; 3) 50 organizations and individuals of NEW and DOVIPNET received the presentation by email; 4) Follow-up made by civil society organizations on the issues. I.e. Plan International, Hanoi Program Unit is developing their program on "<i>Safe inclusive city</i>". HealthBridge Vietnam (HBV) met with Plan International in August 2012 emphasized that domestic work issues are directly related to their target group, which is the disadvantaged girl in sub-urban Hanoi and encourage to add in their program. In the current meeting of Plan's consultants this November, HBV again follow up to emphasize the issues of domestic worker. They are in process of evaluating the situation. The project will follow up by email and phone call. The civil society organizations contacted HBV and GFCD for further information related to the research and the related issues, such as Center for Women Development, Vietnam Institute of Educational Sciences, etc.</p>
03	Engage the media in writing news articles on the issues of domestic workers and the need for a Decree, to raise awareness and support amongst policy makers and the general public	<p>The activity was carried out as per the proposed timeline with more intensive articles covering the issues in Oct and Nov 2012. The reason for the need of intensive campaign is that we made the best use of the day Nov 20th (Vietnam Women Day) to convey the issues related to the work that is predominantly performed by rural migrant women.</p> <p>The project's strategy was to utilize diversified newspapers to cover the issues, even several newspapers covering the same message but written by different journalists. By applying this strategy, more people can reach the same message and the message could reach a wide audience with different backgrounds, interests, and education level, etc. Besides, we also worked with the Vietnam Women News for publishing the special subject for three consecutive series of this news. Some newspapers covered more than one articles in the project period such as The Great Unify News, The Vietnam Legislative News, etc.</p> <p>Output: 1) The media plan developed; 2) Twenty nine articles were published, either in the form of print or online or both. The following are the main content of the articles:</p>

		<ol style="list-style-type: none"> 1. The Vietnam Women News (Bao Phu nu Viet Nam): Main message -- Domestic Work: When become a professional job, the issues related to oral contract. No 136 [3714] published in 12/11/2012. (Printed. Found in Appendix 3) 2. The Vietnam Women News (Bao Phu nu Viet Nam): Main message -- Job is not a job, issues related to incomes and skills of domestic workers, the need for training and to be listed in formal job list. No 137 [3715] published in 14/11/2012 (Printed. Found in Appendix 3). 3. The Vietnam Women News (Bao Phu nu Viet Nam): Main message -- The main research findings of GFCD/HBV, the Labour Code and the need to issue guideline for implementation. No 138 [3716] published in 16/11/2012. (Printed. Found in Appendix 3). 4. The Great Unify News (Bao Dai doan ket): Main message -- Sustainable job for domestic work, published in 02/11/2012. (Printed and online) http://www.daidoanket.vn/Index.aspx?Menu=1479&chitiet=57336&Style=1 5. The Great Unify News (Bao Dai doan ket): Main message -- The need for clarifying domestic work in the legislative documents, published 22/10/2012. (Printed and online) http://www.daidoanket.vn/index.aspx?Menu=1390&chitiet=56854&Style=1 6. Hanoi News (Bao Ha noi moi): Main message -- The need for listing domestic work in the formal job list, published 25/10/2012. (Online) http://hanoimoi.com.vn/Tin-tuc/Xa-hoi/563599/lao-dong-giup-viec-can-duoc-cong-nhan-trong-danh-muc-nghe 7. The Social Legislative News (Bao Phap luat Xa hoi): Main message -- The difficulties in solving the dispute between domestic workers and employers, published 23/10/2012. (Printed and Online) http://phapluatxahoi.vn/2012102310195504poc1002/kho-giai-quyet-khi-mau-thuan-xay-ra.htm 8. The Vietnam Legislative News (Bao Phap luat Viet Nam): Main message -- The picture of domestic work and the evidence for finding the protection from legislation, published 24/10/2012. (Printed. Found in Appendix 3). 9. The Vietnam Legislative News (Bao Phap luat Viet Nam): Main message -- The domestic workers have a place to share, focusing on the coming activity of establishing the club for domestic worker under the project of "Protecting the rights of domestic workers", published 24/10/2012. (Printed.Found in Appendix 3) 10. The Vietnam Legislative News (Bao Phap luat Viet Nam): Main message -- The difficulties in seeking the appropriate domestic worker for the family, published 24/10/2012. (Printed.Found in Appendix 3).) 11. The Vietnam Legislative News (Bao Phap luat Viet Nam): Main message -- The expert ideas on the domestic work and the need to having
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		<p>the legislative docs, published 24/10/2012. (Printed.Found in Appendix 3).</p> <p>12. The Light and the Life News (Bao Anh sang va Cuoc song): Main message -- Domestic work needs to be legalized, published in 20/10/2012. (Online) http://anhsangvacuocsong.vn/nghe-giup-viec-gia-dinh-cung-can-duoc-luat-hoa-3257.html</p> <p>13. The Humanity and the Life News (Bao Nhan dao va Doi song): Main message -- Domestic work need to be listed in the government formal job lists, published 24/10/2012. (Online) http://nhandaovadoisong.com.vn/15433/nghe-giup-viec-dang-duoc-de-nghi-dua-vao-danh-muc-nghe-quoc-gia.html</p> <p>14. The Military News (Bao Quan doi Nhan dan): Main message -- The difficulties in protecting the rights of the domestic work with lack of legislative docs, published 30/10/2012 (Online) http://qdnd.vn/qdndsite/vi-VN/61/43/11/11/11/213469/Default.aspx</p> <p>15. The Rural Economics News (Bao Kinh te Nong thon): Main message -- The need for training of domestic work, published 12/11/2012. (Online) http://www.kinhtenongthon.com.vn/Story/xahoi/2012/11/37212.html</p> <p>16. The Vietnam Economic News (Thoi bao Kinh te Viet nam): Main message -- The difficulties domestic workers face in the work place, published 08/11/2012.(Printed and Online) http://ven.vn/lao-dong-giup-viec-gia-dinh-doi-mat-voi-nhieu-nguy-co_t77c440n32527tn.aspx</p> <p>17. The Hanoian (Bao nguoi Ha noi): Main message -- The need for sub law legislative documents to protect the rights of the domestic worker, published 09/11/2012. (Online) http://nguoihanoi.com.vn/modules.php?name=News&op=viewst&sid=25948&session=19</p> <p>18. The Business Forum (Dien dan Doanh nghiep): Main message -- The domestic work, the need to be listed in the formal job list, published 10/11/2012. (Online) http://ddd.com.vn/2012111012515126cat177/giup-viec-gia-dinh-can-duoc-cong-nhan-trong-danh-muc-nghe.htm</p> <p>19. The Communist Party News (Bao Dang Cong San): Main message -- The main issues need to be provided guidance in the sub Law legislative documents on domestic works, published 11/11/2012. (Online) http://dangcongsan.vn/cpv/Modules/News/NewsDetail.aspx?co_id=10045&cn_id=554229</p> <p>20. The World and Vietnam News (Bao The gioi Viet nam): Main message - - The risks domestic workers faced in working and the need to be listed in the formal job list, published 06/11/2012. (Online) http://tgvn.com.vn/Item/VN/VanHoa-XaHoi/2012/11/9ECEE1597F20C263/</p>
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4. Critical assessment of the project's results and effects

General explanation to section four: The distinction between activities and their results and effects caused by the project is frequently not made clear enough: Outputs, i.e. The products and services of the project itself delivers *do not* constitute effects. Effects can be defined as *intended or unintended change* directly or indirectly, due to an intervention. Effects are not simply "produced" by a project. The project merely sets processes in motion that will bring about certain *changes*, e.g. changes in the lives of the people.

Generally, effects begin to emerge from the use of outputs by the target groups. For example: 100 Women participate in ten seminars on the functioning of political systems (→ output). They make use of what they have learned (→ use of outputs). This contributes to a change in outlook of participants and to changes in attitudes of women, who participated in the seminars (→ direct effect). An indirect effect could be if women (for example in the region) become politically active.

There are different types of effects, i.e. changes caused by an intervention. Effects can be categorised as:

- Short, medium or long-term
- Direct and indirect
- Intended and unintended
- Expected and unexpected
- Positive and negative
- Temporary and sustainable effects

4.1 Assessment of the achievement of the project objective by making use of indicators

Explanation to 4.1:

- a) Please describe the extent to which the project objective is achieved by making use of indicators. Please take into account the problem analysis here, i.e. the situation analysis you drew up when planning the project.
- b) In comparison to the more descriptive assessment provided in section three, please indicate and explain in detail the achievements by stating the number of persons and actors, families, groups, communities etc. that have been reached by the activity (quantitative indicators) and how the target group utilises the results of the activities (qualitative indicators).
- c) What is the use of project results for the target groups and what are the effects of this? These effects can be positive, negative, expected or unexpected (please see above). Assess how the activities implemented and the project design, strategy and methods have plausibly contributed to the above-mentioned effects (please illustrate with examples if possible). Also pay attention here to the other actors working in the project area.

As result of activities implemented in this project in five months, the expected results and effects are as follows, by the activity:

Activity 1: Conduct a research study to obtain input from relevant stakeholders to inform recommendations for policy development.

- Indicators of activity: 250 domestic workers and the employer of domestic workers interviewed in the research and 10 representatives of women's union, of commune/ward local leaders, and of job promotion center were indepth interviewed in Hanoi and HoChi Minh city.
- Main output: Research report with policy recommendations produced.
- Use of output(s)/outcome(s) and indicator(s):
 - ✓ As a result of publishing related articles on the finding of the research in the national newspaper, the expected change is increased awareness of policy makers on the situation of domestic workers, its current policy gaps and the needed action from the government on developing guidance documents for the Labour Code on domestic work, listing it in the formal government job list. The project wasn't able to number of this policy makers as the wide impact of the publishing the aritcles.
 - ✓ Mote than 50 journalists received the research findings through the activity 2.
 - ✓ The project obtained commitment of the policy makers in charge of Labour Code revision in National Assembly that he supports the project and will collaborate with GFCD and HBV in organizing the dissemination workshop of the research study.
 - ✓ The informal meeting with Vice Minister of MOLISA to advocate the support for further policy development on domestic workers was made.

Activity 2: Send PowerPoint presentations to civil society organizations to engage them in the work to protect the rights of domestic workers.

- Output: The PowerPoint presentation was developed
- Use of output(s)/outcome(s) and indicator(s):
 - ✓ More than 50 participants attending the GAP meeting on Nov 16, 2012 received the research findings presentation of which consisted of the policy makers from MOLISA and MoCST who responsible for government management on gender equality and domestic violence prevention work and of the donor organizations and civil society organizations.
 - ✓ 30 organizations of GENCOMNET and DOVIPNET received the research findings presentation by email.
 - ✓ Follow-up with the civil society organizations and the focal points of the networks on the issues was conducted. I.e. Plan International, Hanoi Program Unit is developing their program on "*Safe inclusive city*". In the meeting with Plan to explore potential areas of work with HBV in August 2012 and during the interview on the afternoon of Nov 16, 2012, we emphasized that the domestic work issues are related to their program target group, which is the disadvantage girl in sub-urban Hanoi, and advocated that they add this into their program. The project team will continuously follow-up with Plan until their planning process ended by end of this year. The other civil society organizations contacted HBV and GFCD on the issues such as such as Center for Women Development, Vietnam Institute of Educational Sciences, Center for Studies and Applied Science in Gender-Family-Women and Adoclescents, etc.

Activity 3: Engage the media in writing news articles on the issues of domestic workers and the need for a Decree, to raise awareness and support amongst policy makers and the general public

- Output: Twenty nine articles were published, either in the form of print or online or both
- Use of output(s)/outcome(s) and indicator(s):
 - ✓ Seventeen journalists received the research findings and policy recommendations in the media meeting on Oct 19, 2012, and an additional 30 journalists through email sent via the media network.
 - ✓ Eighteen printed and online newspapers covered the issues of domestic work during the project period. Some of the newspapers covered articles such as the Vietnam Women News (Bao Phu Nu Viet Nam) and the Vietnam Legislative News (Bao Phap Luat Viet Nam).
 - ✓ The attentions and interests from public was recognized through commenting online articles such as Hanoi News published 25/10/2012, The Rural Economics News published 12/11/2012 and others.
 - ✓ The positive change was that the journalists were convinced and interested in drawing attention to the issues of domestic work; hence they committed to publishing the articles and published very intensively during the project period.

- ✓ The expected change is improved awareness of the employers on the rights both of domestic workers and the employers, the new Labour Codes, and changing the employer's behavior positively towards protecting and respecting the rights of domestic workers when they got the information from published articles.
- ✓ The expected change is increased knowledge of domestic workers themselves on their rights, their perception of responsibilities and increasing their self-esteem on the job they perform when they got the information from published articles.

4.2 Additional important effects and developments in the project environment

Explanation to 4.2:

a) Please introduce further developments, e.g. changes on the political level, in the environmental conditions in the field or conflict lines between population groups etc., if you notice that these are relevant for the project work in the course of project implementation. Please state *explicitly* if implemented activities have plausibly contributed to achieving the additional important effects.

b) What long-term effects can be established above and beyond the project objectives?

Describe any instances in which your work has provided impetus for other initiatives in the project setting, at local, regional or national levels.

The research findings and policy recommendations provided scientific evidence on domestic worker's issues to the state management agencies and such findings is the essential for the development of guiding documents for the implementation of the Labor Code, particularly Articles 179 to 183.

As a result of advocacy works, the future initiatives and actions by other civil society organizations will contribute to the long term effects of the project, protecting the rights of domestic workers.

Through conducting this project, the project team got the further commitment from Oxfam Novib for some activities which will be carried out in 2013. The one year Oxfam Novib project will contribute to success of the whole program "Protecting the rights of domestic workers in Vietnam".

Convention No 189 on decent work for domestic workers is an international treaty which is adopted by the International Labour Conference by delegates from the 183 member States on 16 June 2011. Convention No. 189 offers specific protection to domestic workers. It lays down basic rights and principles, and requires States to take a series of measures with a view to making decent work a reality for domestic workers. There are 4 countries around the world ratified. Vietnam hasn't ratified yet. This project contributes to raise the awareness of policy makers, employers and domestic workers and the gaps of current policies on the rights of domestic workers. This is the first step in advocating for further complete the national policies, law, and measure for domestic workers toward meeting conditions for Vietnam's commitment for ratifying the Convention in the future.

5. Conclusions

Explanation to 5:

Please describe:

- The course of the project and its achievements (summary);
- Problems, conflicts;
- Cooperation with other partners than the RLF;
- New key aspects of activity, issues, conceptual modifications;
- Next steps and future activities (table possible).

The project was carried out from July to November 2012 with the overall objective of protecting the rights of domestic workers through supporting the development of legislative documents on domestic workers. Three main activities were carried out in this period include: 1) A research study on the current situation of domestic work; 2) PowerPoint presentation disseminated to civil society organizations; and 3) Articles published on the issues of domestic workers and the need for development of legislative documents. The project was implemented with close collaboration between GFCD and HBV, under the support of Rosa Luxemburg Stiftung. Further collaboration was made to the Women Union at ward level in Hanoi and Hochiminh city, the networks for civil society organization (GAP, GENCOMNET, and DOVIPNET), and the media agencies and journalists, especially the close relationship with the MOLISA and NA. The main achievement of this project includes: 1) Raised the issues of domestic workers and the need for legislative development on this work to policy makers through media, meetings, and the policy recommendations; 2) Increasing the awareness of civil society on the issues of domestic workers and their role in the legislative development process; and 3) Increased public awareness of the issue of domestic workers and the need for legislative development on domestic workers.

This is the very first achievements of the project. This project has laid the foundation for developing a clear legal framework for protecting domestic workers by developing policy recommendations and also raising awareness of key stakeholders and how further work is essential for ensuring that momentum is not lost. To ensure the overall objective achieved, the continuous support from Rosa Luxemburg Stiftung for the next steps of the project is essential, including advocacy and support activities for legislative documents on domestic work, conducting pilot support activities for domestic workers and their families, and raising public awareness on the legislation, etc.

6. Administration

Explanation to section 6:

Please describe if applicable:

- Crew change, salary raise
- Necessary alterations of budget and job chart
- Special incidents
- Response to recommendations and inspection reports as questions of accountants and/or the RLF
- Response to recommendations made by evaluations or inspection teams
- Details which go beyond the duty of notification entailed in the term of reference

This was a joint project by GFCD and HBV. All of the activities carried out under this project were planned, discussed and agreed on by both organizations. With the effort of both organizations, within five months, the project was implemented to meet the timeline and expected outputs. There is no change in the personnel and variance of expenses compared to the proposal approved by RLS.

During the implementing this project, we received support from RLS's managers including technical support from Ms. Tran Hong Nhung and guidance for financial procedure from the financial team. The project was well monitored with frequent updates and correspondence with the RLS project manager. We appreciate her support and guidance.

November 30th 2012

Dr. Ngo Thi Ngoc Anh

Appendix 1: The research report (Found in separate file)

Appendix 2: The list of journalist participated in the meeting on Oct 19, 2012 and the presentation of preliminary meetings (Found in separate file)

Appendix 3: The articles published, printed only (Found in separate file)

Appendix 4: Some photos

I. Photos of the research study

II. Photos of the media meeting on Oct 19, 2012