

Vietnam Women's Union

Promoting Gender Equality

**Wanjiku Kaime-Atterhög
Tran Thi Van Anh**

Asia Department

Vietnam Women's Union

Promoting Gender Equality

**Wanjiku Kaime-Atterhög
Tran Thi Van Anh**

Sida Evaluation 00/16

Asia Department

Evaluation Reports may be ordered from:

Infocenter, Sida
S-105 25 Stockholm
Telephone: (+46) (0)8 795 23 44
Telefax: (+46) (0)8 760 58 95
E-mail: info@sida.se, Homepage <http://www.sida.se>

Authors: Wanjiku Kaime-Atterhög, Tran Thi Van Anh.

The views and interpretations expressed in this report are the authors and do not necessarily reflect those of the Swedish International Development Cooperation Agency, Sida.

Sida Evaluation 00/16
Commissioned by Sida, Asia Department

Copyright: Sida and the authors

Registration No.: U11/1.16.3
Date of Final Report: 2000-08-30
Printed in Stockholm, Sweden 2000
ISBN 91-586-8948-6
ISSN 1401-0402

SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
Address: S-105 25 Stockholm, Sweden. Office: Sveavägen 20, Stockholm
Telephone: +46 (0)8-698 50 00. Telefax: +46 (0)8-20 88 64
Telegram: sida stockholm. Postgiro: 1 56 34-9
E-mail: info@sida.se. Homepage: <http://www.sida.se>

Innehåll

Executive summary	1
Abbreviations	3
1. Introduction.....	4
1.1. Background	4
1.1.1. <i>Gender in Vietnam</i>	4
1.1.2. <i>The Vietnam Women's Union</i>	4
1.1.3. <i>Direct Support to Women's Activities through Vietnam Women's Union</i>	5
1.2. Objectives of the Evaluation	5
2. Methodology.....	6
2.1. Preparation for Field Work.....	6
2.2. Methods of Data Collection	6
2.3. Methods of Data Analysis	7
2.4. Problems Encountered	7
3. Findings and discussion	8
3.1. Institutional and Human Resources Development	8
3.1.1. <i>Personnel Department</i>	8
3.1.2. <i>Project Management and International Cooperation Departments</i>	12
3.2. Increasing Women's Economic Rights	13
3.2.1. <i>Family and Welfare Department</i>	13
3.2.2. <i>The Vietnam Farmer's Union</i>	18
3.3. Policy Studies and Workshops	18
3.3.1. <i>Research Department</i>	19
3.3.2. <i>Administrative Department</i>	20
3.3.3. <i>Research Centre for Female Labour</i>	20
3.4. Information and Communication	22
3.4.1. <i>Women's Newspaper</i>	22
3.4.2. <i>Women's Publishing House</i>	22
3.4.3. <i>International Cooperation Department</i>	23
3.4.4. <i>Centre for Family and Women Studies</i>	24
4. Conclusions and recommendations	25
4.1. Conclusions	25
4.2. Recommendations for Future Sida Support	28
Appendix A: Terms of Reference	35
Appendix B: Work plan.....	38
Appendix C: Evaluation form	39
Appendix D: List of people met.....	41
Appendix E: List of references	45

**Appendix F: Projects supported by Sida through Vietnam Women's Union
1996–1999 47**

**Appendix G: Projects supported by other international donors through the
Vietnam women's union 1996–1999 50**

Appendix H: To my beloved 55

Executive summary

The Government of Vietnam has strong policies on gender equality dating back to the first Constitution of 1946, which enshrined the equality of women to men in all respects. Since then, the Government has passed various laws, decrees and resolutions including the Marriage and Family law to protect women. In 1982, the Government ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and, in the same year, developed a National Plan of Action on the advancement of women. Despite Government initiatives to elevate the status of women in Vietnam, there are still strong cultural attitudes, which reinforce the lower status of women to men in the family, at the workplace and in society in general.

The Vietnam Women's Union (VWU), a mass organisation with offices at different levels, is the focal point for implementing Government policies and programmes on women and children. Its main function when it was formed in the 1930s was to mobilise women for war activities. Since 1985, Vietnam has been changing from a centrally planned economy to a market economy and the Organisation has had to adapt to the change and development in the country and work out new goals. Its overall objective at present is "... to promote and protect the legitimate and legal rights and interests of women, and to create conditions for women to achieve equality and development". The priority of VWU is to create conditions for women to take part in national development through integration of gender issues in all areas of macro-economic policy. A Plan of Action for VWU for the period 1997–2002 was launched at the National Women's Congress in 1997 and focuses on the following five main programme areas: education and capacity building; employment and income generation; health care and family planning; and well organised women's units and organisations. With this shift in the Organisation's work, the Women's Union has had to become more independent from the Government. Many of the organisation's activities are like those of an NGO and include income generation and credit schemes, and maternal and child health programmes. But, unlike a traditional NGO, the Women's Union has offices from the central to the grassroots level, which makes it an effective organisation for working with women throughout the country. Much of the international donor assistance for women in Vietnam is channelled through the Women's Union.

Sida began its support to women's activities in Vietnam through the Women's Union in 1987, and a total of MSEK12.25 has been disbursed to date. The first agreement, from 1987 to 1994, concentrated on assisting women in Vietnam to improve their household economic situation through support to a credit scheme and to gender training. In 1994, the first evaluation of the support was carried out and it was recommended that support to women's activities in Vietnam continue to be provided through the VWU but be concentrated on three strategic areas of activities, namely, capacity building at the central Women's Union, policy studies relevant to gender needs, and job creation through skills development. The second agreement covered only one year, 1995, and provided support for conduct of short term training courses and preparations for central Women's Union staff to prepare and participate in the Beijing Women's Conference in 1995. The third agreement, 1996–1999 (with extensions up to June 2000), has also concentrated on the central level with the aim of strengthening the management and working capacity of women at all levels; improving women's participation in policy making process; and improving the economic conditions for women. These aims have been actualised through the implementation of projects under four main areas, namely:

- a) Institutional and human resource development;
- b) Increasing women's economic rights;

- c) Policy studies and workshops; and
- d) Information and communication.

This second evaluation was commissioned by Sida in order to assess if the support from 1996 to 1999 has met its objectives and to provide recommendations for further support. It was carried out between April and June 2000 by one Swedish consultant, Ms. Wanjiku Kaime-Atterhög, and one Vietnamese consultant, Dr. Tran Thi Van Anh. In preparation for field work, the Team developed a detailed set of methodology notes as well as evaluation questions, which were sent to all central Women's Union departments and the four provinces that had received Sida support from 1996–1999. The methods of data collection included: review of documentary information including evaluation reports, project documents and project annual reports; observation of project activities during field visits to selected provinces, districts and communes; informal discussions with donors and a wide variety of people encountered during the field visits to 4 provinces; and semi-structured interviews with project teams at all the 8 Central VWU departments, 3 collaborating institutions and 4 (of 8) provinces that have received Sida support from 1996–1999. The data collected was summarised using question and content analysis methods. Due to time constraints, the Evaluation Team could not visit all the 8 provincial project sites and conduct indepth interviews in the sites visited.

The findings show that all the Sida-supported projects that had been implemented by 8 Central Women's Union Departments, 3 collaborating institutions and 4 provincial Women's Union from 1996–1999 were in accordance with both Sida's gender policy and priorities of the Women's Union. The projects met their immediate objectives and all the project activities had been carried out as planned. The reporting procedure adopted for the Sida-supported projects was similar to that used by the Women's Union in other projects. The project collaborators in other institutions and at the provincial level sent their reports to the executing and implementing Departments at the central level upon completion of the project activities. These were then reviewed and finalised at the central level before being sent to Sida. The Team found the reports that had been submitted to Sida to differ in format and quality. It is suggested that a standard report format be developed and provided to the Women's Union in the future.

Sida provided cash inputs to the projects while the Vietnam Women's Union provided project facilities and staff. Considering that the funds provided for project activities at each Department were quite minimal, as they had to be shared among many Departments and collaborators, the projects have been able to achieve a lot. The project beneficiaries, who ranged from staff to policy makers and women in general, have all benefited from the projects. However, as few projects had follow-up activities, the projects too small in scale, and the timeframe too short, it is not certain that the project activities will lead to a long-term impact.

The Evaluation Team recommends that future support should continue to be channelled through the Women's Union in order to have an impact at all levels. In order to consolidate the project experiences and ensure sustainability of results upon completion of the project, a budget of MSEK 1.5 per year, provided over a 5-year period, is suggested. It is further recommended that the support be concentrated in 3 provinces to ensure greater impact. Furthermore, the Team recommends that the support be implemented in an integrated approach addressing three interrelated women's rights issues, namely, awareness creation and mainstreaming of gender concerns, capacity building of Women's Union staff at district and commune levels and economic skills development for women at the grassroots level (see proposed project profile on pages 31–35). In addition, follow up training of trainer's courses under the on-going project being implemented by the Personnel Department of Central Women's Union in collaboration with KF Project Center that are scheduled for September 2000 should be supported.

Abbreviations

AITCV	Asian Institute of Technology, Vietnam
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
HRD	Human Resources Development
IMCH	Section for International Maternal and Child Health
LFA	Logical Framework Approach
NCFAW	National Committee for the Advancement of Women
NGO	Non-Governmental Organisation
SEK	Swedish Crown
Sida	Swedish International Development Cooperation Agency
TNA	Training Needs Assessment
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
US\$	United States dollar
VND	Vietnamese Dong
VNFU	Vietnam Farmer's Union
VWU	Vietnam Women's Union

Exchange Rate:

As of June 2000, US\$ 1 = 8,9 SEK at the official exchange rate.

1. Introduction

1.1. Background¹

1.1.1. Gender in Vietnam

The Government of Vietnam has strong policies on gender equality dating back to the first Constitution of 1946, which enshrined the equality of women to men in all respects. Since then, the Government has passed various laws, decrees and resolutions to protect and improve the status of women. In 1993, the Political Bureau of the Communist Party passed Resolution 4 which aims to “enhance women’s social status and the realisation of their right to equality”. In the same year, the Party Central Committee Directive 37 was passed, which states that the Government and Party should aim to have at least 20 percent of their positions filled by women. All the branches of the Government are required to increase gender awareness, formulate policies and programmes to help women develop skills, develop plans for training female staff, and increase the number of female employees.

Vietnam ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1982 and in the same year, the Government approved the National Plan of Action for the Advancement of Vietnamese Women by the Year 2000. The latter contains 11 key areas including job and income, education, health care, decision making and enhancing national machinery for the advancement of women.

Although the relative situation of men and women in society has changed enormously as a result of the legislation and the positive action taken by the state to improve the situation of women, there are still strong cultural attitudes, which reinforce the lower status of women to men in the family, at the workplace and in society in general.

1.1.2. The Vietnam Women’s Union

The Vietnam Women’s Union (VWU) was formed in 1930 to mobilise women for war activities. With the introduction of the Doi Moi policies in the mid-1980’s, the objectives of the Women’s Union have shifted to addressing gender issues and meeting the interests of women at the grass-roots level. Its overall objective at present is “to promote and protect the legitimate and legal rights and interests of women, and to create conditions for women to achieve equality and development”. The priority of VWU is to create conditions for women to take part in national development through integration of gender issues in all areas of macro-economic policy. The Organisation’s five programmes of action for the period 1997–2002, adopted at the VIII National Women’s Congress in 1997, focus on critical areas of concern for women in Vietnam today, namely: education and capacity building; employment and income generation; health care and family planning; and well organised women’s units and organisations.

Although the Vietnam Women’s Union is not technically a government body, it is usually seen as the central organisation for promoting women’s issues within the Government. The Organisation has the mandate to participate in the formulation of laws and policies on women and children and monitoring their implementation. This decision was taken by the Council of Ministers in 1988 and states: “Authorities at all levels should facilitate Women’s Unions at the same level to participate

¹ Derived from various Sida documents.

and their views be heard in the process of formulating laws and policies and planning programmes on women and children”.

Despite these close ties with the Government, the organisation’s activities are like those of an NGO such as income generation and credit schemes, and maternal and child health programmes. But, unlike a traditional NGO, the Organisation has offices at different levels – from central to the grassroots level – which makes it an effective organisation for working with women at all levels throughout the country.

The VWU is not only the focal point for implementing many Government policies and programmes but also a key Organisation through which much of the international donor assistance for women’s activities in Vietnam is channelled².

1.1.3. Direct Support to Women’s Activities through Vietnam Women’s Union

Sida’s direct support to women’s activities in Vietnam through the VWU dates back to 1987 and aims at promoting gender equality and women’s economic rights in order to integrate women in the development process of the country. A total of MSEK12.25 has been disbursed from 1987 to date. During the first agreement, from 1987 to 1994, the support, totaling MSEK 7, concentrated on assisting women in Vietnam to improve their household economic situation through support to a credit scheme and to gender training that focused on training trainers. In 1994, Sida carried out the first evaluation of the support. The evaluation recommended that Sida should continue to support women of Vietnam. Furthermore, the Evaluation Team concluded that VWU was an effective vehicle for support to women on all levels. It was further recommended that the support to women’s activities should be concentrated to three strategic areas of activities, namely, capacity building of VWU staff; policy studies relevant to gender needs; and job creation activities through skills development.

From 1995 to 1999 the support has concentrated at central Women’s Union and has been implemented under two agreements, one in 1995 with an amount of MSEK 1.4, and the second from 1996 with extensions up to June 2000 with an amount of MSEK 3.85. The current Evaluation is focused on sub-projects in the second agreement, (1996–1999)³, which fall under four broad project areas, namely: a) institutional and human resources development; b) increasing economic rights of women; c) policy studies and workshops; and d) information and communication.⁴

1.2. Objectives of the Evaluation

Since the introduction of the Doi Moi policies in 1986, the role of the VWU has slightly changed and the organisation has become more and more independent from the Party. Moreover, as a result of Sida’s support from 1996, the capacity of the Women’s Union staff at the central and provincial levels has been greatly enhanced and a bottom-up approach is slowly being adopted into the organisation’s work. Sida commissioned this evaluation of the support from 1996–1999 in order to understand the role played by the VWU and other organisations in promoting gender equality and women’s rights in Vietnam, with a view to improving future cooperation. The specific *objectives* of the evaluation were:

1. To assess if the Sida support, from 1996 to 1999, has met the objectives according to plan.
2. To advise Sida on how to support the development of gender equality and rights of women in Vietnam in the future.

² See appendix G for a list of projects supported by other donors through the Vietnam Women’s Union from 1996–1999.

³ For a list of Sida-supported projects from 1996–1999, see appendix F.

⁴ Detailed accounts of projects under these four areas are presented in the findings and discussion chapter of this report.

2. Methodology

2.1. Preparation for Field Work

The evaluation was carried out between April and June 2000. The Evaluation Team was comprised of one Swedish consultant, Ms. Wanjiku Kaime-Atterhög, and one Vietnamese consultant, Dr. Tran Thi Van Anh. Ms. Atterhög, the team leader, is a researcher and lecturer at the Section for International Maternal and Child Health at Uppsala University in Sweden. She has extensive knowledge on evaluation methods. Dr. Van Anh is a researcher and gender expert from the Centre for Family and Women Studies in Vietnam and has worked with VWU on several of their projects as a consultant.

After reviewing and agreeing on the terms of reference and the workplan⁵, the team proceeded to review available documents on the various projects at Vietnam Women's Union that have received Sida support from 1996 to 1999. The data was summarised to provide an overview of the projects, other donors' projects in the area of gender and women's issues in Vietnam and the major issues facing women in the country. Based on these findings and discussions with VWU and Sida, a detailed set of methodology notes as well as evaluation questions was developed in order to provide guidance to the team⁶. The evaluation questions were sent to all central Women's Union departments and to four of eight provinces that have received Sida support from 1996–1999. The process for selecting the four provinces that were included in the evaluation was as follows: a) firstly, it was decided that, due to time and budgetary constraints, the Team could only visit 2 provinces (one in the North and one in the South) that had participated in the HRD course and two (one in the North and one in the South) that had been involved in the project on increasing women's economic rights; b) secondly, due to the limited time available for field work, the Team decided that the two Northern provinces should not be located too far from Hanoi and those from the South should be relatively close (within 4 hours' drive by car) to Ho Chi Minh City; c) thirdly, the socio-economic status of the four provinces was considered to ensure that there was a good balance of poor, rural and relatively prosperous, semi-urban provinces.

The central Women's Union staff made all the arrangements for the Team's field visits including sending the evaluation questions to the four provinces prior to the field visits.

2.2. Methods of Data Collection

The Team met and discussed the projects with the Heads and Vice Heads of Departments as well as main project staff at the central level. In Nam Dinh and Hai Duong in the North and Binh Phuoc and Dong Nai in the South, the Team met with the Women's Union Presidents and/or Vice Presidents and project staff to brief them on the evaluation and its purpose as well as to collect general information on the project and province. After this introductory meeting at the provincial level, the team then met with district and commune level staff and course participants at these levels to assess the impact of the project and future needs. On average, the researchers spent 1–2 days with the staff at central Women's Union departments and in each province. Interviews were also carried out among three institutions that had collaborated with the Women's Union. In addition, information

⁵ These documents are contained in appendix A and B respectively.

⁶ Evaluation questions are contained in appendix C.

was collected from major donors that are supporting gender projects through VWU to obtain key information about their work, project sites and interviewees. A detailed list of people met is contained in appendix D.

The following were the main methods used in collecting data for this report:

- review of documentary information including evaluation reports, project documents, project annual reports, etc;
- observation of project activities during field visits to selected provinces, districts and communes;
- informal discussions with donors and a wide variety of people encountered during the field visits to 4 provinces; and
- semi-structured interviews with project teams at all Central VWU departments, 3 collaborating institutions, and 4 selected provinces that have received Sida support from 1996–1999.

2.3. Methods of Data Analysis

The Team first applied the question analysis method, using the evaluation questions, to summarise the data from each department and province. Then the content analysis method was employed to assess the extent to which the sub-projects had achieved their objectives. This was done by comparing the stated outputs of the sub-projects in relation to the objectives and impact on the target group. This information was synthesised to present an assessment of the overall situation, from which recommendations for Sida were drawn. This report follows the standard format for Sida evaluation reports.

2.4. Problems Encountered

Due to time and budgetary constraints, the team could only visit four of eight provinces that have received Sida support from 1996–1999. Thus, the findings in this report are drawn from the four provinces visited by the Team, and cannot be generalised to all the project sites. Also, the time spent at each site was very short, so the Team could not conduct many indepth interviews with the target group to establish what they had gained from participating in the various projects. In order to collect this information and to ensure the reliability of the information collected, the Team carried out home visits and held commune-level meetings comprised of 6–10 project beneficiaries and Women's Union staff. This ensured that each individual's benefits resulting from the project could be verified.

The written responses to the evaluation questions that the Team received from the Provincial Women's Union and project implementing Departments at Central Women's Union tended to be incomplete and, at times, to contradict information derived from face-to-face interviews respectively. The latter could have been partly caused by the change in translators. Initially, a staff from the central Women's Union did the translations at the meetings held with the Heads of Departments at the Central Women's Union. However, because of the heavy workload of the central Women's Union staff and to ensure that the information collected was objective, an independent translator was engaged to assist the Team with translations in the four provinces. In order to ensure that the information presented in this report was accurate, the Evaluation Team spent considerable amounts of time comparing verbal and written data sets from the project implementors with information from Sida.

3. Findings and discussion

This chapter presents the results of the interviews carried out with staff from 8 departments at the Central Women's Union, three collaborating institutions in Hanoi, and four provincial (and some district and commune) Women's Union in Nam Dinh, Hai Duong, Binh Phuoc and Dong Nai.⁷ The data is presented under the four major project areas supported by Sida, namely, institutional and human resources development, increasing women's economic rights, policy studies and workshops, and information and communication. The data on each project implementing department and province is presented first followed by a discussion of the findings. Recommendations directed specifically to VWU are included in the discussion.

3.1. Institutional and Human Resources Development

The two projects that were carried out under this broad area were institutional and human resource development training workshops by the Personnel Department and LFA training workshop by the Project Management and International Cooperation Departments.

3.1.1. Personnel Department

The Personnel Department has 12 staff. Sida support of SEK 1,805,129 was provided to the Department for the project entitled "Organisation and Human Resource Development for Vietnam Women's Union" which was implemented from February to November 1999. The objective of the project was to increase the knowledge and skills on leadership, negotiation and needs assessment as well as adult teaching approaches to key staff of the Women's Union at all levels; and to provide group leaders with a trainers manual in order to facilitate the transference of these skills to others. The project activities included holding a seminar on organisation development for 20 central Women's Union staff from 22 February to 5 March 1999; holding 4 training courses on human resources development for 120 staff from provincial, district and commune levels in Hai Duong, Bac Ninh, Long An and Dong Nai from 18 May to 20 August 1999; study visit to Sweden for 10 staff from central and provincial Women's Union involved in the project from 5–15 September 1999; and holding of one project evaluation meeting. Some of the follow up activities include developing and publishing a trainers manual and holding a training of trainers' course in September 2000. The Women's Union collaborated with KF Project Center, a subsidiary of the Swedish Consumer Cooperative Union, in carrying out the project activities.

In the future, the Department wishes to carry out the following activities:

1. Research on how to improve the Women's Union staff capacity at different levels, focusing on commune levels and on different types of activities in order to attract more members and develop the membership network based on individual needs;
2. Training of trainers on HRD for 130 staff at all three levels, using the "Trainer's Manual" prepared by KF Project Center;
3. Training on leadership skills and gender issues to Women's Union staff with priority being given to district and commune levels in mountainous, central and southern provinces; and
4. Training on gender, business and management for Women's Union staff at lower levels.

⁷ A complete list of projects on women and gender in Vietnam supported by Sida through the Vietnam Women's Union during the period 1996 to 1999 is contained in appendix F.

Discussion

The project objectives have been achieved and, except for the follow up activities, all activities have been undertaken as planned. Institutional development is a crucial issue for Women's Union to becoming a strong and effective mass organisation in the context of very rapid changes in women's lives in the Doi Moi era. Prior to the project, the organisational structure of the Women's Union had not changed for a long time. The organisational seminar provided an opportunity for the Women's Union to critically examine its organisational structure and make changes taking into account the needs of the Union and the mandates of each Department. The project has shown good results and the staff at Personnel Department and other Leaders from other Departments at the Central Women's Union that the Evaluation Team interviewed appear to be more aware and critical of their own problems and are eager to make changes in the organisation. Initial changes were made at the central level in the merging of the General and Administrative Departments into one Department and moving the production of the magazine "Women of Vietnam Review" from the International Department to the Vietnam Women's Newspaper. In addition, six guidelines for recruitment and staff training have been drafted and pilot tested. As a result of the project, new participatory training and adult learning methods are now being introduced to replace the conventional lecture methods previously adopted by the Women's Union staff. Also, new forms of information flow within departments at central level and between the Union's members and staff at lower levels are being planned and are currently being discussed.

The capacity building aspects of the project have focused on very vital issues for the Women's Union at all three levels. The most important one being improving the staff's ability to work effectively with different groups of women by systematically assessing and addressing their needs and interests. The staff at all the four levels – central, provincial, district and commune – appear to have benefited from the project. At the central level, the staff gained new insights on institutional enhancement. At the provincial, district and commune levels, the staff gained new capacities to carry out their work more efficiently. Most of the staff from the commune level have also been able to impart the newly acquired knowledge and skills to their staff at lower levels. It may be a good idea to have the Department play a coordinating role in future staff training activities at the central level.

Two of the future activities proposed by the Department are crucial for the Women's Union, namely research on the institutional strengths and weaknesses of staff at different levels and Training of Trainer's course. The results from a study of the institutional strengths and weaknesses can provide reliable data that would enable the Personnel Department to plan their activities on HRD and institutional development for the coming 5-year period. This research can be carried out jointly by the Personnel and Research Departments in collaboration with the provincial, district and commune level offices.

Prior to any training activity, it is strongly recommended that training needs assessments be carried out at all levels to identify what kind of training should be offered and who should be trained. The Personnel Department should ensure that the staff at district and commune levels are involved in identifying training needs and in developing training materials and training methods. The staff at these levels know best about their needs and the commune staff are the ones that are best placed to understand the needs of women at the grassroots level, since they are in direct contact with them. Often, only provincial staff are contacted to provide inputs and, in some provinces, they may be very removed from the actual situation in the communes and villages.

In addition, Women's Union could identify training methods and materials for use at Women's Schools and assist teachers at these Schools to integrate these new training methodologies and approaches into their training programmes. This would, in the long term, help Women's Union to

formally train their staff in these new training methodologies in a systematic and integrated manner. Currently, most courses at Women's Schools only use the didactic (lecture) method.

3.1.1.1. Hai Duong Women's Union

Hai Duong is located in the Red River Delta, about one hour's drive east from Hanoi. The province had a total of 1,629,517 inhabitants in 1999, of which 844,857 (or 51.8 percent) are women. Most of the female population (86.3 percent) lives in rural areas. The main income earner for the province is agriculture and people grow rice, vegetables and fruits. Most of the women are involved in farming as well as non-farm activities. Food processing of products such as rice, noodles, green bean cake, as well as production of ceramic and porcelain ware, bamboo and rattan furniture are other main occupations of the women in the province.

Sida's Direct Support to Hai Duong Women's Union

A total of 30 Women Union staff participated in the 5-day Course offered by the Personnel Department and KF Project Center from 18–22 May 1999. The participants were selected by the Provincial Women's Union from the provincial (5), district (12) and commune (13) levels. At the district levels, only the heads and vice heads were selected to attend the course. At the commune level, the Provincial Women's Union selected staff that were efficient in their work from areas where the Union is strong and efficient and those that are appreciated by the government and that have been awarded prizes in recognition of their work.

Discussion

Although none of the Women's Union staff at the provincial, district and commune levels had been involved in deciding the course content and developing the training materials, those that participated in the course found it to be useful and relevant to their work. The participants found communication, business planning, group methods and presentation skills to be the most relevant and useful. They have been able to apply the new methods of small group discussion/meetings to share ideas and information with each other as well as business planning in their work. The Evaluation Team was impressed by the achievements of the Women's Union President of Thanh Binh commune, one of the trainees, who has been able to pass on the knowledge and skills to all the staff at the lower levels. This shows that Women Union leaders at the grassroots levels are in a position to do a lot for women once they have gained more and new methods and skills. Continued support for capacity building of staff at the lower levels would, in the long term, strengthen Women Union units. This would also ensure that Women Union activities are based on the needs and interests of women at the grassroots level. Future training activities should focus more on district and commune levels and trainers should consult staff at these levels when developing training materials and deciding on training methods. The views of staff at these levels should be sought even when the course targets a mixed group of staff from different administrative levels.

It would be beneficial to have all the participants from the three levels to meet at an evaluation seminar and share information on what they have been able to apply, the problems encountered and how these problems have been solved.

The qualifications of the staff in terms of university degrees at the provincial level (82%) and district level (64%) is quite high compared to the other provinces. The quality of discussions held with the staff at these two levels and the reports prepared for the Team do not reflect this. This shows that high academic qualifications among staff at specific provincial Women's Union offices is not an indication that the staff are capable of implementing the project and managing the project funds well. It is important, therefore, for Central Women's Union and a Sida consultant to visit the

provinces and hold face-to-face discussions with the staff at provinces that would be considered for future Sida support.

3.1.1.2. Dong Nai Women's Union

Dong Nai is located in the South East region, close to Ho Chi Minh City. The province had 1,999,232 inhabitants in 1999, of which 844,857 (51.8 percent) are female. Nearly one third of the female population lives in the city. Dong Nai is an industrial area of the South with machinery production, construction engineering, electronic technology, and food product technology. The agricultural crops comprise mainly large-scale coffee, sugarcane and soya bean plantations. The female population is mostly engaged in rice and fruit production, small scale food processing and services.

The provincial office comprises 4 departments with a total of 18 staff. Only 39% have university education. One major problem experienced by the staff prior to the Sida project was the way information was passed on from the provincial level to the lower levels without much interaction or discussions. Dong Nai Women's Union has never received direct support from any donors and is currently not implementing any donor-supported projects. However, the staff are involved in a number of community action programmes in collaboration with other local organisations. Since Dong Nai is close to Ho Chi Minh City, the Women's Union staff can take advantage of the good training opportunities available there.

Sida Support to Dong Nai Women's Union

From 16–20 August 1999, 30 Women's Union staff from the provincial (5 staff), district (9 staff) and commune (16 staff) levels attended the Course held by the Personnel Department and KF Project Center. The project funds were channeled through the central Women's Union and, thus, no direct financial support has been provided to Dong Nai Women's Union. This was the first time that the provincial Women's Union was asked by the central Women's Union to participate in such a project. Dong Nai is considered to be a wealthy province and the central Women's Union office directs donors to less privileged provinces.

The Dong Nai Women's Union considers the conduct of leadership training for 30 commune level staff a priority. The staff observed that they would hold a similar course as that offered by KF Project Center but with a slightly modified course content to suit the needs of the women at the grassroots level. In addition, their training methods would include use of poems and songs.

Discussion

The course helped 30 Women's Union staff to explore and adopt new participatory methods of identifying needs and working with their members to solve problems facing them. The course made an impact on all the participants, especially those from the commune level. In selecting the course participants, the province picked on the staff they consider to be capable of transferring the skills and knowledge after training. However, this criteria would exclude staff that are less experienced and those that work in remote communes from participating in such courses.

Although the staff were not involved in the development of the training materials, they were informed about the topics to be covered in the course and provided with a course schedule as well as instructions on the number of participants that should be selected from each administrative level. All participants that the Evaluation Team met indicated that they had gained new knowledge that was highly useful and relevant to their work. The newly acquired knowledge and skills have enabled the staff to effectively carry out their work tasks and to meet with the members' demands

especially at the grassroots level. Participants from the district and commune level have been active, after the course, in assisting the staff at the lower levels to apply the new methods of reaching and organising women in the organisation. Most notable were the efforts of the Women's Union President of Binh Minh commune and her innovative ways, of using poems and songs, to reach men and Christian women.⁸

In Dong Nai, women from rural and urban districts have quite different needs. The former are more interested in agricultural technology and family care, while the latter are interested in further education or business training that would help them find suitable jobs. With leadership training, the Women's Union staff would be capable of assessing the women's needs and finding out ways of assisting them. This is especially important for areas with such a large Christian population such as Thong Nhat District. In order for Women's Union to better meet the needs of the women, they will have to adopt a bottom-up approach and democratic style of leadership. They will need further training on this. The focus on district and commune level for future courses is crucial as many grassroots activities are carried by staff at these levels. The problem is that Women's Union staff at these lower levels have less time for training due to their heavy workload and because they themselves are farmers and cannot leave their work unattended for a long period.

3.1.2. Project Management and International Cooperation Departments

The Project Management Department was established 2 years ago.⁹ It has 5 staff, all of who are university graduates. The International Cooperation Department has 12 staff, eight of who have Bachelor's degrees and 4 with Master's degrees. The staff interviewed by the Team noted that they still lack skills in project management and coordination. The two Departments received Sida support amounting to USD 17,000 from mid-1998 to end-1998 to conduct LFA Training for Women's Union members at central and provincial levels. The aim of the training course was to increase the management and working capacity of women. A total of 4 courses were held, each lasting 3 days, for over 100 members of the Women's Union and 61 provincial staff. The Women's Union Departments collaborated with the Asian Institute of Technology in Vietnam (AITCV), with the latter being responsible for delivering the lectures at these courses. The Departments were responsible for organising the courses and writing the final reports for submission to Sida. This project was one of the first to be implemented by the International Department and the staff gained new skills which have enabled them to carry out further activities. The department staff mentioned that the duration of the course was too short and the lecturers were only able to introduce the LFA concept. They proposed that future courses on LFA should last 5–6 days to provide time for practical exercises.

Discussion

Considering the lectures were conducted in Vietnamese language and no time was thus spent on translation, 3 days would have been sufficient to cover the basic concepts of the LFA approach as well as practical exercises. However, the LFA approach may be a new and complicated concept for many of the VWU staff and the staff may require more time to feel confident to apply the knowledge and skills learned in their work as well as to transfer them to others. It is not clear to what extent the courses have been beneficial to the Departments, other Women's Union staff and members. The two Departments plan to develop LFA guidelines for use by provincial level staff using the course materials from the Asian Institute of Technology in Vietnam and monitoring and evaluation materials from Sida.

⁸ The Poem by the Women's Union President of Binh Dinh Commune is contained in appendix H.

⁹ Prior to this, the Project Management and International Cooperation Departments made up one Department.

The training on LFA could be integrated, to some extent, to the HRD training course that is being undertaken by the Personnel Department in collaboration with KF Project Center. In this way, follow up mechanisms would be in place to ensure that participants are able to apply the knowledge and skills and the materials would be developed for use by a wider audience. This would enable other Women's Union staff at lower levels to have access to new knowledge and skills to develop and manage projects.

Once provincial, district and commune level staff have been equipped with project designing skills, it will be necessary to also link them with donors. At present, very few staff at the lower levels are able to contact international donors on their own as they lack information on the priority areas of the donors and contact persons. This information is crucial if the provincial, district and commune Women's Union are to develop project proposals and approach donors for funding thereby becoming independent from the central Women's Union. Within the Women's Union, the Project Management and International Cooperation Departments are the most experienced in approaching and working with donors. The two departments can provide these lower levels of Women's Union with information on donors and potential international and national collaborators who are working on women's issues and who are interested in collaborating with the Women's Union.¹⁰ This would enable the staff at lower levels to contact potential donors directly and would also greatly reduce the workload at the two Departments. However, the Team noted that this was not mentioned by the staff that were interviewed as being a priority area of focus in their future activities.

The two Departments do not have in place a project coordination system for Sida's support to the Women's Union. In the future, a coordination committee composed of staff members from more than one department should be suggested in order to have better cooperation and support between departments, collaborating agencies and Women's Union at lower levels.

3.2. Increasing Women's Economic Rights

Sida support to projects on increasing women's economic rights was provided to the Family and Welfare Department at the Central Women's Union and the Farmers Union.

3.2.1. Family and Welfare Department

The Department has a total of 16 staff, all of who have university degrees. Seven of the staff have been involved in the Sida supported project.

The Department has received USD 46,714 from Sida to implement the following three projects:

1. Information dissemination on economic rights for women (from July 1998 to October 1999). This project was implemented through the Law Consultancy unit, within the Department, and aims to improve women's knowledge of their rights in general and economic rights in particular through training and dissemination of materials. The activities included compiling training materials on women's economic rights; organising training courses on women's economic rights for women, Women's Union staff at provincial and commune levels as well as civil servants at provincial level; and printing 200 training booklets.

¹⁰ The two Departments could work in carrying out this task, with the International Cooperation Department collecting and organising the required information from donors and the Project Management Department disseminating the information to the lower levels.

2. Training on small enterprise management and agricultural products processing (from February 1998 to March 1998). Nam Dinh Women's Union implemented this project. The aim of the project was to create jobs and raise the income levels of poor women in Nam Dinh Province through training on enterprise management and processing of agricultural products. The activities included conduct of training courses for 120 poor women.
3. Evaluation of the impact of Vietnam Women's Union credit system (October 1998 to October 1999). The aim of this project was to evaluate the impact of Vietnam Women's Union savings and credit programme on women's life and status and to draw experiences from this and define effective savings and credit models that should be applied. The activities included designing the evaluation form; analysing related documents; training investigators; undertaking evaluation of 300 women and 50 Women's Union members that had received credit; processing data; and writing reports. The Sociology Research Centre of Ho Chi Minh National Institute provided technical support.

The Department proposes the following areas for future Sida support:

1. Training on capacity building;
2. Support to eradicate hunger and poverty, job creation, small enterprise management, awareness creation on laws and social and economic rights of women and children, and reproductive health education;
3. Research on the Department's fields of activities; and
4. Building of an information bank for women.

Discussion

The activities of the Family and Welfare Department, which focus on income generation and savings and credit, appear to be related to the women's needs at the grassroots level and address important issues facing Women's Union at local levels. The Department serves as the coordinator of the UNFPA project on "Promotion of Gender Equality and Participation of Men in Reproductive Health in 9 Provinces". The three project activities being implemented with Sida support through the Department do not show clear linkages. In order for the project to have more impact and be of more benefit to the Department, it is crucial that the activities in the sub-projects are designed to be mutually reinforcing as this would enhance the impact of interrelated activities across the sub-projects. The Family and Welfare Department supervised the implementation of the activities in Nam Dinh province, but as no funds had been allocated for this task in the budget, the Evaluation Team noted that it may not have been carried out. In the future, project monitoring funds should be allocated in the project budget to ensure that the staff at the lower levels get the support and supervision of staff from the central and provincial levels.

3.2.1.1. Nam Dinh Women's Union

Nam Dinh is located in the Red River Delta, about two hours south of Hanoi. The province had 1,830,635 inhabitants in 1999, of which 955,959 (52%) are female. The majority (88%) of the female population in the province live in rural areas. The majority of the population depends on agricultural products such as rice, vegetables, sea products as well as animal husbandry to earn their income. Nam Dinh also has food processing, textile and garments industries. Women play an active role in all activities, especially in agriculture, food processing and textile industry.

Established in the 1930's, Nam Dinh Women's Union has five departments and a total of 20 staff. The provincial, district and commune offices visited by the Evaluation Team have a good mix of

old and young staff who are confident and open. A majority of the staff at the province level (80%) and at the district level (60%) have university degrees or similar education. It is one of the six mass organisations in the region with a large number of members (230,000 aged between 18 and 55 years) and has received numerous awards in recognition of their work. The communes Women's Union staff face the most challenges and difficulties in meeting the needs of the members and they have the least training opportunities. Lack of funds for implementing the Women's Union activities is a major concern – after salaries have been deducted from the total amount available each year, 30% of the commune's have an annual fund of VND 3–5 million, another 30% have less than VND 1 million and the remaining 40% have between VND 1–3 million to spend. The funds available for each commune's activities are dependent on annual tax collections.

In the 1990's the number of unemployed women and those laid off work rose. Thus, job creation for women has been a high priority for Women's Union. Located in the delta, Nam Dinh has a rich variety of agricultural products and with easy access to big markets like Hanoi and Haiphong and, thus, food processing is a good area for training in order to help women to earn a living.

Sida Support to Nam Dinh Women's Union

Nam Dinh Women's Union received Sida support through the Family and Welfare Department to implement a project entitled "Training on Small Scale Enterprises, Management Skills and Food Processing" from February to May 1998. The total project budget was USD 28,061. The provincial Women's Union President, Ms. Nguyen Thi Tam, is currently overseeing the project as the previous director, Ms. Duong Thi Xuan, was transferred to the central Women's Union in April 1999. The project aims at creating jobs for women and improving the roles of women through small enterprise management and agricultural products and food processing. The project includes the following activities:

1. Conduct two training courses on small enterprise management for 60 participants. Each course lasts 15 days; and
2. Conduct three training courses on agricultural products and food processing for participants from eight districts (each commune selects one participant). Each course lasts 10 days.

Although not in the original project design, three food processing clubs were formed after the first course. The Clubs provide the Women's Union with the opportunity to evaluate the impact of the course and, for the participants and others engaged in micro and small scale businesses in the respective communes, they serve as a source of credit and marketing ideas.

Discussion

The project has provided a good model for Women's Union to help their members solve their problems. Food processing clubs are an innovative way of mobilising women entrepreneurs. This group of women has needs that may be different from those of farmers. The Food Processing Clubs are very different from the traditional ones that focus largely on political issues – the Clubs are based on professional needs and provide credit to women and assist them to market their products. This is the future direction of the Women's Union if the organisation is to increase its membership and meet the needs of its members. The organisation has to realise that Vietnamese women are not homogenous and have very different needs. In order to increase their membership, the organisation has to find new and innovative ways of meeting the needs of women first. Nam Dinh Women's Union has expanded their membership through the activities of Food Processing Clubs. Such Clubs are a new way of bringing together different groups of women and examining their needs in more depth and then developing specific activities to meet these needs, e.g. credit and training.

One of the priority areas for Nam Dinh Women's Union is training of trainers on entrepreneurship with a focus on business consultation. The Women's Union views women entrepreneurs, medium and large scale, as a target group for expanding Women's Union membership in the future. The provincial staff will need more training on networking skills to involve other organisations in meeting the needs of this group of female entrepreneurs, while district and commune staff will require leadership and mobilisation skills that will help them work with different groups of women. As Women's Union staff cannot be experts in all fields, it will be more strategic to collaborate with existing institutions, such as vocational training centres and the provincial centre for agricultural extension, in order to provide women with good access to business training and information. To achieve this, Nam Dinh will have to develop a strategy and action plan on collaboration. The Nam Dinh model of innovative Clubs should be documented and shared within the Women's Union.

Nam Dinh Women's Union staff are capable, with some supervision, of carrying out need assessments, project design, implementation, monitoring and evaluation. However they lack information on donors and the few projects in operation have been supported through Central Women's Union or the People's Committee. If provincial, district, commune staff are provided with clear guidelines of donor's areas of interest and project document formats, they would be able to develop project proposals and take direct contact with donors. In this way, donors would end up supporting more grassroots oriented projects that are more focussed on the real needs of the different groups of women in the province. In the future, the provincial Women's Union can carry out the training but the staff will need support in terms of training materials and training methods.

3.2.1.2. Binh Phuoc Women's Union

Binh Phuoc is located in the South East region, about three hours north of Ho Chi Minh City. The province had 662,116 inhabitants in 1999, of which 322,411, 48.7 percent are female. Most of the female population (84.8 percent) lives in rural areas. The province has several ethnic minority groups, amounting to 20 percent of the total population, that live in areas around the hills and in forests. The main occupations of the people are growing cash crops such as coffee, cashew nuts and pepper as well as animal husbandry. Women are engaged in all these occupations.

There are two of 19 staff (10%) at the provincial level that have university degrees and none of the staff speak a foreign or ethnic language. The qualifications of the staff appear to be quite low compared to the other provinces visited by the Evaluation Team. Women at the grassroots level, including Women's Union staff at commune level, have limited access to agricultural information and extension services. District Women Union staff and male leaders at the province have not had an opportunity to discuss gender issues since the establishment of the province, thus, the need for the gender training course. Due to high growth of the migrant population (as a result of negative effects on agriculture and forestry), it is crucial that training for the younger generation focus on other trades as well as farming. Other donors include CIDSE (VND 450 million over a 3-year period) and OXFAM/USA (VND 350 million over a 3-year period). Both donors provide support for small-scale credit schemes for poor women at the grassroots level in two remote districts, Binh Long and Loc Ninh. There are also some training activities provided for leaders of credit and savings groups in the two districts. The projects have been designed based on the needs of women in the province as well as the priority areas of the donors. The information on the above-mentioned donors and their priority areas was provided to the provincial Women's Union office by the central Women's Union.

Sida's Direct Support to Binh Phuoc Women's Union

Sida support to Binh Phuoc Women's Union, totaling USD 17,000, was provided through the Family and Welfare Department at the Central Women's Union. The activities included:

1. Conduct of agricultural extension courses, with 75% of the participants being drawn from Women's Union at the commune level and the rest from districts and the province levels.
2. Conduct of gender courses targeting only those from the district and province levels; and
3. Sewing classes targeting young people from towns.

The Women's Union was active in designing the content for all the courses based on their own perception of the participants' needs (for gender courses) and on the assessment of common crops and animals in the area (for agricultural extension courses). They collaborated with Women's Study Department at Ho Chi Minh City Open University in conducting the gender course and with the Agricultural Centre in Binh Phuoc for the agricultural extension courses.

For the focus of future activities, the provincial Women's Union President informed the Team that gender awareness training for male and female leaders and capacity building are the top priority areas in order to change the negative attitudes towards female staff. Gender training of trainers course was mentioned as a second priority area of consideration. The target group should not only be Women's Union staff, but also staff from Farmer's Union, Youth Union and other organisations. This would help them integrate gender activities at their own work places and in their activities at the grassroots level, especially for the younger generations. At the commune level, agricultural extension training courses were mentioned as the top priority areas for women there. The focus of such courses should be on crop production and animal husbandry. The selection of the type of crops and animals to focus on should be sensitively decided on as the needs of women are quite different – e.g. poor women appear to be more interested in crops and activities that do not require much time or capital such as beans, cassava and raising chicken. For the above mentioned courses, the training methods are considered as very crucial for women at different levels. Simple terminology, local examples, appropriate course duration are all key to understanding and passing on the skills after the course. At the province, the director of the vocational centre mentioned that further support of the vocational centre was important.

Discussion

Regretfully, the Evaluation Team was informed that many of the participants were busy and, thus, could not be interviewed. The only participants in the Agricultural Extension courses that the Team met were Women's Union heads at the commune level in one district. Also, there was a lot of confusion as to when the courses had been held and the Team did not get very clear information about the project. The participants met by the Team mentioned that they had gained new information and skills on production of main crops and animal husbandry in the area; gender awareness from the gender course and industrial sewing and tailoring skills from the vocational courses. In future courses, participants attending the Agricultural Extension courses could be selected from fewer communes, while increasing the number of those selected from each commune. This way, participants can work together as a group after the course and assist each other in transferring knowledge and skills to their members at the grassroots level more effectively and easily.

The project has not solved the problems fully but has helped in taking some action and small steps towards addressing the problem. Taking into consideration that the population of Binh Phuoc comprises 20% ethnic minority groups, has a large number of migrants and is a newly split province, the staff have need for capacity strengthening.

3.2.2. The Vietnam Farmers Union

The Farmer's Union is collaborating with the International and Project Management Department at central Women's Union in the implementation of the project "Training Workshop on Designing and Managing Job Creation and Income Generation Projects for Female Staff of the Vietnam Farmer's Union" from January 1998 to August 1998. The project budget is VND 120 million. 117 staff (112 of them female) at central (10%) and provincial (90%) levels have been trained on project management at two 3 day training courses. The participants were selected as follows: one member from the committee for the advancement of women within the Farmer's Union was selected so as to strengthen staff of newly established sub-committees; and one staff working with socio-economic issues was selected so as to build the capacity of those working with these issues at the provincial Farmer's Union. The justification for this selection was that female staff at the Farmer's Union at central and provincial levels have less access to updated agricultural technology, project management skills and gender issues. The Farmer's Union played a key role as the coordinator and implementor of the project. The project activities included preparation of project training topics and content; inviting trainers (mostly from Women's Union) and holding discussions with them on the training programme; inviting trainees; conduct of two three-day training courses in the North and in the South; and preparing the report.

The Farmer's Union staff mentioned that the course duration was too short, leaving little time for discussions and group work. This could be due to the limited funds available for project activities. In the future, Farmer's Union would like to have Sida support in the following areas:

1. Capacity building of their staff on gender planning and integration.
2. At central level, gender training for all policy makers as well as conference for assessing the implementation of the first and preparation of the second plan of action for advancement of women within Farmer's Union.
3. At lower levels, training on project management and gender issues for Farmer's Union staff at district and commune levels from six selected provinces. At the grassroots level, it is mostly men that are involved in Farmer's Union activities and thus the need to increase gender awareness for their staff would provide more opportunities for women farmers. Without external support, it is difficult for the project to continue. The Union has limited resources and male staff do not consider gender issues to be a high priority. There appears to be an unspoken agreement that Farmer's Union works more closely with male farmers and the Women's Union with women farmers and gender issues in general.

Discussion

The selection of participants was strategic for the Farmer's Union to raise gender awareness of their staff. But the course only targeted staff at the provincial level. At the district and commune levels, the needs for capacity building must be higher but there are no efforts as yet to address these issues, especially at the grassroots level. The project provided the provincial staff with new knowledge and skills on project design and management as well as on gender integration into development projects. This will enable them to improve their day-to-day work of providing guidance to the lower levels in working with farmers.

3.3. Policy Studies and Workshops

Sida support to policy studies and workshops was channeled through the Research Department, Administrative Department, the Research Centre for Female Labour under MOLISA and the Centre for Women's Studies.

3.3.1. Research Department

The Department has sixteen staff, three with master's degree education and 13 with bachelor's degree education. The Department has limited funds for undertaking research and the staff lack training on research in general and on gender issues in particular. Sida has provided a total of USD 35,000 to the Department to undertake the following 3 research projects:

1. Labour law implementation to female workforce in foreign invested and private companies (from October 1997 to October 1998). The aim of this sub-project was to document the implementation of the labour law in relation to female workers in foreign-invested and private companies and propose solutions to the employers on how to implement the labour law to protect women.
2. Education on working conditions of girl children (October 1998 to December 1999). The aim of this sub-project was to document facts on educational programmes and working conditions of girls aged 7–15 in selected provinces; assess the factors affecting girls' education and work; and propose solutions to improve their situation.
3. Vietnamese female intellectuals in the period of the country's industrialisation and modernisation: facts and immediate solutions to promote their capacities and gender equality (October 1998 to October 1999). This sub-project aimed to document facts on female intellectuals focusing on quantity and capacity as well as discuss the barriers, difficulties and disadvantages they face compared to their male counterparts; analyse the effects of current policies on women intellectuals; and propose programmes to review the policies in order to fully develop Vietnamese women's intellectual capacities.

The project activities included: designing the projects, selecting the topics, content and methodology, establishing a research board, selecting partners, signing contracts with collaborators, allocation of funds, making field trips, data collection, drafting and reviewing reports, holding internal meetings and conferences and printing the reports.

In the future, the Department wishes to carry out research on women's rights, implementation of laws and policies relating to different groups of women in the workforce, ways of enhancing the working methods/approaches of the Women's Union, the role of Vietnam Women's Union in the promotion of gender equity in Vietnam and the position of the Women's Union in relation to the Party.

Discussion

The Department has prepared recommendations and policy proposals based on the research findings. These documents, together with the research reports have been submitted to the Presidium of the Women's Union and relevant Government ministries and departments. However, it is not clear how the Department follows up to ensure that these documents are indeed used by the Presidium and the Government in policy dialogues. Also it is not clear how other departments and Women's Union at lower levels make use of and benefit from the research findings. The research topics focus on issues that are of relevance to society and, thus, it would be appropriate to disseminate the findings to a wider audience and to help raise public awareness on women's issues. It would also be vital to involve other departments and Women's Union offices at the lower levels in the process of selecting research topics. This would help the Department to focus on issues that are of concern to the Women's Union as an organisation including its members. The issues of institutional capacity and problems of Women's Union at various levels have not received much attention in the past. But, it was observed that the Department has proposed two areas for future research that address these issues. The Team also noted that some of the future directions of the research department may overlap with other institutions such as the Research Centre for Women's Labour and the Centre for Family and Women Studies and, therefore, collaboration is crucial.

3.3.2. Administrative Department

The Administrative Department has 70 staff, of whom 21 are responsible for planning Women's Union activities while the rest carry out administrative tasks.¹¹ The Department is also responsible for monitoring activities of women in the state and business sectors, management of all 41 vocational centres at provincial levels, information processing including LAN network at the central level, management of archives and the library. The Department received Sida support of USD 26,500 to carry out the following studies:

1. Facts on Divorce in Vietnam (March to December 1996); the aim of the project was to study factors contributing to divorce in three cities and provinces and suggest appropriate solutions to reduce the phenomenon
2. Impact of social policies system on the lives of Vietnamese women (January to December 1996) with the aim of systematically reviewing policies and laws relating to women and proposing policies
3. Development of out-of-state female entrepreneurs in Vietnam (June 1997–May 1998). The aim was to study the situation of the out-of-state female entrepreneurs and propose policies and solutions to address problems of female entrepreneurs.

In carrying out the above three studies, the Department collaborated with government departments and Research Centre for Female Labour under MOLISA (the latter only for the study on female entrepreneurs).

The Department proposed three areas for future support:

1. Vocational training for female farmers in order to provide them with new technology skills
2. Handicrafts training for Women's Union members who are farmers, which would facilitate the creation of jobs when the planting season is over. If the pilot project is successful, the Women's Union would submit proposals to the government to provide vocational training for female farmers on a broad scale.
3. Data bank for female entrepreneurs.

Discussion

Carrying out the research has provided some benefits to the staff as they have gained new methodologies and are able to provide more reliable recommendations to policy makers on important issues that affect women such as divorce, women entrepreneurs and social policy. However, it is not clear how the Department coordinates its work with the Research Department and if the latter is involved in the selection of research areas/topics. The Women's Union could consider having the Research Department serve as the coordinator of all research projects. Furthermore, the selection of research areas/topics should be based on the needs of other departments, provinces, districts and communes as well.

3.3.3. Research Centre for Female Labour

Established in 1994, the centre is a unit of the Institute of Labour Science and Social Affairs (ILSSA) under MOLISA. There are 7 staff members working there and all have university degrees. The Centre has received Sida support through the Women's Union to implement two projects:

¹¹ In 1998, the Administrative Department and General Department became one Department. The two combined Departments now have a total of 70 staff with 49 of them taking care of purely administrative tasks and 21 are responsible for planning Women's Union activities. It is the staff involved in planning activities that were directly involved in the project supported by Sida.

1. USD 10,300 to carry out a survey of employment and working conditions for female labourers in industrial enterprises (from June 1997 to September 1998); and
2. USD 4,000 to publish a book on Women in Industry (from June 1997 to December 1998).

In addition to the Sida supported activities, the centre is funded by ILO to carry out training and an information campaign on female labour rights for Women's Union and MOLISA and other state department staff. ILO has also supported the centre to provide training to MOLISA department heads and some selected staff on gender issues. The Centre has also received support from IDRC/Canada to carry out research on female labour in textile and garment industry in the context of trade liberalisation and the findings would benefit MOLISA and other central departments.

There is currently not much information available on female labour in industry sector and there is also a need to provide recommendations to policy makers on regulations and policies for women workers in this sector since the implementation of the Labour Law of 1995. The project beneficiaries are policy makers and other concerned agencies.

In terms of future Sida support in this area, the Centre suggested the following:

1. Continue with policy-oriented research on labour issues; and
2. Training on gender issues to raise the awareness of policy makers and leaders at the central level.

Discussion

In implementing the project, the Centre played a key role of coordinator in terms of selecting and inviting collaborators; supervising the work in the field; summarising the findings; organising the workshop; and presenting the findings and recommendations to policy makers. The centre was also responsible for preparing the final project report submitted to the Women's Union. However, the staff at the Centre need more training on research methods and English language.

The project has been able to provide an assessment of female labour working conditions in the industry and provide information and recommendations to policy makers and to a wider audience on this topic. As a result of this project, MOLISA has initiated another research project on a number of enterprises that do not engage women.

There appears to be no follow up activities once the recommendations are presented to policy makers to ensure that they are integrated into government policies. As a unit within ILSSA, there seems to be some difficulties in playing a key role in organising conferences and seminars because of formal procedures and permission. To be a unit directly under the supervision of MOLISA is seen as an important factor for institutional enhancement. However, being under ILSSA has also provided some clear advantages as the Centre has been able to take part in major research projects in the labour field and through this have inputs on gender issues.

The second area proposed for future action – gender training for policy makers – is very important, even more so than gender training at the grassroots level, because it would have a much wider effect. However, it is difficult to see how this would be carried out through the Centre since it has not even been able to carry out any follow-up activities. The training at the central level can only have more impact on women at the grassroots level if it leads to concrete policies and action plans on gender equality or institutional enhancement. Without follow up activities and commitments to make changes, gender training at the central level may not be very useful.

The centre may be able to serve as a focal point for integrating gender issues in research projects on labour and social issues and into programmes and training curricula of labour training schools

under MOLISA. This would ensure that gender issues are mainstreamed into research and policy procedures in the future.

3.4. Information and Communication

Sida's support to projects on information and communication was provided to the Women's Newspaper, the Women's Publishing House and the International Department at the central Women's Union.

3.4.1. Women's Newspaper

The Women's newspaper received partial support from Sida of USD 6,000 and VND 83,148,000 to produce a special issue on the implementation of the Plan of Action three years after the Beijing Women's Conference and to disseminate the information to women at all levels. The newspapers are distributed widely by mail, and at no charge, including to remote areas. The Newspaper has received feedback from readers who have appreciated reading the articles on the activities of the Women's Union in relation to the Beijing Plan of Action.

Discussion

It is important to cooperate with other departments in deciding on the features and articles to be published. Staff and women from lower levels should also be invited to contribute articles. Articles of projects supported by Sida could also be considered.

3.4.2. Women's Publishing House

The Publishing House has 29 staff (four male and 25 females) and 24 of them have university education. The Publishing House disseminates information on the Women's Union to the lower levels; provides general information on such topics as family life and nutrition to the general public; and introduces literary works and novels written by women. There are 43 publishing houses in the country and Women's Publishing House is the only one that focuses on women issues. The Publishing House cooperates with other departments within the Women's Union especially Family and Social Welfare Department, IEC Department and Research Department. At present the research capacity of staff is weak and they lack funds, which limits their work. Sida support to the Women's Publishing House has focused on two sub-projects, namely, the publishing of a set of 4 books on the girl child (from 1996–1997) and the publishing of 2 books on nutrition and health and drug abuse (from 1998–1999).

The Department served as the implementor for this project and contracted authors to write the books. The Department prepared the draft of topics to be included in the books and discussed these with the authors. It is a challenge to identify good authors who are able to write well for rural women, with low levels of education. Thus, the Department staff have had to invest considerable amount of time to work closely with the authors to ensure that the books are appropriate for the target group. For future Sida support, the Publishing House suggested the following areas:

1. Production of more books on selected topics for women in rural areas. The selection of topics should be based on consultations with Women's Union leaders at various meetings
2. Production of books on two topics, namely, reproductive health and methods of preventing girl children from abuse. Publishing House views these as important issues for a lot of women.

Discussion

The Publishing House is an independent unit within the Women's Union and has limited funds for publishing books at low and affordable prices for a wider audience especially in rural areas. The Sida support enabled the Publishing House to prepare and publish a set of books for a specific audience (women readers in general and rural women in particular) on selected and important topics. A major challenge for the Publishing House is how to help women in rural areas, who have limited access to mass media on areas that are of importance to them. Through letters sent to the Publishing House with requests for advice on major issues facing women and girl children, the staff have established more close contacts with readers and are able to better understand their problems in depth, especially in relation to drug abuse. As professionals, the staff have gained experiences in working with new authors to target a specific group of readers in rural areas.

The project activities are related closely to the department staff's day-to-day work. Through the projects, the staff have had an opportunity to enhance their professional capacities. However, because the activities of the sub-project are not related to the other project areas that are receiving support from Sida, there is little chance that these staff will have an opportunity to support Women's Union staff at lower levels. In the future, the Publishing House could consider targeting Women's Union staff at lower levels for greater impact. They could publish more practical books for staff to use as manuals or guidelines in their day to day work. Projects would have more impact if the activities were related and implemented as an integrated programme rather than separate activities scattered over many departments.

Because the needs of rural women are many and it is impossible to address all of the issues affecting them, it is important to prioritise and select topics that are most crucial. The project funds are limited (able to produce only 5000 copies), thus, producing manual-type materials for Women's Union leaders at district and commune levels that will equip them with knowledge and skills to work more effectively with their target group, may be more strategic than producing books for the general public.

3.4.3. International Cooperation Department

As mentioned earlier, the Department has a total of 12 staff. The main function of the Department is to link the Women's Union with international, government as well as non-governmental organisations in order to strengthen the understanding and cooperation with the Women's Union and mobilise support for the country's women movements through development projects and programmes. Sida has supported the Department, from 1998–2000, with a total of USD 22,000 to compile the following information:

1. Vietnamese women during the 1990s. The aim was to improve knowledge of women in Vietnam through compiling materials and design action programmes to strengthen gender equity in Vietnam. Data and information on achievements as well as remaining challenges facing Vietnamese women during the 1990s were collected and analysed.
2. Popularisation of international conventions on women and children. The aim of the project was to translate international laws and conventions in order to improve knowledge on women's and children's rights so that women can have a better understanding of their own rights, and more actively take part in the process of designing, reviewing, and implementing laws relating to women and children.
3. International participation of the Women's Union in the development of women. The aim of the project was to strengthen multi-lateral understanding among Vietnamese and international women as well as international organisations.

The project activities included providing information, writing, translating and editing reports. All the reports have been distributed to women at different levels utilising the NCFAW network, provincial Women's Union and other mass organisations.

The Department proposed the following areas for Sida consideration:

1. Strengthening of the leadership capacity of women as recent People's Council elections show that fewer women are being elected into key positions.
2. Awareness raising on gender issues among policy makers and leaders as this is likely to increase the participation of women in society
3. Capacity building of staff in project cycle management (from planning to evaluation) which would help the Department to improve on the quality of their work and prepare for the Women's Congress in 2002.
4. Capacity building of women through both degree and non-degree (certificate) courses.

Discussion

The Department has had to review the materials on Vietnamese women during the 1990s in order to include the new data from the 1999 national census.

3.4.4. Centre for Family and Women Studies

Sida's support to the Centre was used to translate and publish two books on the role of the family in the formation of Vietnamese personality and women and gender equality in the renovation process. The books were written by Professor Le Thi, the founder of the Centre and pioneer in the field of women's studies. The objective of the project was to make the research results more accessible to a wider audience. The books focused on issues that are important for women in Vietnam today. Professor Le Thi suggested that future support should be provided to publish results of selected research on women for English readers interested in women's issues in Vietnam.

4. Conclusions and recommendations

4.1. Conclusions

Sida has provided direct support to women's activities in Vietnam through the VWU from 1987 to date. The aim of Sida support to women's activities in Vietnam is to promote gender equality and women's economic rights and consequently integrate women in the country's development process. This evaluation covered the support provided from 1996 to 1999 totaling MSEK 3,85. The support during that period focused on the following main project areas: 1) Institutional and human resources development; 2) Increasing women's economic rights; 3) Policy studies and workshops; and 4) Information and communication. Projects under these four broad areas have been implemented by 8 Departments at the Central Women's Union, 8 provincial Women's Union (the Evaluation Team only visited 4 of these) and 3 collaborating institutions.

All the projects that were implemented from 1996–1999 were in accordance with both Sida's policy and the priorities of the Women's Union. The Swedish Parliament has endorsed the promotion of equality between women and men as one of the overall goals of Swedish development cooperation in programme countries. Furthermore, the action plans of the Women's Union, 1992–1998 and 1998–2002, stress support for institutional capacity building, economic rights of women, and stronger dialogue with policy makers at different levels through training and research. All the projects implemented by the central Women's Union and the collaborating institutions and provinces met their immediate objectives and project activities were carried out as planned. In a few cases where project activities and project funds had to be revised, the changes were made in consultation with and with the approval of Sida staff. The reporting procedure was the same for all central Women's Union Departments. The collaborating institutions and provinces sent the final project reports to the project executing Departments at the Central Women's Union, and the latter reviewed these reports and then submitted the revised reports to Sida. The Evaluation Team observed that the formats and quality of the reports submitted to Sida varied from one Department to the other. Sida's contribution to the projects was in form of cash, while the Vietnam Women's Union provided project facilities as well as professional and support staff for project management, substantive backstopping, administrative and logistical support. Considering that the monetary inputs for each sub-project was relatively small (on average USD 12,000), as project funds had to be shared among many different departments, provinces and collaborators, and that the implementation period was often short, the projects have been able to achieve a lot in terms of the effects on the target group.

However, in order for these immediate results to have long term impact on the Vietnam Women's Union and women's participation in civil society, there is need to implement project activities over a longer period of time. Moreover, an integrated approach incorporating three key activities, namely, awareness creation among policy makers, leaders and the general public; strengthening of the capacity of Women's Union staff at the district and commune levels; and support to women's economic activities at grassroots level would lead to greater long term impact. To ensure that the results are sustainable upon completion of the project, it is crucial that project activities are implemented in more depth in a few selected provinces and that follow-up activities are included in the project design.

Underneath, conclusions are made on the findings from each of the four project areas in relation to effects on target group.

Institutional and Human Resources Development

The first project was undertaken by the Personnel Section from March to November 1999. The main activities of the project were organisation development seminars for leaders from all departments at the central Women's Union, human resource development training courses in four provinces, study visit to Sweden and production of manual for training trainers. Except for the follow-up activities, production of the trainer's manual and conduct of a training of trainer's course scheduled for September 2000, all the project activities have been undertaken as planned and, except for increased training skills among course participants, all the objectives achieved. Through the 9-day *organisation seminar*, the central Women's Union leaders gained new knowledge and skills that enabled them to reorganise the organisation. After the seminar, the General and Administrative Departments were merged into one Department, the publication of the magazine "Women of Vietnam Review" was moved from the International Department to the Women's Newspaper, six guidelines for staff recruitment were developed and pilot tested, and there appears to be increased information flow between Departments as well as interest in knowing about each other's work.

The *HRD course* for provincial, district and commune staff was extremely successful in imparting new knowledge and skills on needs assessment, motivation, communication and presentation techniques, leadership, study circle and business planning. All participants interviewed mentioned that the course had been useful and relevant to their work. While those at the provincial and district levels have tried to integrate the newly acquired knowledge and skills to their day-to-day work, those at the commune level have gone a step further and imparted the knowledge and skills to other staff at lower levels. The participatory learning approach adopted in the course was a completely new concept of working with people, especially for the commune level staff. In order for all the trained staff to feel confident to carry out future training courses for other Women's Union staff at lower levels and Women's Union members, a training of trainer's course is necessary. Many of the participants mentioned that they would gain more confidence to teach others if the course duration was longer and if more time was put aside for practical exercises. In addition, the training manual and other reference materials need to be made easily accessible to staff at all levels after the course. Moreover, the staff mentioned that they would require continuous support and supervision from other staff and/or experts to adapt the training materials to the local context and implement follow-up activities such as provincial, district and commune level courses. It is crucial that funds be put aside in the budget for monitoring, supervision and follow up activities after the course(s). Also, in order to ensure that the right content and the right trainees are selected, training needs assessment (TNA) is necessary prior to any training activity.

The Project Management and International Cooperation Departments implemented the second project under this area, *training workshops on LFA*. Four 3-day workshops were held for 101 leaders of the Women's Union at central, southern and northern provinces as well as key staff from the central Women's Union. The workshops were facilitated by an expert from the Asian Institute of Technology in Vietnam (AITCV) from mid-1998 to end-1998. The total budget for this project was USD 17,000. The staff from the Departments informed the team that 3 days were just sufficient to introduce the concept and more time would have been required to include practical exercises. Without any follow-up activities, it is difficult to assess if and how the skills gained from the course are being applied. The Departments have plans to develop LFA guidelines, based on the AITCV course materials and Sida documents on project monitoring and evaluation, for use by Women's Union staff at the provincial level. In order to assess the usefulness and impact of such materials, it is important that the Departments receive feedback from the provincial staff that have used the materials. The Evaluation Team concluded that much of the content in this course could be easily integrated into the *HRD course* that is being implemented by the Personnel Department.

Increasing Women's Economic Rights

The Family and Welfare Department and the Farmers Union implemented projects under this area. Under the projects implemented by the Family and Welfare Department, the Evaluation Team visited Nam Dinh and Binh Phuoc provinces. The project in *Nam Dinh province*, “Training on small enterprise management and agricultural products processing” was implemented from February 1998 to March 1998. The aim of the project was to create jobs and raise the income levels of poor women in Nam Dinh Province through training 120 women on enterprise management and processing of agricultural products. The project objectives have been met and all activities have been implemented according to plan. The women have learned new knowledge and skills that have enabled them to improve their economic and social circumstances. As a result of this, women have gained respect in their families and communities and their self-esteem and confidence has increased tremendously. For the Women's Union the project has helped them to extend their membership to a new group of women. Although follow up activities had not been planned for in the original project design, the Women's Union and course participants found it necessary to establish Food Processing Clubs after the first course. Moreover, the need for credit was recognised after several Club meetings, which prompted the Women's Union to approach organisations and industries in the city for donations or loans for poor women. Each woman received VND 1 million, which has to be repaid within a year. Through the Clubs, the Women's Union is able to monitor and supervise the application of the knowledge and skills gained and assess the impact of the course and the participants have credit support and marketing ideas for their products. Membership to these Clubs is extended to all community members. This is an innovative way of helping Women's Union to organise women at the grassroots level and Nam Dinh's model should be documented and widely shared among provincial Women's Union as well as other organisations working with women's issues in Vietnam. In order for the project to have long-term impact, more support to develop the project into a model would be necessary.

Binh Phuoc Province received USD 17,000 from February to March 1999 to agricultural extension courses, with 75% of the participants being drawn from Women's Union staff at the commune level and the rest from districts and the province levels; conduct of gender courses targeting leaders from the district and province levels; and conduct sewing classes targeting young people from towns. Binh Phuoc Women's Union staff lack capacity to implement and monitor projects and without supervision support from the central level, it is difficult to see how the project can have a long-term impact. The agricultural extension courses seemed to target mostly Women's Union staff and the Evaluation Team did not meet with any other women outside of the organisation that had received training. Without follow up activities, the gender courses are not very useful. The sewing classes have been of benefit to disadvantaged children as they have equipped them with skills and linked them to factories upon completion of the training course. There are plans to continue running the sewing classes after completion of the Sida project by charging a small fee to meet the project running costs.

The *Farmer's Union* implemented the project “Training Workshop on Designing and Managing Job Creation and Income Generation Projects for Female Staff of the Vietnam Farmers Union” for 117 staff, mostly from provincial level, from January 1998 to August 1998. The project budget is VND 120 million. Since the Union largely targets male heads of households in their activities, knowledge and skills on gender integration into their projects is crucial. The Women's Union should continue to forge such alliances with local organisations in their future projects.

Policy Studies and Workshops

The *Research Department*, the *Administrative Department*, and the *Research Centre for Female Labour* under MOLISA, implemented the projects under this area. The recommendations have been presented to the Presidium of the Women's Union and to policy makers. However, as there are no follow up activities, it is difficult to assess if and how the recommendations can lead to policy changes. Action research that links policy recommendations with action programmes aimed at creating awareness or lobbying for change on specific gender issues would have greater long-term impact. Through the implementation of the project, the staff at the implementing Departments and Centre have gained new skills and experience in research methodology.

Information and Communication

Most of the projects carried out under this area are comprised of 'one-shot' activities and it is difficult to assess the long-term impact. However, it is important to note that the staff from the *Women's Newspaper*, *Women's Publishing House*, the *Project Management and International Cooperation Departments*, and the *Centre for Family and Women Studies* have had an opportunity to improve their skills and to disseminate information on important topics.

4.2. Recommendations for Future Sida Support

In 1994, Sida commissioned the first evaluation of the support to women's activities in Vietnam. The conclusion of the evaluation was that Sida should continue to channel their support to Vietnamese women through the Vietnam Women's Union and that future support should concentrate on three strategic areas of activities, namely: capacity building of central Vietnam Women's Union staff; policy studies relevant to gender needs; and job creation activities through skills development.

This second evaluation of Sida's support also *recommends* that support should continue to be channeled through the Vietnam Women's Union in order to have an impact at all levels – from policy makers to women at the grassroots level. The proposed budget is MSEK 1.5 per year. In order to consolidate the project experiences and to ensure the sustainability of results upon completion of the project, the support should be provided over a 5-year period. Moreover, the Evaluation Team *recommends* that support should be channeled through 3 provinces for activities to be implemented in two districts in each province and two communes in each of the selected districts, to ensure greater impact and sustainability of results. Furthermore, it is *recommended* that the activities supported by Sida should address gender equality and women's rights in an integrated approach incorporating awareness creation at all levels, capacity building of Women's Union staff at district and commune levels and economic skills development of women at district and commune levels. Below is the justification for each of these three recommendations on future support.

a. The comparative advantage of the Vietnam Women's Union as the project implementing agency

Vietnam Women's Union is the only organisation in the country that is well placed to reach both policy makers and women, from grassroots to central level. Although it is not a government body, the Women's Union is usually seen as the central organisation for promoting women's issues within the Government. Representatives of Women's Union participate, as equal members, in the formulation of laws and policies on women and children as well as in monitoring the implementation of these laws and policies. Despite this close tie with the Government, many of the activities of the organisation are like those of an NGO. Yet, unlike a traditional NGO, the Women's Union has offices at different levels, which provides the direct link to women at all levels – from the centre to the grassroots level. This makes the Vietnam Women's Union an ideal organisation to work with in relation to creating awareness among policy makers as well as reaching women at all levels in order to promote their rights and help them to participate more equally with men in civil society.

b. Decentralisation of support to Women's Union at district and commune levels

The support to the Women's Union from 1996–1999 was channeled through eight central Women's Union Departments. Some Departments have involved other local institutions as well as provincial, district and commune Women's Union in the implementation of project activities. In relation to capacity building of Women's Union staff, the majority of those that have received training are from the central and provincial levels. The rationale for this approach has been that, once trained, the central Women's Union staff would train staff at the provincial Women's Union, who would in turn train those at the district Women's Union and so on. The problem with this approach is that it would take a long time before sufficient numbers of staff from the lower levels were trained. Yet, it is staff at these lower levels that work directly with the target group on a daily basis and that are in great need of capacity building. The projects that have so far focused on job creation activities through skills development have targeted poor women in some selected communes, but these projects are too small to have a long-term impact. Decentralisation of support to the district and commune levels will ensure that gender issues are addressed at the grassroots level thus guaranteeing that poor women benefit from the project. In order for such a decentralised approach to function effectively, the following have to be in place:

1. One project staff to provide continuous day-to-day monitoring and technical support to the project implementing teams;
2. Training of district and commune teams in project management;
3. Supervision support from provincial level staff; and
4. Advisory support from the central level staff.

c. The need for an integrated approach to gender equality and women's rights

In the support provided from 1996–1999, projects were implemented by eight different Departments at the Central Women's Union and tended not to be linked to each other. For example, the research was not linked in any way to the development of interventions and was carried out as a separate activity. Likewise, the HRD training courses were provided to staff from completely different provinces to those that implemented the projects on increasing economic rights for women. Yet, women's problems are interrelated and integrated approaches are needed to address these multiple problems at the same time.

The Evaluation Team also *recommends* that Sida support follow up training of trainer's courses scheduled for September 2000 under the project entitled "Organisation and Human Resource Development for Vietnam Women's Union" that is being implemented by the Personnel Department in collaboration with KF Project Center. The project will help the Women's Union to increase its efficiency and adopt a participatory, bottom-up approach in its work at all levels. It is recommended that the TOT course scheduled for September 2000 be offered to the same participants that attended the course offered in 1999 in order to equip the participants with training skills, which will enable them to train others in the future. A selected number of staff from the participating provinces, districts and communes should also be invited to participate in planning for the course as these skills would be useful in planning future courses in their respective areas. The course period should be extended to 10 days to ensure that sufficient time is allocated for group exercises and presentations and include project cycle management. One of the conditions for attending the course could be that the trainees hold at least one course after the completion of the course. After the course, supervision will be necessary to ensure that those trained are able to carry out systematic needs assessments, conduct courses and implement post-course activities on their own. In the long term, the HRD course content and training methodologies should be introduced and integrated into the training curriculum at Women's Schools, to ensure that future Women's Union staff are trained in these areas.

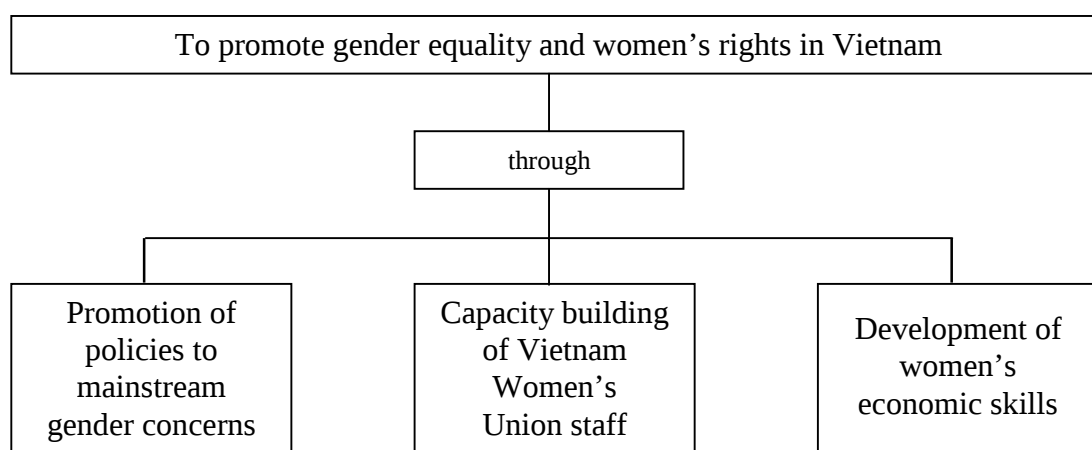
A proposed project outline

A. Goal and objectives of the project

The goal of the project is to promote gender equality and women's rights in Vietnam. This goal will be actualised through three objectives, namely:

1. Promotion of policies to mainstream gender concerns;
2. Capacity building of Vietnam Women's Union staff;
3. Development of women's economic skills.

These three objectives are shown in the chart below. Consequently, the project is divided into three subprogrammes in accordance with the project objectives. Each subprogramme focuses on a different target group, ranging from policy makers to Vietnam Women's Union staff to women at the grassroots level. The activities in each subprogramme have been designed to be mutually reinforcing, thereby enhancing the impact of inter-related activities across the three subprogrammes.



B. Activities

Phase 1: Preparatory Phase (6 months)

a) Conduct of Training Needs Assessment (TNA)

(Target heads of all participating provinces, districts and communes)

b) Conduct of Training on Project/research Methodology

(Target supervising and project implementing teams)

- Train teams on how to identify women's needs and problems
- Train teams on how to record data and prepare the report
- Provide teams with project guidelines and donors folder

Phase 2: Conduct of Needs Assessment and National Workshops (6 months)

(Target supervising and project implementing teams)

a) Needs Assessment

- Collect data on needs and problems of women; policies and programmes; staff capacities and potential; and map local resources available. Record and analyse data and write reports.

b) National HRD Workshops (3 days)

- All participating districts and communes present/discuss research findings and recommendations
- Train teams on TNA
- Develop and discuss the 3 subprogrammes to be implemented in phase 3, including monitoring and evaluation guidelines

Phase 3: Implementation of Action Programmes (3 years)

a) Promotion of policies

mainstream gender

(Target: WU Leaders at all levels)

- Networking skills
- Lobbying skills
- Assertiveness training
- dev. info leaflets

b) Capacity Building

(target: district/commune Women's Union staff)

- TNA
- courses
- monitoring, review

c) Econ. skills dev.

(target: poor women in districts/communes)

- TNA
- econ. skills dev. courses
- monitoring, review

Phase 4: Conduct of National Evaluation Workshop (5 days)

- Reports and evaluations at grassroots levels before workshop
- Share experiences, problems and lessons learned
- Document and disseminate findings, monitoring/evaluation guidelines;
- Decide on future directions

C. Criteria for selection of participating departments, provinces, districts and communes

The Central Vietnam Women's Union should select the participating provinces, based on consultations with Women's Union at different levels. The three provinces that are selected should have:

1. diversification of women's economic activities and occupations;
2. diverse groups of women, for example ethnic groups, Christian women, literate and non-literate and so on;
3. greatest need for enhancement of Women's Union staff capacity; and
4. Different socio-economic status e.g. prosperous and with industrial zones; remote and rural; and coastal, since each of these areas will have very specific problems.

Once the three provinces have been decided upon, the provincial Women's Union will then select 2 districts from each of the selected province. The selection of districts should follow the above criteria for selecting provinces. But, in addition, one district should preferably be rural and the other one urban in order to compare findings. The justification for including one urban district in each district instead of focusing on two rural districts is that Vietnam is developing fast and urban areas have their own gender-related problems that need to be addressed. Also, Vietnam Women's Union has experience in working with farmers and the new challenge of involving intellectual and business women in their activities has to be addressed.

The selection of two communes in each selected district will also follow the criteria for selection of provinces and should be carried out by district Women's Union staff.

D. Project coordination

The selected districts and communes will be responsible for project development, implementation, management, monitoring, evaluation and preparation of reports. In each province, one project staff should be engaged to work on a full-time basis with the project, in order to provide continuous support to the project implementing teams.

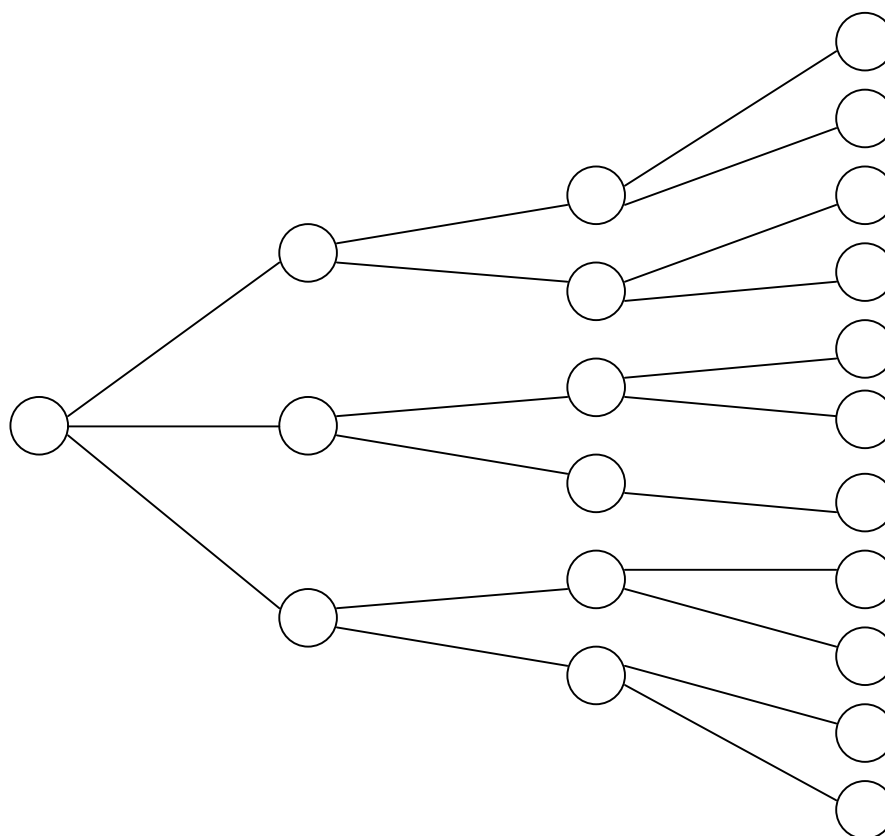
The provincial Women's Union will have the overall project coordinating function and a project coordinating committee composed of staff from the participating province, districts and communes should be formed. The provincial Women's Union will also be responsible for direct supervision and monitoring of project activities.

The provincial vocational training centres should be involved in the implementation of training activities. Experts from local organisations should be engaged, especially in holding courses on economic skills development.

Apart from implementing the subprogramme on awareness creation at the central level, staff from the central Women's Union will also serve as project technical advisors, providing relevant information on donors, trainers, methodologies, materials and so on. Some of the Departments are listed below:

- The Personnel Department could serve as the coordinating Department for the implementation of subprogramme 1 on awareness creation at the central level, as well as advise project teams at lower levels on training activities;
- The Research Department could advise the project implementing teams on the conduct of needs assessment and assist them in presenting the reports at the National workshop;
- The Women's Publishing House could be actively involved in the publication of project documents.
- The International Cooperation and Project Departments could be requested to jointly prepare the Donors Folder, providing a brief description of each donors major areas of focus in relation to women's activities and a clear set of guidelines for project proposals and reporting and disseminate to participating provinces, districts and communes;
- Staff from the Family and Welfare Department could serve as advisors on project activities related to economic skills development.

The figure below shows the role of the Women's Union at different levels in the implementation of the proposed project.



Central – advisory support – implementor of subprogramme 1	Province – supervision and monitoring – implementor of subprogramme 1 – project staff	District – project implementor of all three sub-programmes	Commune – project implementor of all three sub-programmes
--	--	---	--

E. Project Inputs

Cash (and project materials)

- MSEK 1,5 provided annually over a period of 5 years
(for project activities, salary for 3 project staff, fees for consultants/experts, purchase of 3 computers and printers for each participating province, office equipment for project staff, etc)

Manpower

1. Project staff located in each participating province to assist in monitoring and supporting teams during data collection, analysis and report writing throughout the entire project period.
2. Phase 1: Local and/or international trainers to conduct training. The Personnel Department at central level would provide advisory support.
3. Phase 2: Local and/or international consultants conversant with participatory research methods and training methods. Research Department at Central Women's could provide advisory support.

4. Phases 2 (b) and 4: Central staff from Research, Personnel and Family and Welfare Departments to assist in planning and facilitating national workshops.
5. Phase 3 for provincial, district and commune levels: Local experts, project staff and provincial staff to monitor implementation of action programmes 2 and 3. Personnel and Family and Welfare Departments to provide advisory support for subprogrammes 2 and 3 respectively. An international expert and/or local experts could provide training in subprogramme 1; key staff in project provinces, districts and communes would be targeted.
6. Phase 3 for central level: Personnel Department could coordinate the implementation of subprogramme 1. Heads of Departments would be targeted.
7. Women's Publishing House could be actively involved in the publication and dissemination of project reports.

Appendix A

Terms of Reference

Evaluation of Sida direct support to the Vietnam Women's Union

1. Background

Vietnam Women's Union (VWU) is a political mass organisation which has its own organisations in different levels from the Centre down to grassroots level.

The roles of the VWU are: "to promote and protect the legitimate and legal rights and interests of women, and to create conditions for women to achieve equality and development". The priority of VWU is to create conditions for women to take part in national development through an integration of gender issues in all areas of macro-economic policy.

From 1987 the Union has received support from Sida.

From 1987 to 1994, the support concentrated on assisting women in Vietnam to increase their household economic situation through support to a credit scheme and to gender training focusing on training trainers.

In 1994, Sida carried out the first evaluation of the project. The evaluation recommended that Sida may continue to support Women of Vietnam. The conclusion was that VWU is an effective vehicle for support to women on all levels. The support to women's activities should be concentrated to three strategic areas of activities: capacity building at the VWU, policy studies relevant to gender needs, and job generating activities through skills development.

From 1995 the support concentrated to the Central level. The support during the whole period is aiming at the strengthening of the women's roles in order to integrate women in the development process of the country. The objectives of Sida's support during the period have aimed at:

- strengthening the management and working capacity of women at all levels;
- Improving women's participation in policy making process; and
- to improving the economic conditions for women.

The support has been implemented under two agreements, the first one during one year, 1995, with an amount of 1,4 MSEK. During this period the support was focused on short term training courses and preparations for the Beijing conference 1995

The second agreement is from 1996 with extensions up to June 2000 with an amount of 3,8 MSEK. The sub-projects in this agreement are:

- a) Institutional and human resource development
- b) Policy study and workshops
- c) Increasing women's economic rights
- d) Information and communication

Since then the role of VWU has been slightly changed due to the Doi Moi process. The organisation has become more and more independent. In order to have better cooperation with Vietnam in

promoting gender equality, Sida needs to understand more about the role of VWU, as well as the roles of other organisations working with gender issues, it is proposed that a new evaluation is carried out. The evaluation will focus on the agreement 1996-99.

2. Objectives of the evaluation

The objectives of the evaluation are:

- to assess if the Sida support since 1995 has met the objectives according to plan, with emphasis on achievements.
- to advice Sida how to support the development of gender equality and rights of women in Vietnam in the future.

3. The assignment

3.1 Issues to be covered in the evaluation of the Swedish support provided from 1995, with focus on 1996–99

Relevance:

- Assess if the support is in accordance with the strategic plans, priorities of VWU.
- Assess if the support is in accordance with Sida's policy for promoting gender equality between women and men in partner countries (April 1997).

Long term impact:

- Assess if the support has contributed to VWU becoming a more self-reliant and efficient organisation compared to before 1995. (The role VWU plays in relation to the Party and the Vietnamese society to promote gender equality and women's rights, for example.)
- Did the support contribute to the VWU in fulfilment of their mandate to encourage women to participate in the social activities? How?
(social activities is interpreted as activities outside the household, in the society)

Achievement of the objectives

- To what extent has the immediate and long term objectives been achieved?

Effects on target group

- What can be said about the effects on the target groups as women?
- What have they gained?

Sustainability of results

- Assess whether the activities receiving support produced expected outputs.
- To what extent can the VWU continue to play an important role in promoting gender equality without Sida's support.

Costs effectiveness

- Describe the contribution by Sida
- Describe the contribution by VWU
- Assess how these costs are related to the project output.
- How was VWU's capacity in terms of management of project funds?

Reporting system

- Assess if the project progress reports met the requirement in the agreement between Sida and VWU. Do the project reports also meet the requirements of VWU?

3.2 Issues to be covered regarding forward looking recommendations

Recommendations shall be given to Sida if and how further support can be made to strengthen gender equality and women's rights at grassroots level in Vietnam.

The following questions shall be addressed:

- To which level (central, province, district or commune) should the support be geared to in order to meet the needs of women at grassroots level? In particular, the district/communal levels should be assessed.
- What are the main problems related to gender equality and women's rights at these levels? What are the causes of these problems?
- What can and what can not be solved with external support? why?
- In order to achieve good results at the grassroots level, should Sida continue to cooperate with VWU and/or with other organisations working with gender issues?
- What are the main areas and functions, in proposed local level organisations working with women's issues, that need to be further strengthened?
- If continued support is recommended, advise Sida on how large the budget contribution should be.
- Comment on the support provided by other donors and how the external support to the VWU is coordinated?

4. Methodology, Evaluation team and time schedule

The evaluation will be carried by two qualified consultants, one international who has good knowledge about evaluation methods and one local consultant who has good knowledge about gender equality and Vietnamese circumstances. The international consultant is assigned as team leader.

The team will study provided documents and reports within the frame of the project over the period 1995 to 2000. Based on these document and discussions with VWU and Sida, the evaluation team will define evaluating questions related to progress and quality.

The team will make interviews with project participants at central, provincial, district , commune and hamlet level. Both achievements of present project and future needs will be addressed in these interviews.

The evaluation will be carried out during March to May 2000.

The team should follow the Sida Evaluation format.

5. Reporting

The evaluation report shall be written in English and should not exceed 20 pages, excluding annexes. Format and outline of the report shall follow the guidelines in *Sida Evaluation Report – a Standardized Format* (see Annex 1). 3 copies of the draft report shall be submitted to The Embassy of Sweden in Hanoi, no later than 31 May, 2000. Within 2 weeks after receiving the comments on the draft report, a final version in 5 copies and on diskette shall be submitted to The Embassy. Subject to decision by Sida, the report will be published and distributed as a publication within the Sida Evaluations series. The evaluation report shall be written in Word 6.0 for Windows (or in a compatible format) and should be presented in a way that enables publication without further editing. The evaluation team will present the final report in a joint meeting with the VWU and The Embassy.

The evaluation assignment includes the production of a Newsletter summary following the guidelines in *Sida Evaluations Newsletter – Guidelines for Evaluation Managers and Consultants* (Annex 2) and also the completion of *Sida Evaluations Data Work Sheet* (Annex 3).

Appendix B: Work plan

The table below shows the various evaluation tasks and the responsibilities of the partners and consultants.

TASK	TIME		RESPONSIBILITIES			
	Wanjiku (WKA)	Van Anh (VA)	Em-bassy	VWU	WKA	VA
Recruitment of consultants to carry out the assignment and drafting of TOR	Feb 2000	Feb 2000	M	—	—	—
Design of the assignment: development of workplan, toc, budget, timesheet and questions	3 days, Feb 2000	1 day, Feb 2000	—	—	M	M
Preparatory meetings with Embassy staff and review of TOR	1 day, Feb 2000	0.5 day, Feb 2000	M	—	M	M
Introductory meeting at VWU	0.5 day, Mar 2000	0.5 day, Mar 2000	M	M	M	M
Field work – data collection, recording, review and preliminary analysis at central VWU	3 days, Mar 2000	3 days, Mar 2000	A	A	M	M
Visits to institutions that have received support, other related organizations, ministries and NGOs for literature collection, review and analysis	2 days, Mar, 2000	2 days, March 2000	A	A	M	M
Field work – data collection among donors in Hanoi	2 days, Mar 2000	2 days, Mar 2000	A	A	M	M
Field work – data collection, recording, review and analysis at two project sites in the North	5 days, May 2000	5 days, May 2000	A	A	M	M
Field work – data collection, recording, review and analysis at two project sites in the South	7 days, May 2000	7 days, May 2000	A	A	M	M
Data analysis and preparation of the report, newsletter summary, Sida evaluations data work sheet and presentation.	10 days, May 2000	7.5 days, May 2000	A	A	M	M
Mid-review of findings and presentation of first draft report to VWU and the Embassy	1 day, May 2000	1 day, May 2000	A	A	M	M
Revision of draft report. Submission of final report to the Embassy and VWU in August	1 day, June 2000	0.5 day, June 2000	A	A	M	M
	Total: 35	Total: 30				
	M = Main Responsibility A = Active Participation					

Appendix C: Evaluation form

Information on projects

A. General Information

1. Name of Province
2. Name of Sida Project
3. Name of Project Director
4. Duration of Project (starting and finishing date)
5. Total Project budget

B. Problems Prior to Sida Project

1. What were the problems that the Project was designed to address?
2. Have these problems been solved? How? Explain.

C. Project Objectives, activities and outputs

1. Project objectives
2. Project activities (please list them)
3. What are the main achievements of the Project?
4. Have there been any unforeseen (positive and/or negative) results?

D. Target group/Participation

1. Who are the Project beneficiaries/target group (mention the level, e.g. provincial, district or commune levels)?
2. In what types of Project activities is the target group involved in?
3. What have they gained through the project?
4. Have you encountered any problems in involving the target group/beneficiaries?

E. Project Management/Coordination and Follow Up

1. What is the role of the provincial VWU in the Project (as Project implementer and coordinator)?
2. Who are the Project collaborators (if any)?
3. What is the role of each collaborator as planned?
4. Has each of the collaborators fulfilled their roles/functions as planned?
5. Describe the reporting procedure (e.g. who does the reporting, to whom and how is it done?)
6. What are the follow-up activities (if any)?

F. Project Implementation Obstacles

1. What obstacles does the organisation face in implementing the Project?
2. How have these obstacles been addressed?

G. Project Resources

1. Were the resources provided (in terms of money, project staff time and equipment) enough to implement the Project activities?
2. If no, why and how was this problem solved?
3. If the Project had left over resources, why and how were these used?

H. Future Directions, Sustainability

1. Can the Project activities continue to be implemented in the future without Sida support?
Explain why and why not.
2. Are there any activities and/or recommendations that have been undertaken as a result of the Project?

Specific Questions Related to Courses

For Provincial Staff

1. How was the training course conceived and how were the training needs assessed?
2. How was the course content developed? Describe the process
3. How were the participants selected?

For Course Participants

1. Did you learn something new and or useful and relevant to your work? What?
2. What do you feel is the most significant thing you have gained from the course?
3. Comment on the training methodology? Did the lecturers use local examples? Were they clear and easy to understand? Did the lecturers have a good balance of theory and practical exercises?
4. If you were to run such a course, which aspects and or topics would you change? Why?
5. Have you applied the knowledge and skills you have gained from the course? How?
6. What would you recommend for future courses?

Information on the organisation/department

A. Staff and Structure

1. Organisational structure/work structure at provincial, district and commune levels
2. Number of staff at provincial, district and commune levels
3. Qualifications of staff at all levels
4. How many staff are working with Sida-supported Project at different levels (e.g. provincial, district and commune)?
5. What are the main strengths and constraints of the organisation at present?
6. Have there been any changes in the organisation as a result of the Sida Project (in terms of staff and structure)?

B. Other Projects/Donors

1. What are the other gender-related Projects that the provincial Women's Union is implementing since 1995? Please list the titles of the Projects.
2. Who are the major donors of the above-mentioned Projects?
3. How much is the budget of each Project?
4. Who are the target group/beneficiaries of the above Projects (mention at which level)?
5. Describe the process of identifying donors and assessing needs.

C. Future Directions

1. What are the future priority plans/areas of the Provincial Women's Union related to gender issues?
2. How do you wish the future cooperation with Sida to continue? In which areas? How and why?
3. How did you decide on these priority areas?
4. Please describe the process of designing the Project and approaching the donor.

Appendix D: List of people met

Vietnam Women's Union (Central)

Mme. Truong Thi Khue, Vice-president of Vietnam Women's Union
Ms. Pham Hoai Giang, Head of the International Relation Department
Ms. Nguyen Thi Thuy, Officer of the International Relation Department, coordinator of Sida Direct Support to Women Programme
Ms. Nguyen Bich Vuong, Head of the Project Management Department
Ms. Nguyen Thi Hang, Officer of the Project Management Department
Ms. Tran Thu Huong, Director of the Women's Publishing House
Ms. Minh Phuong, Vice- Director of the Women's Publishing House
Ms. Nguyen Thi Yen, Officer of the Women's Publishing House
Ms. Nguyen Thi Lan, Vice-Head of the Personnel Department
Mme. Phuong Minh, Vice-President of Vietnam Women's Union, Editor -in- Chief of Women's Newspaper
Ms. Phan Thi Tram, Head of the Research Department
Ms. Le Thi Thuy, Vice-Head of the Research Department
Ms. Nguyen Thi Kim Lien, Officer of the General Department
Ms. Tong Nhat Truong, Officer of the General Department
Ms. Hoang Thi Ngan, Officer of the General Department
Ms. Nguyen Thanh Hoa, Head of the Family and Welfare Department
Ms. Cao Thi Hong Van, Vice-Head of the Family and Welfare Department
Ms. Le Thi Ngan Giang, Officer of the Family and Welfare Department

Nam Dinh WU

Ms. Nguyen Thi Tam, President
Ms. Truong Thi Que Minh, Vice-President
Ms. Ho Thi Quy, Vice-President
Ms. Chu Thi Hanh, Director, Vocational Training Centre
Ms. Tran Thi Men, Officer of Nam Dinh Town WU

Nam Truc District WU

Ms. Nguyen Thi Lan, Officer of Nam Truc District WU

Nam Duong Commune WU

Ms. Pham Thi Dao, President CWU, participant of Food Processing Training Course
Ms. Vu Thi Theu, participant of Food Processing Training Course
Ms. Tran Thi Nu, participant of Food Processing Training Course
Ms. Tran Thi Mien, participant of Food Processing Training Course
Ms. Pham Thi Le, participant of Food Processing Training Course

Food Producers Visits

Mrs. Tran Thi Hanh, Rice noodle Producer, participant of Food Processing Training Course, Member of Food Processing Club, Nam Phong Commune
Mrs. Luong Thi Hoan, Rice noodle/ rice paper producer, participant of Food Processing Training Course, Halong County
Mrs. Mai Thi Nhung, Dried rice noodle/ rice paper producer, Member of Food Processing Club, Nam Phong Commune
Mrs. Pham Thi Tam, Rice noodle/ rice paper producer in Nam Phong Commune
Mrs. Vu Thi Ut, Rice noodle/ rice paper producer in Nam Phong
Mrs. Vu Thi Lam, Rice paper producer in Nam Phong

Hai Duong WU

Ms. Dang Thi Minh Quy, President, participant of HRD training course
Ms. Chu Thi Vo, Vice-President, participant of HRD training course
Ms. Bui Thi Hoan, Head of the Personnel Department, participant of HRD training course
Ms. Nguyen Thi Mai, Head of the Family and Welfare Department, participant of HRD training course
Ms. Le Thi Thuy, Head of the Education and Communication Department
Ms. Le Thi Ngoc, Officer of the Family and Welfare Department
Ms. Nguyen Thi Hai, Officer of the Personnel Department
Ms. Nguyen Thi Bich, Head of the General Department
Ms. Nguyen Nhat Thu, Officer of the Education and Communication Department, participant of HRD training course
Ms. Vu Thi Loc, Officer of the Personnel Department

Hai Duong Town WU

Ms. Nguyen Thi Bich, Vice-President of Hai Duong Town WU
Ms. Dao Thi Hanh, Officer of Hai Duong Town WU, participant of HRD training course

Thanh Binh Commune WU

Ms. Vu Thi Khuon, President of Thanh Binh Commune WU, participant of HRD training course
Ms. Nguyen Thi Truc, Vice-President of Thanh Binh Commune WU
Mr. Le Van Phong, Vice President of Thanh Binh Commune People's Committee, Head of the Sub-Committee for Advancement of Women

Binh Phuoc WU

Ms. Nguyen Thi Dao, President
Ms. Ho Ngoc Sang, Director of Vocational Training Centre
Ms. Luong Thi Dao, Head of the Education and Communication Department
Ms. Vien Thi Hoa, Officer, Participant of Gender Training Course
Ms. Luong Thi Dieu, Officer, Participant of Gender Training Course
Ms. Truong Thi Anh, Officer, Participant of Gender Training Course
Ms. Duong Thi Tuyet, Vice-head of the Population and Family planning Department of Binh Phuoc, Participant of Gender Training Course

Ms. Ngo Thi Do, President Dong Phu District WU, Participant of Gender Training Course
Ms. Tran Thi Lan, Vice-president, Dong Phu District WU, Participant of Gender Training Course
Ms. Tran Thi Tinh, Member of Executive Board, Dong Phu District WU, Participant of Gender Training Course
Ms. Nguyen Thi Mien, President, Phuoc Long District WU, Participant of Gender Training Course
Ms. Nguyen Thi Hanh, Officer, Phuoc Long District WU, Participant of Gender Training Course
Ms. Ngo Thi Lieu, President Bu Dang District WU, Participant of Gender Training Course
Ms. Nguyen Thi Pha, President, Loc Ninh District WU, Participant of Gender Training Course
Ms. Huong Thi Tuyet Hoa, Participant of Gender Training Course
Ms. Duong Thi Tuyet, Participant of Gender Training Course

Binh Long District WU

Ms. Nguyen Thi Dzong, President
Ms. Tran Thi Minh Nghia, President of Tan Quang CWU
Ms. Dao Thi Thanh Lich, President, An Phu CWU
Ms. Bui Thi Bich, President, Minh Lap CWU
Ms. Cao Thi Thu Thy, Vice-President, Thanh An CWU
Ms. Mai Thi Quang, President, Minh Duc CWU
Ms. Nguyen Thi Mai, President, Minh Long CWU

Dong Tam Commune WU

Ms. Pham Thi Khuyen, President, Hamlet 1 WU
Ms. Ha Thi Kim, President, Hamlet 4 WU
Ms. Dam Thi Nghe, Hamlet 2 WU
Ms. Nguyen Thi Nguyet, Hamlet 6 WU
Ms. Trinh Thi Thien, Hamlet 3 WU
Ms. Ly Thi Sam, Suoi Doi Hamlet WU
Ms. Nguyen Thi Tam, Suoi Dinh Hamlet WU
Ms. Le Thi Xuan, Ap Cau 2 Hamlet WU

Dong Nai WU

Ms. Dao Nguyen, President
Ms. Le Ngoc Suong, Vice-President
Ms. Vuong Thi Quyen, Member of Executive Board
Ms. Le Thi Huong, Member of Executive Board
Ms. Nguyen Thi Thanh Hoa, Officer
Thong Nhat District WU
Ms. Nguyen Thi Sa, President
Ms. Cao Kim Uyen, President Binh Minh Commune WU
Ms. Thieu Thi Loan, Vice-president Bien Hoa City WU
Ms. Cao Thi Thuan, President, Quang Vinh Commune WU

Farmer's Union

Mr. Le Van Nhan, Vice-President

Ms. Hoang Thi Tuyet, Vice-President

Mr. Tran Phu Mac, Head of the International Relations Department

Ms. Vu Le Y Voan, Officer, Project Secretary

Mr. Nguyen Manh Hung, Officer of the International Relations Department

Research Centre for Female Labour

Ms. Nguyen Thi Thanh, Director

Ms. Nguyen Bich Thuy, Officer

Centre for Family and Women's Studies

Ms. Le Thi, Director

Donors

UNFPA

Ms. Mette Davidsen, Junior Program Officer (JPO)

Ms. Ritu Shott, Resident Advisor (Reproductive Health)

Ms. Do Thi Minh Chau, National Program Officer

SIDA

Ms. Christine Johansson, First Secretary, Development Cooperation

Ms. Hoang Dieu Hang, National Program Officer

List of people contacted by phone

UNICEF

Ms. Samanthan Hung, Assistant Project Officer (Education)

Netherland Embassy

Ms. Nguyen Nu Hoai Van, Program Officer (Gender and Development)

CIDA

Ms. Barbara Hoffman, Gender Consultant

Ms. Vu Thi Yen, Program Officer

OXFAM-QUEBEC

Ms. Lisa Fancott, Project Field Director (Support to Women Economic Activities – Phase 2)

AusAid

Mr. Nguyen Phuong Nam, Program Officer

Appendix E: List of references

- Carlsson J., Cars T., Häggqvist E., Dinh T. T., *Reforming the Legal Sector in Vietnam, An Assessment of SIDA's Support to the Ministry of Justice, Final Report*, 31 July 1999
- Embassy of Sweden, Development Cooperation Office, Hanoi. *Decision and Internal Memo*, 24 April 1994
- Embassy of Sweden, Development Cooperation Office, Hanoi. *Internal memo*, 30 March 1995
- Eriksson R., *Request for Women Direct Support Program Vietnam 1993/1994*, Development Cooperation Office, Embassy of Sweden, 19 Jul. 1993
- Hedlund, Inga-Lill, *Project: Institutional and Human Resource Development Project for Vietnam Women's Union, 1997–1999, Final Report*, KF Project Center, 14 Jul. 2000
- Hjort H., *Final Report, Institutional and Human Resource Development Project for Vietnam Women's Union*, March 1998
- Hjort H., *Final Report, Institutional and Human Resource Development Project for Vietnam Women's Union*, March 1998 (Cont.)
- Interconsult Sweden AB, *Evaluation of SIDA Direct Support to the Vietnam Women's Union 1987–1993, Final Report*, August 1994
- Leatherlade, J., Nhuan, Tien Cao, Sahlin A., *PAG Report No.1*, CPLAR-Vietnam, November 1998
- Lundell P., *Extension of specific Agreement between the Embassy of Sweden and the Vietnam Women's Union on Support to Women's Activities*, Development Cooperation Office, Embassy of Sweden, 4 December 1998
- Peck L., *Evaluating Gender Equality - Policy and Practice, An Assessment of SIDA's Evaluations in 1997–1998*, SIDA's Department for Evaluation and Internal Audit, 1998
- Pham Thi Hue, *Bibliography on Women and Gender in Vietnam 1993–1999*, Center for Family and Women Studies, Nov. 1999–Jan.2000
- SIDA and Vietnam Women's Union, *Agreed Minutes from the Annual Meeting between Vietnam Women's Union and SIDA, Sweden Direct Support Programme*, 10 May 1999
- SIDA and Vietnam Women's Union, *Specific Agreement Between Swedish International Development Cooperation Agency and the Vietnam Women's Union on Support to Women's Activities*, 1 November 1996–31 December 1998
- SIDA and Vietnam Women's Union, *Specific Agreement on Support to Women of Vietnam, 1 Jul. 1993–31 December 1994*
- SIDA, *Action programme for Promoting Equality Between Women and men in Partner Countries, Policy*, 1 April 1997
- SIDA, Department of Asia, *Decision No. REMA 113/96*, 28 August 1996
- SIDA, UTV, *SIDA Studies in evaluation 98/3: Evaluating Gender Equality – Policy and Practice*, 1 Jan. 2000

Vietnam Women's Union, Annual Report 1998, May 1999 (in English)

Vietnam Women's Union, *Annual Report on the Projects Supported by SIDA*, 1998–1999

Vietnam Women's Union, *General Report on SIDA Direct Support to the Vietnamese Women (Through Vietnam Women's Union)*, 1993

Vietnam Women's Union, Project Management Department, List of Donors to Provincial Women's Unions through Central Vietnam Women's Union (1992–1997), 1997 (in Vietnamese)

Vietnam Women's Union, Project Management Department, *List of International Projects/Programs under Implementation in Provinces (Basing on 1999's reports from 56 Vietnam's City/Provincial Women's Unions)*, 23 November 1999 (in Vietnamese)

Vietnam Women's Union, Project Management Department, *List of International Projects/Programs under Implementation in Provinces (Basing on 1998's reports from 56 Vietnam's City/Provincial Women's Unions)*, 20 January 1999 (in Vietnamese)

Vietnam Women's Union, Project Management Department, *Report on Projects and Programs Undertaken by Vietnam Women's Union Departments in 1999*, 20 December 1999 (in Vietnamese)

Vietnam Women's Union, *Proposal of Vietnam Women's Union for the SIDA support in the fiscal year of 1995*, March 1995

Vietnam Women's Union, *Report on SIDA-supported Projects in 1999*, 18 Dec. 1999

Vietnam Women's Union, *Report on the Fiscal Year 1995*, 5 January 1996

Vietnam Women's Union, *Report on the Implementation of the Project "Institutional and Human Resource Development" by Vietnam Women's Union (Draft)*, November 1999

Vietnam Women's Union, *Report on the Institutional and Human Resource Development Implementation*, May 1999 (in Vietnamese)

Vietnam-Sweden, Cooperation Programme on Land Administration Reform, *Evaluation of Training Models*

Wadstein S., Kirkegard A., *Att Integrera Jämställdhet i Sidas uppföljning och utvärderingar*, SIDA, Juni 1999 (in Swedish)

Appendix F: Projects supported by Sida through Vietnam Women's Union 1996–1999

Note: VWU Vietnam Women's Union / PWU Provincial Women's Union

No.	Timing	Title	Location	Implementing Agency	Donor	Budget	Objectives
1.	Feb.–Nov. 1999	Organization and Human Resources Development for Vietnam Women's Union	Hanoi, Hai Duong, Bac Ninh Long An, Dong Nai	Vietnam Women's Union	SIDA SEK	1,803,029	– To increase Vietnam Women's Union efficiency at all levels
2.	1998–1999	Conference of Exemplary Women in Hunger Elimination and Poverty Alleviation	Ha Noi	VWU/ International Cooperation Department	Swedish International Development Agency (SIDA) SWIF OXFAM/ -America UNICEF -Office of UN resident coordinator -Danish Embassy	USD 7,000 7,000 10,423 3,000 5,000 5,000	– To evaluate and fully acknowledge the contribution and effectiveness of women and Women's Unions' activities in hunger elimination and poverty alleviation for the past years. – To praise, award and encourage the individuals and units that have gained many achievements in hunger elimination and poverty alleviation; – To draw experience for the VWU's guidance and implementation; to demonstrate and multiply the successful models as a means to promote women and Women's Union's effective participation in hunger elimination and poverty alleviation.
3.	1998–1999	Publishing Project of Two Books on the "Risk of Addiction" and "Eating Habit and Women's and Children's Health"	Hanoi	VWU/ Women's Publishing House	SIDA	USD 11,700	– To produce and disseminate information to women to improve their knowledge
4.	1998–1999	Improvement of Women's Economic Rights	Soc Trang; Binh Dinh provinces	3 PWUs	SIDA	USD 19,000 USD 17,000 USD 17,000	– To create favourable conditions for women to access the labor market in order to increase their household economy
5.	1998–1999	Project on Writing and Publishing a Book Titled: "Vietnamese Women in the 90s"	Hanoi	VWU/ International Cooperation Department	SIDA	USD 11,000	To produce and disseminate information to women to improve their knowledge
6.	1998	Evaluation of Credit and Saving Model		VWU/ Family & Welfare Department	SIDA	USD 9,000 -	
7.	1998 4 Training	Course of Logical Approach for Development Projects	Hanoi; Hue; Ho Chi Minh city	VWU/ International Cooperation Dept.; & Project Management Dept.	SIDA	USD 17,000	– To increase the management and working capacity of women

8.	1998	Project on Assistance of Disseminating Materials on International Convention and Law Concerning Women's and Children's Rights	Hanoi	VWU/International Cooperation Department	SIDA	USD 11,000	– To produce and disseminate information to women to improve their knowledge
9.	1998	Training Course on Economic Rights of Women	Hanoi	VWU/ Family & Welfare Department	SIDA	USD 9,500	–
10.	1998	Project on Publishing Two Special Issues of Women Weekly Newspaper in Occasion of 3rd. Anniversary of Beijing Conference	Hanoi	VWU/ Women Weekly Newspaper	SIDA	USD 6,000	To produce and disseminate information to women to improve their knowledge
11.	1997–1999	Projects of Gender Training Courses. Among Them, 16 Projects are Training Courses on Gender only and 54 Projects are the Course on Training of Gender and other Knowledge.	44 provinces throughout Vietnam	PWUs , Youth's Union, Chamber of Training and Education, People's Council, Committee of Care and Protection for Children, teachers, Army, Road mending industry, researchers, CEPEW, GENDCEN, RaFH, Association of Animal Husbandry of VN, Centre for vocational training, Farmer's Union, individuals.	SIDA	USD 181,998	– Improve gender and other knowledge among poor people, ethnic and minority groups living in remote and mountainous areas.
12.	1997–1999	Projects of Opening Contests on Gender Topic	Krongpak-DakLak (finished) and Hue.	PWU , Youth's Union.	SIDA	USD 3,900	– Improve gender and other knowledge among poor people, ethnic and minority groups living in remote and mountainous areas.
13.	1997–1999	Projects of Setting up Bookcases for People at Commune and District Level	Hoa Binh; Thanh Hoa; Tuyen Quang;; An Giang; Ha Tinh; Bac Giang; Nghe An; Ha Nam; Lao Cai; Phu Tho; Ha Tay	Women's Unions , People's Council, Teachers, Farmers' Union, individuals.	SIDA	USD 25,800	To improve and encourage poor people, ethnic and minority groups living in remote and mountainous areas access to information.
14.	1997	Support to Vocational Training Center in Quang Nam Province	Quang Nam province	VWU/ International Cooperation Department	SIDA	USD 14,500-	To create favourable conditions for women to access the labor market.
	15.	1997 Support to Vocational Training Center in Nam Dinh Provinces	Nam Dinh province	VWU/ Family and Welfare Department	SIDA	USD 28,000	– To create favourable conditions for women to access the labor market
16.	1997	Workshop on Evaluation of Two Years after Beijing Conference	Hanoi	VWU	SIDA	USD 10,300	–

17.	1996	Two Training Course on Skill of Community Development and Management	Hanoi; Da Nang	VWU/International Cooperation Department	SIDA	USD 8,634	– To increase the management and working capacity of women
18.	1996	Four Training Courses on Skill of Community Development	Ha Tay; Ha Bac; Da Nang; Quang Ngai provinces	4 PWUs	SIDA	USD 3,692	– To increase the management and working capacity of women
19.	1996	Two Training Courses on Development of Small Enterprises	Nam Ha; Hai Hung province	2 PWUs	SIDA	USD 1,746	– To increase the management and working capacity of women
20.	1996	Training Course on Planning and Experience Exchange	Hanoi	VWU/International Cooperation Department	SIDA	USD 4,722	– To increase the management and working capacity of women
21.	1996	Support for Producing a Booklet on Child Girls (Follow up Activities of Beijing Conference)	Hanoi	VWU/ Women Publishing House	SIDA	USD 20,000	

Appendix G: Projects supported by other international donors through the vietnam women's union 1996–1999

Note: VWU Vietnam Women's Union / PWU Provincial Women's Union

No.	Timing	Title	Location	Implementing Agency	Donor	Budget
1.	Feb.-Mar. 2000	Social Project for Female Ex-Paramilitary Members - Ha Nam Province	Ha Nam	Ha Nam PWU	SWIF	USD 14,920
2.	Jan.–Dec, 2000	Project Proposal: Combatting Domestic Violence Against Women in Vietnam	Hanoi; Thai Binh; Lang Son; Ho Chi Minh City; Hue; An Giang	VWU	UNIFEM	USD 50,000
3.	2000	Gender focused interventions to address the challenges of the HIV/AIDS epidemic	Nationwide	VWU	UNIFEM	USD 374,000
4.	1999-2002	Song Giang Credit and Savings project	Song Giang Comm., Gia Bao Dist.	VWU	CAMA	USD 16,000
5.	Oct. 1999-May. 2000	Survey of the Situation of Women and Implementation of the Plan of Action for the Advancement of Women	Soc Trang Province	Soc Trang PWU	SWIF	US\$ 9000
6.	Oct. 1999-May. 2000	Survey and Implementation of the Plan of Action for the Advancement of Women.	Quang Tri Province	Quang Tri PWU	SWIF	USD 9,000
7.	Jul. 1999-Jun. 2000	Strengthening Thai Binh Women's Union Capacity on Reproductive Health/ RA010901-06	Vietnam	Thai Binh PWU	The Netherlands Embassy in Ha Noi	USD 45,532
8.	Jul. 1999 - Jun. 2000	Strengthening Capacity of VWU's Staff at District and Commune Level in 11 Provinces /RA010901-04	Bac Ninh, Hung Yen, Thai Nguyen, Hoa Binh, Lao Cai, Quang Tri, Phu Yen, Quang Ngai, Gia Lai, Binh Dinh, Quang Nam Provinces	VWU/Dept. Of Personnel and Organisation	The Netherlands Embassy in Ha Noi	USD 54,595
9.	Mar. 1999-Mar. 2001	Entrepreneurship development programme for women in rural areas. VIE/98/005	6 Provinces of Central Vietnam	Da Nang PWU	UNIDO UNDP	USD 500,000
10.	Jan. 1999-Jan. 2000	Anti-trafficking Information Campaign	Nationwide	VWU (through IOM and co-financing with JICA)	The Danish Embassy	USD 350,000
11.	1999-2000	Cow Raising Project in Nghe An Province	Nghe An Province	My Son CWU	Canada Fund	USD 11,000 5,364
12.	1999-2000	Restoration of a traditional fish processing technology	Nghe An Province	Nghi Xuan DWU, Cuong Gian CWU	Canada Fund	USD 6,289 1,000
13.	1999-2000	Support to Poor Women in Ben Tre Province	Ben Tre Province	Ben Tre PWU	Canada Fund	USD 3,246,27
14.	1999-2000	Vocational Training for Poor Women in Can Tho	Can Tho Province	Can Tho PWU	Canada Fund	USD 6,936
15.	1999-2000	Development Project Cycle Training for Provincial and District Women's Union's Staff	Ha Noi, Da Nang Provinces and Ho Chi Minh city	VWU, Project Management Dept.	SWIF	USD 18,350

16.	Mar.-Dec. 1999	Revision and Implementation of the Plans of Action	Cao Bang, Quang Ninh, Quang Tri, Soc Trang	Quang Tri PWU Cao Bang PWU Soc Trang PWU	SWIF	USD 27,995
17.	Oct.-Dec. 1999	Conference of exemplary women in hunger elimination and hunger alleviation	Hanoi	VWU (co-financing with other donors)	The Danish Embassy	USD 4,700
18.	1999	Survey and Solutions for Young Women's Unemployment	Quang Ninh Province	Quang Ninh PWU	SWIF	USD 4220
19.	1999	Survey of the Situation of Women and Revision of the Plan of Action for the Advancement of Women.	Cao Bang Province	Cao Bang PWU, and CFAW	SWIF	US\$ 5,774
20.	1998-2002	Credit and Saving	Thanh Hoa; Nghe An	VWU	CRS	USD 326,234
21.	1998-2002	Credit and Saving	Quan Ninh; Ho Chi Minh City	VWU	RAP	12,648,000,000 (VND)
22.	1998-2001	Giang Son Credit and Savings project	Giang Son Comm., Gia Bao District	VWU	CAMA	USD 17,000
23.	1998-2000	Credit and Saving Project	Bac Ninh Province	VWU	CAMA Services/ America	361,000,000 (VND)
24.	1998-2000	Promoting Gender Equality and Male; Responsibility in Reproductive Health: Project VIE/97/11	Hanoi; Hai Phong; Thanh Hoa; Quang Binh; Quang Tri; Binh Dinh; HCM City; Can Tho; Kien Giang Provinces	VWU, Peasant Union	UNFPA; The Government of Vietnam	UNFPA contribution: USD 993,314 ; Government Contribution: 5 billion VND
25.	1998-2000	"Clean Water and Environment" Project	3 Provinces: Bac Giang; Quang Tri; Khanh Hoa 6 Cities: Nha Trang; Phan Thiet; Pleiku; Long Xuyen; Thanh Hoa; Thai Nguyen	VWU- Propaganda Dept.	UNICEF; Ministry of Construction	562,702,000 (VND)
26.	1998-2000	Ethnic Minorities and Sustainable Development	Yen Bai Province	VWU	ILO	USD 244,880
27.	1998-2000	"Integration of Health Communication and Food Security" Project	3 communes of Duy Hop District, Nghe An Province	VWU- Propaganda Dept.	Summit Foundation	USD 45,000
28.	1998 up to now	Improvement of Women's Knowledge	Quang Binh	VWU	PPS	18,500,000 (VND)
29.	1998 up to now	Clean Water from Well and Sanitation	Quang Binh	VWU	APS/Italy	77,000,000 (VND)
30.	Dec. 1998- Sep. 1999	Establishment of Legal Counselling Office at Vietnam Women's Union/RA009801-09	Vietnam	VWU-Dept. Of Family Life	The Netherlands Embassy in Ha Noi	USD 18,910
31.	Nov. 1998- May 1999	Improvement of Literacy and Leadership Skill for Women's Union Leaders	Lai Chau	Lai Chau VWU	SWIF	USD 10,290
32.	Aug. 1998- Dec. 1999	Strengthening Capacity for Monitoring and Policy Response on Child Labour in Vietnam/RA009801-05	Vietnam	VWU, ILSSA, Youth Union	The Netherlands Embassy in Ha Noi	USD 55,776
33.	1998-1999	Income Generation Project for Women in Especially Difficult Circumstance	Ha Nam Province	Ha Nam PWU	Canada Fund	USD 9,180

34.	1998-1999	Support to Women Flood Victims in Quang Ngai Province	Mo Duc District, Quang Ngai Province	Quang Ngai PWU	Canada Fund	USD 11,321
35.	1998-1999	Support to Poor Women in Ben Tre Province	Ben Tre Province	Ben Tre PWU	Canada Fund	USD 14,923 USD 3,246
36.	1998	Training for Women in Raising Seafood	Nam Dinh; Vinh Phu	VWU-Propaganda Dept.	BILANCE (The Netherlands)	USD 7,900
37.	1998	General Development at Village Level	Yen Bai	VWU	AFAP	141,486,000 (VND)
38.	1998	Training of Female Consultants on Formulation and Management of Enterprises		VWU-General Dept.	Friedrich Naumann (Germany)	USD 34,528
39.	1998	Three Training Courses on Counselling Skill on HIV/AIDS	North; Central; and South of Vietnam	VWU-Family & Welfare Dept.	IWHC (America)	USD 9,000
40.	1998	Clean Water and Sanitation	Bac Ninh	VWU	Camasari/America	26,500,000 (VND)
41.	1997-2000	Credit and Development of Small enterprises for Poor Women in Nghe An province	Nghe An	VWU-Family & Welfare Dept.	IWDA	220,392 (Aus. \$)
42.	1997-2000	Credit and Saving	Vinh Phuc	VWU	MCC	187,000,000 (VND)
43.	1997-2000	Training on Nutrition, Environment and VAC	Lao Cai; Ha Giang; Tuyen Quang; Nghe An; Ha Tinh; Quang Binh; Gia Lai; Dac Lac; Kon Tum; Lam Dong Provinces	VWU-Propaganda Dept.	Women of Labor Party, New Zealand	USD 38,000
44.	1997-2000	Training on Health, Environment and Community	6 Cities: Thai Nguyen; Nha Trang; Phan Thiet; Gia Lai; Long Xuyen; Thanh Hoa	VWU-Propaganda Dept.	ADB	200,000,000 (VND)
45.	1997-2000	Credit-Saving and Strengthening Institutional Capacity of WU	57 Communes of 57 Districts of 7 Provinces: Ha Nam; Vinh Phuc; Nam Dinh; Kon Tum; Tien Giang; Phu Tho; Hue	VWU	Belgium Government	USD 1,850,000
46.	1997-now	Project of Small Enterprises	Hai Phong; Thanh Hoa	VWU	World Vision	989,000,000 (VND)
47.	1997-now	Income Generation for Poor Women	Quang Binh	VWU	GOAL	102,000,000 (VND)
48.	1997-1999	Support for Poor Women in Capital for Production Development	Vinh Phu	VWU	Vietnam-France	312,000,000 (VND)
49.	1997-1999	Women's Health, Community Development for Protection Watershed of Gianh River	Quang Binh Province	VWU-Propaganda Dept.	Marc Athur Fund; PDI	USD 32,000
50.	1997-1999	Capital Assistance for Poor Muong Minority Women in Tan Ninh Commune in Animal Husbandry and Development of Household Economy	Tan Ninh Commune, Hoa Binh Province	VWU-Ethnic Minority and Religious Dept.	North-South Cooperation (Belgium)	USD 5,000 USD 7,000
51.	1997-1999	Integrated Agriculture and Reforestation Project for H'Mong Women	Sa Pa District, Lao Cai Province	Sa Pa DWU	Canada Fund	USD 10,295 2,707
52.	1997-1998	Capital Loans for Household Economic Development	Tuyen Quang	VWU	JVC (Italy)	289,843,000 (VND)

53.	1997-1998	Improvement of Life of Ethnic Catholic Women	Tuyen Quang	VWU	CEL	252,591,400 (VND)
54.	1997-1998	Return and Reintegration Project	Lang Son	VWU	IOM	733,000,000 (VND)
55.	1997-1998	Job Creation and Income Generation for Poor Women	Hoa Binh	VWU	Finland	90,000,00 (VND)
56.	1997-1998	Vocational Training for Disadvantaged Girls	Vocational Training Center for Women of Ha Nam PWU	Ha Nam PWU	Canada Fund	USD 8,350 USD 4,470
57.	1997-1998	Support for Vocational Training Center in Tuyen Quang Province	Tuyen Quang	VWU	The Japanese Embassy in Hanoi	270,287,000 (VND)
58.	Mar. 1997	Publication of Reference Book: Women and Doi Moi in Vietnam	Hanoi	VWU- Women and Labor Dept., Center for Family and Women's Studies	SWIF	USD 5,800
59.	1997	Return and Reintegration Project	Binh Thuan; HCMC; Dong Thap; An Giang; Tien Giang; Tra Vinh; Can Tho; Kien Giang	VWU	Consortium	USD 115,200 13,852,000,000 (VND)
60.	1996-now	"Water Filter Machine" Project	Ha Tay; Hue	VWU-Propaganda Dept.	North-South Cooperation; Belgium	USD 170,000
61.	1996-now	Credit and Saving	Ha Tinh	VWU	Oxfam Belgium	467,000,000 (VND)
62.	1996-now	Capital Management for Medium and Small Enterprises in Vietnam	Ha Tay	VWU	ACCT	200,000,000 (VND)
63.	1996-1999	Credit and Saving and Income Generation	Cao Bang; Quang Binh	VWU	ICCO/The Netherlands	540,000,000 (VND)
64.	Nov. 1996-Oct. 1997	Community Based Vocational Training/VN010301	Vinh Linh District, Quang Tri Province	Vinh Linh DWU, SNV, Vinh Linh Vocational Training Center	The Netherlands Embassy in Hanoi	USD 246,200
65.	Jul. 1996-Jun. 1997	Strengthening Economic Autonomy of Poor And Ethnic Women Through Diversification of Agricultural Activities (Pilot Project)/ RA 006501-17-VN.	Thanh Tri District, Soc Trang Province	Soc Trang PWU	The Netherlands Embassy in Hanoi	USD 18,806
66.	Jun./Jul.-Dec. 1996/Jan. 1997 in the North and the South respectively	Improvement of English Language Capability of The Vietnam Women's Union (VWU) Staff/RA 006501-10-VN.	Hanoi, HCMC	VWU	The Netherlands Embassy in Hanoi	USD 11,557
67.	1996-1997	Credit for Poor Women to Increase Household Income	Nam Ha Province	Nam Ha PWU	Canada Fund	USD 10,000
68.	1996-1997	Credit for Poor Women of Hoa Binh Province to Develop Their Household Economy	Hoa Binh Province	Hoa Binh PWU	Canada Fund	USD 10,000
69.	1996-1997	Women's Income Generating Projects in Three Communes in Nghe An Province	Quynh Luu District, Nghe An Province	Quynh Luu DWU	Canada Fund	USD 17,646 USD 1,200
70.	1996-1997	Assisting Ethnic Women in Dien Bien district, Lai Chau province	Lai Chau Province	Dien Bien DWU Phieng Loi CWU	Canada Fund	3,654 11,345

71.	1996-1997	Equipment for Vocational Training Center of Ben Tre Women's Union	Ben Tre Province	Ben Tre PWU	Canada Fund	USD 15,600
72.	Sept. 1996	Gender Training for committee for Advancement of Women of Ho Chi Minh City	Ho Chi Minh City	Ho Chi Minh City WU	SWIF	USD 7, 581
73.	Aug.-Oct. 1996	Training of Women Union's Leaders at Commune Level in Leadership Skills/RA 006501-18-VN.	Thai Binh Province	Thai Binh PWU	The Netherlands Embassy in Hanoi	USD 19,307
74.	Mar.-Sept. 1996	Increase of Women's Access to Decision Making Positions/RA 006501-08-VN.	Hanoi, Hai Phong, HCMC, 4 Ministries, 3 Personnel Departments	VWU-Research Dept.	The Netherlands Embassy in Hanoi	USD 7,152
75.	Jan.-May 1996	Training Rural Women Workers/RA 006501-01-VN	5 coastal Northern Provinces	VWU, WFP, CFWS	The Netherlands Embassy in Hanoi	USD 13,554
76.	1995-now	Battery of Sun Power	Tra Vinh; Hoa Binh; Tien Giang	VWU-Propaganda Dept.	SELF/SELCO; Rockefeller Brother	712,000,000 60,000,000 150,000,000 (VND)
77.	1995-1999	Health Care: Phase 2: Capital Loans	Ha Tay; Hoa Binh Provinces	VWU- Family & Welfare Dept.	Goodland of Swaziland	325,805,000 (VND)
78.	1995-1998	VAC Project	Son La	VWU	Care Australia	254,000,000 (VND)
79.	1995-1998	Tan Hung Credit and Savings project	Tan Hung Comm., Hai Phong	VWU	CAMA	USD 20,000
80.	1995-1996	Extension of Biogas Digested Technology by Binh Dien Women's Union to 15 communes of Huong Tra district, Thua Thien Hue province	Huong Tra District, Thua Thien Hue Province	Binh Dien CWU	Canada Fund	USD 6,555
81.	1995-1996	Youth Write about Reproductive Health		VWU-Gender Education Group	Canada Fund	USD 15,000 USD 6,962
82.	1995-1996	Support for Vietnamese Women to Attend the NGO Forum on Women in Beijing	Beijing	VWU	Canada Fund	USD 10,500

Appendix H: To my beloved

(father, husband, boyfriend, brother)

I HAVE WATCHED TV FOR THE LAST FEW DAYS
IT IS MARCH 8, AND I CANNOT GET OUT OF MY MIND THE THOUGHT
SO CARING AND LOVELY ARE THEIR BELOVED
SHOWERING THEM WITH FLOWERS, GIFTS, AND SWEET WORDS

I HAVE LISTENED TO NEWS FOR THE LAST FEW DAYS
THINKING ABOUT MYSELF, WONDERING HOPELESSLY
MY HUSBAND, WHERE IS HE NOW, HAPPY AND MERRY?
LEAVING ME ALONE, SO TORN AND HURT

SINCE I BECAME YOUR WIFE
EDUCATED BY MY MOTHER AND FATHER
I HAVE BEEN DEVOTED TO YOU AND I LOVED YOU WITH ALL MY HEART
“LOVE AND ONE DAY YOU WILL BE LOVED”, I REMEMBER THAT

ANOTHER YEAR OF TEN YEARS OF MARRIAGE IS PASSING BY
FOR YOU I HAVE SACRIFICED MY LIFE AND MYSELF
DESPERATELY HOPING IN RETURN FOR SOME SIGNS OF LOVE
JUST ONE KISS, OR JUST ONE ROSE

IS IT TOO DEMANDING, MY BELOVED?
IS IT TOO MUCH I EXPECT FROM YOU?
YOU NEED NOT JUMP INTO THE FIRE
SWIM ACROSS THE SEA, OR CLIMB THE MOUNTAINS TO EARN MY HEART

HERE I AM WRITING TO YOU AGAIN
DINNER I HAVE PREPARED FOR YOU, NOW IN VAIN
OUR CHILDREN HAVE FALLEN ASLEEP
ALL BY MYSELF, WHAT AN EMPTY NIGHT IT IS.

8 MARCH, 1997

CAO KIM UYEN
WOMEN'S UNION PRESIDENT
BINH MINH COMMUNE, THONG NHAT DISTRICT, DONG NAI

Note from the Evaluation Team: Lovely, eloquent, daring, articulate and persuasive, Ms Cao Kim Uyen is considered one of the most promising young Women's Union Presidents at commune level and may represent the kind of future leaders needed within the organisation. She is one of the most impressive leaders that the Team met during the field visit in the South. She informed the Team that after taking part in the HRD training course in August 1999, her planning, communication and presentation skills had improved tremendously. She was previously short tempered and critical of others but now finds herself exercising control and listening, which has improved her

work with her members and colleagues. She had imparted the newly acquired knowledge and skills to other staff in her commune. She values the course materials so much that she carries them with her everywhere she goes in case she may need to refer to them or in case they are stolen! Her poem above was first read during a Women's Union meeting in Binh Dinh commune and brought tears to the many listeners attending the meeting. Since then, she informed the Team, many men in her commune buy flowers for their wives on 8 March. She used a simple poem to communicate this message that had such an impact on the men in her community.

Recent Sida Evaluations

- 00/2 Reaching out to Children in Poverty. The integrated child development services in Tamil Nadu, India. Ted Greiner, Lillemor Andersson- Brolin, Madhavi Mittal, Amrita Puri
Department for Democracy and Social Development
- 00/3 PROMESHA. Evaluación del Programa de Capacitación para el Mejoramiento Socio Habitacional. Ronaldo Ramírez, Patrick Wakely
Department for Infrastructure and Economic Cooperation
- 00/4 Land Management Programme in Tanzania. Kjell J Havnevik, Magdalena Rwegangira, Anders Tivell
Department for Natural Resources and the Environment
- 00/5 The National Environment Management Council in Tanzania. Grant Milne
Department for Africa
- 00/6 The African Books Collective. Cecilia Magnusson Ljungman, Tejeshwar Singh
Department for Democracy and Social Development
- 00/7 Twinning Cooperation between Riga Water Company and Stockholm Water Company. Martti Lariola, Sven Öhlund, Bengt Håkansson, Indulis Emsis
Department for Eastern and Central Europe
- 00/8 Cambodia Area Rehabilitation and Regeneration Project. Hugh Evans, Lars Birgegaard, Peter Cox, Lim Siv Hong
Department for Natural Resources and the Environment
- 00/9 Lao National Drug Policy Programme. Margaretha Helling-Both, Göran Andersson
Department for Democracy and Social Development
- 00/10 Sida Support to the Asian Institute of Technology. Summary report. Jan Rudengren, Inga-Lill Andréhn, Guy Bradley, Richard Friend, Dan Vadrjal
Department for Natural Resources and the Environment
- 00/11 Butajira Rural Health Project. An evaluation of a demographic surveillance site. Stephen Tollman
Department for Research Cooperation, SAREC
- 00/12 Nordpraktik – New Managers for Russia. Lennart Peck, Björn Ternström
Department for Eastern and Central Europe
- 00/13 Environmental Projects in Morocco. Jean Pierre Bramslev, Gunilla Göransson, Bo Andréansson
Department for Infrastructure and Economic Cooperation
- 00/14 Government Accounting and Interim Budget Development Projects in Tanzania. Guy Andersson, Suzanne Flynn, Philip Harding, Stewart Maugham. Department for Democracy and Social Development
- 00/15 Twinning Cooperation between Swedish and Bosnian Municipalities. Börje Wlallberg
Department for Eastern and Central Europe

Sida Evaluations may be ordered from:

Infocenter, Sida
S-105 25 Stockholm
Phone: +46 (0)8 795 23 44
Fax: +46 (0)8 760 58 95
info@sida.se

A complete backlist of earlier evaluation reports may be ordered from:

Sida, UTV, S-105 25 Stockholm
Phone: +46 (0)8 698 5163
Fax: +46 (0)8 698 5610
Homepage: <http://www.sida.se>



SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

S-105 25 Stockholm, Sweden

Tel: +46 (0)8-698 50 00. Fax: +46 (0)8-20 88 64

Telegram: sida stockholm. Postgiro: 1 56 34-9

E-mail: info@sida.se. Homepage: <http://www.sida.se>