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This evaluation has been conducted according to ILO's evaluation policies and procedures. It has not been professionally edited, but has undergone quality control by the ILO Evaluation Office.

Independent Mid-term Evaluation

Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE) Draft Report

April 16th, 2018

Una Murray (PhD) & Ai-Phuong Ton-Nu

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Una Murray and Ai-Phuong Ton Nu

May 2018

List of Acroynms

BCPC	Bureau of Child Protection and Care of MOLISA (now DCA)
BWV	Better Work Vietnam
C138	ILO's Minimum Age Convention
C182	ILO's Worst Form of Child Labour Convention
CCT	Conditional Cash Transfer (programme in place in the Philippines)
CEC	Continuing Education Centres
CEFACOM	Research Centre for Family Health and Community Development
CMEP	Comprehensive Monitoring and Evaluation Plan
CPS	Child Protection System
CPTTP	Comprehensive and Progressive Agreement for Trans-Pacific Partnership
CTA	(International) Chief Technical Advisor
DBM	Direct Beneficiary Monitoring System
DBRM	Direct Beneficiary Reporting and Monitoring
DCA	Department of Children's Affairs (formally BCPC)
DEPOCEN	Development and Policies Research Centre, Contractor for KAP studies
DOET	Department of Education and Training
DOLISA	Department of Labour, Invalids and Social Affairs
DPO	Detailed project outline
DWCP	Decent Work Country Programme
ENHANCE	Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam
FAO	Food and Agriculture Organisation
FGD(s)	Focus Group Discussion(s)
FPRW	Fundamental Principles and Rights at Work Branch of ILO
GoV	Government of Viet Nam
GSO	General Statistics Office of Vietnam
HCMC	Ho Chi Minh City
IA	Implementation Agreement
ITCITC	(ILO) International Training Centre
IEC	Information Education and Communication
IFC	International Finance Organization
ILO	International Labour Organization
ILO CO-Hanoi	(ILO) Country Office- Hanoi
ILO HQ	(ILO) Head Quarter
ILO-IOE	(ILO) International Organisation of Employers
ILS	International Labour Standards
ILSSA	Institute of Labour Science and Social Affairs, Vietnam
IO	Immediate Objective
IOE	International Organisation of Employers
IOM	International Organization for Migration
IPEC	ILO's International Program on the Elimination of Child Labour part of FPRW
ISDS	Investor-state dispute settlement (mechanism)
KAB	Know about Business (training methodology)
KAP	Knowledge Attitudes and Practice (study)
KM	Kilometre (unit of measurement)
LEADCO	Leadco Legal Counsel, company/consultancy in Vietnam
M&E	Monitoring and Evaluation
MARD	Ministry of Agriculture and Rural Development
MDRI	Mekong Development Research Institute - Media Assessment Contractor

MI	Ministry of Inspectorate, Vietnam
MICS	Multiple Indicator Cluster Surveys undertaken by UNICEF
MIS	Management Information System
MOET	Ministry of Education and Training, Vietnam
MOLISA	Ministry of Labour, Invalids and Social Affairs, Vietnam
MOU	Memorandum of Understanding
MTE	Mid Term Evaluation
NCLS	National Child Labour Survey
NGO	Non-Governmental Organisation
NIRF	New Industrial Relations Framework Programme
NPA	National Plan of Action on the Prevention and Elimination of Child Labour
NPC	National Project Coordinator
OECD/DAC	Organization for Economic Cooperation and Development/Development Assistance Committee
OSH	Occupational Safety and Health
PMU	Project Management Unit
PSC	Project Steering Committee
RCEP	Regional Comprehensive Economic Partnership
ROAP	ILO Regional Office for Asia and the Pacific
RTCCD	Research and Training Centre for Community Development
SCREAM	Supporting Children's Rights through Education, the Arts and the Media (ILO training package)
SDG	Sustainable Development Goal
SDRC	Centre for Social Work & Community Development Research Consultancy, Vietnam
SEDP	Social Economic Development Plan
TICNA	Technical Institutional Capacity and Needs Assessment
ToC	Theory of Change
ToR	Term of Reference
ToT	Training of Trainers
TPP	Trans-Pacific Partnership
TPR	Technical Progress Report
TVPRA	Trafficking Victim Protection Reauthorization Act
UCL	Understanding child labour (training materials)
ULSA	University for Labour and Social Affairs (under MOLISA)
UN-ACT	UNDP's United Nations Action for Cooperation Against Trafficking in Persons
UNESCO	United Nations Educational Scientific and Cultural Organization
UNICEF	United Nations Children Fund
UNODC	UN Office on Drugs and Crime
USDOL	United States Department of Labour
VASEP	Vietnam Association of Seafood Exporters and Producers
VCA	Vietnam Cooperatives Alliance
VCCI	Vietnam Chamber of Commerce and Industry
VGCL	Vietnam General Confederation of Labour
VIETCRAFT	Vietnam Handicraft Exporters Association
VITAS	Vietnam Textiles and Apparel Association
VSS	Vietnamese Social Security
VTC	Vocational Training Centres
WDACL	World Day Against Child Labour
WEDGE	Women's Enterprise Development and Gender Equality
WFCL	Worst Form of Child Labour
ZTP	The Zero Tolerance Protocol (from Better Work Programme)

1. Executive Summary

Background and Context

Summary of the project purpose, logic and structure: There are an estimated 1.75 million children engaged in child labour in Vietnam. ENHANCE was designed to address identified factors which contribute to child labour in Vietnam and has three objectives: i) increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour; ii) awareness on child labour, associated hazards and legal prohibition raised among all levels of society; and iii) intervention models for preventing and withdrawing children from child labour in selected locations and sectors available. The United States Department of Labour (USDOL) is contributing US$8,000,000 to the project, and the Government of Vietnam (GoV) contributing US$1,200,000. A National Plan of Action (NPA) on the Prevention and Elimination of Child Labour (2016-2020) had been drafted during an earlier ILO-IPEC project. With inputs from ENHANCE, the NPA was approved during the ENHANCE project (June 2016), and interventions through ENHANCE project are supporting its' implementation.

The inherent assumption underlying the ENHANCE project is that to build a comprehensive and efficient multi-stakeholder response for the prevention and reduction of child labour in Vietnam, increased capacity of national institutions and stakeholders is required, awareness on child labour must be raised and intervention models for preventing and withdrawing children from child labour are known and tested. The sectors and geographical areas for ENHANCE were agreed by the Ministry of Labor, Invalids, and Social Affairs (MOLISA), the donor (U.S. Department of Labour USDOL) and the International Labour Organisation (ILO) namely; the garment sector of Ho Chi Minh City to develop an 'urban model' to prevent and reduce child labour; handcrafts, in Hanoi city province; and rural livelihoods, a focus in An Giang province. Twelve districts in three provinces have been pre-identified for direct interventions. The project has a target of at least 5,000 children engaged in child labour or at risk to have improved access to education; vocational training; and job oriented services. At least 2,000 households should have improved economic status.

At the national level, the project is providing technical assistance to enhance the national framework of laws and policies, as well as improved capacity to implement laws, policies and associated programmes. At three provincial levels, the focus is on increasing awareness of child labour, capacity development so direct intervention models to reduce and prevent child labour can take place.

Present Situation of the Project

Although ENHANCE was approved by the Prime Minister in December 2014, the project was only officially launched in October 2015. ENHANCE is set to be completed by December 31 2019. Many delays were experienced during the inception phase of the project, resulting in the project behind in implementation by about one year. As of March 2018, only 38 per cent of the budget is spent or committed, with 38 out of 60 months completed. Capacity building and awareness raising activities are on-going, but direct interventions have not yet started in earnest, although training on identifying beneficiaries in An Giang and Hanoi has begun with some beneficiaries identified and supported in An Giang. At present ENHANCE has nine staff: an International CTA; an M&E Officer, a Capacity Building Officer, an Awareness Raising

Officer; 2 Provincial Coordinators (located in Hanoi and Ho Chi Minh City); and 3 Administrative staff.

Purpose, Scope and Clients of the Evaluation

An independent mid-term evaluation (MTE) team consisting of an international and national evaluation expert worked between December 2017 and March 2018 with the aim of: promoting accountability of stakeholders; enhancing learning; and suggesting project improvements. The MTE focused on the relevance and strategic fit of interventions; validity of interventions design; intervention progress and effectiveness; efficiency of resource use; effectiveness of management arrangements; and likelihood of sustainability. The MTE also assessed gender dimensions and the promotion of international labour standards.

Methodology of Evaluation

The evaluation instrument outlined in the evaluator's Inception Report was used throughout the MTE. About 103 stakeholders (44 males and 59 female) were interviewed (MOLISA/DOLISA; MOET/DOET, VCCI; VGCL; collaborators; ENHANCE service providers; ENHANCE project team; consultants; donor) with visits and validation workshops in each of the three provinces. Multiple data sources were employed in order to triangulate data and verify accuracy. Limitations were that it was not possible to assess how direct interventions models have been implemented as these are only starting; the CMEP indicators had only been in place since mid-2017; and there was limited understanding on gender, making it difficult to assess how gender is being mainstreamed.

Main findings

ENHANCE is contributing to implementing policies on child labour in Vietnam, and is viewed by the Government of Vietnam (GoV) as significant for raising awareness on child labour, building capacities, with high expectations in the government of reducing child labour in certain value chains. The project is relevant and mirrors the GoV's NPA to address child labour, which has central, district, and local components.

Relevance and strategic fit: ENHANCE's project strategy and approach is consistent and pertinent to the current and long-term development needs of Vietnam. The interventions are aligned and fit with the strategy of ENHANCE partners. The ENHANCE is very well aligned with the Vietnam DWCP for 2017-2021, One UN Plan, and the Sustainable Development Goals, in particular Goal 8 with regard to decent work. The project design (objectives, outcomes, outputs and activities) and its underlining theory of change are valid in term of what needs to be done to address child labour in Vietnam. The process of developing the Comprehensive Monitoring and Evaluation Plan (CMEP) has ensured that the key activities that were originally planned through the ENHANCE project are mapping to results.

Validity of project design: The MTE found that the specific problem the project was designed to address still exists. The design does not need to be modified in the second half of the project, except for some minor adjustments. The MTE team found it constructive that the ENHANCE project was also able to build on the achievements of a previous ILO/IPEC project, capitalizing on the relationships established with key partners, and utilizing some of the training packages developed.

Intervention progress and effectiveness: ENHANCE has experienced many delays since the cooperative agreement for the project was signed in December 2014. For instance the 2017 annual work plan was only approved by MOLISA in August of that year. The definition of child labour; delays in receiving feedback comments from MOLISA so certain activities

could move ahead; and bureaucratic process including MOLISA's strong position with regard to who should implement some activities were elements contributing to the project delays.

Yet, ENHANCE is contributing significantly to discussions on how to define child labour in line with international labour standards with for example a legal review contributing to this process. A working definition of child labour for the project purpose is now agreed upon. It is expected that a statistical definition will be agreed upon soon so that preparations can start for the second national child labour survey. An on-going issue relates to discussions on child labour in the informal sector. It was noted during the MTE that the project's progress has accelerated since this working definition of child labour for the purposes of the project had been agreed; and following a retreat for ENHANCE stakeholders (which helped address some misunderstandings and differences in procedures) in March 2017.

Capacity building for sustainable solutions to child labour is at the core of ENHANCE's interventions. The MTE found that the progress of capacity building components progressed slower than planned. The aforementioned lack of an operational agreement on the definition of child labour proved to be an obstacle in finalising capacity building materials. There have however been many positively received capacity building activities including NPA training, exchanges, consultations, a study visit and discussions that have built capacity of key stakeholders in government and partner organisations. For example, MOLISA particularly appreciates technical support for the draft degree on sanctions for violations related to child labour, and ENHANCE support for the revision to Labour Code in 2019. Many viewed the sub-regional workshop in August 2017 with the sharing of experiences from Indonesia, Myanmar, and Philippines as particularly useful.

Regarding awareness raising activities, delays were also experienced. Baseline studies (KAP) that were to inform awareness raising activities and the updating of a training package (SCREAM), that seeks to change social attitudes were both delayed because of differences of opinion with regard to the scope and content amongst the Project Management Unit (PMU) in MOLISA and the contractors. On the other hand, two successful national workshops for the World Day Against Child Labour (WDACL) took place, with national stakeholders from government, social partners (VCCI, VCA and VGCL), NGO, UN agencies and the general public. For the WDACL, two video and television campaigns obtained quite broad national coverage. ENHANCE will have to quicken the pace considerably to achieve the outputs in the project time period left, disaggregating how a change in attitudes comes about for different groups in Vietnamese society (youth, rural populations, migrants, enterprise owners, parents and urban groups), and how knowledge is translated into action. For example, a key message from an ENHANCE funded media assessment was the human-interest stories are the best way to reach the broader public. ENHANCE regional coordinators can help to identify the most appropriate channels to reach migrants.

With regard to direct interventions, models to be put in place encompassing direct service provision to children at risk or engaged in child labour, including age appropriate education, vocational training, counselling and family livelihoods and economic supports have not yet started. Of the three provinces of project focus, direct interventions have only commenced in An Giang province. The MTE team noted an acknowledgement of the urgency to initiate and implement direct interventions amongst all interviewed. At the provincial level, child protection officers are working with 'collaborators' in the communities to identify children/families at risk or children already engaged in child labour. Some collaborators still find it difficult to distinguish and categorise children into the different groups. Although it is likely that the 5000 children and 2000 families will be reached, it is a worry that there will not be adequate time for direct intervention initiatives to make a lasting difference by the

end of 2019. All engaged in ENHANCE are fully aware of the need to expedite interventions at the provincial level, whilst also ensuring that sustainable interventions are put in place and the process is carefully documented.

The Know About Business curriculum (KAB) implemented by the Ministry of Education (MOET) has been well received, with some activities moving ahead because of their perceived quality and usefulness. For example, KAB materials are now uploaded on the MOET intranet for use nationally and they are encouraged in school year guidelines as an option; secondary schools near Hanoi are moving ahead themselves to implement the KAB curriculum.

Collaboration between ENHANCE and the other two USDOL funded projects in Vietnam (NIRF and SafeYouth@Work) is going well so far in the area of child labour and labour inspection, although it is still at an early stage. The trade union, VGCL has not been adequately involved yet, but plans are underway to raise awareness for workers via an ILO tool (SCREAM). VCCI (the Bureau for employers' activities) is keen to disseminate the planned updated code of conduct to help businesses address child labour. ENHANCE has a comprehensive monitoring and evaluation plan (CMEP). Although the 17 outcome and 32 output indicators, unit of measurement, data sources and responsibilities are clear, the CMEP indicators were planned when 36 months were left, but with subsequent delays there is less time now left to achieve direct intervention indicators.

Gender: Awareness raising materials covered images of both boys and girls, and baseline studies will include the gender differences. However the MTE found that ENHANCE and partners are not yet consistent in covering gender. More must be done to analyse how the different roles of boys and girls affect decisions to stay in school or livelihood options including vocational training. Implications of such differences and child labour risks should be included in planning.

Management: The management arrangements are unique with a Steering Committee comprised of the PMU, ILO and USDOL, rather than the typical ILO tripartite arrangements. VGCL, VCCI and VCA have less of a role in the Steering of the ENHANCE project than other ILO projects and have only been occasionally involved in project implementation so far. Implementation arrangements and coordination between the PMU and ILO were difficult in the first two and a half years due to differences in bureaucratic procedures and worries about child labour linkages to trade. For example, the PMU wished to review the budget by activity; so a compromise was reached to view the budget by outputs. For some project activities MOLISA felt only government agencies should be commissioned, despite the fact that project funds were never intended to go to the host country government, except in very limited circumstances. Applying the rules of all three agencies can be difficult, but for the most part, understandings on the rules and regulations of all organizations are now clear, even if negotiations to achieve such understanding took time. Following much discussion, and the previously mentioned retreat in March 2017, coordination between all involved is much better, with some flexibility in some administrative arrangements. The MTE team noted that some protocols and control issues may still need to be sorted, in order to continue to mutually respect different procedures and roles. Many stakeholders working on different components of ENHANCE would like to be more informed on what others are doing. This will be addressed when the project organizes provincial meetings once all beneficiaries are identified. Such meetings will share results from baseline assessments, assessments of educational opportunities and livelihood options so that remediation for children and families can be prioritized.

The quality of project management amongst the ENHANCE project team was found to be very good; with backup support from MOLISA very important even through there were considerable delays in providing such support. To a certain degree, many of these delays were understandable. Support from USDOL was also very much appreciated. For the most part, the ENHANCE team was seen as doing a good job, flexible, patient and supportive of new ideas.

Efficiency of resource use: The MTE found that resources have been allocated and used strategically to achieve the project objectives. It has been time consuming navigating the financial rules and regulations of three agencies (USDOL, ILO and GoV). There is a concern about the project being able to spend the remaining funds by December 2019.

Sustainability: The MTE team also found it very impressive that the GoV is so keen to address child labour through ENHANCE and it seems likely that the GoV and partners will continue to be committed to continuing work on child labour at the end of the project. Because the project is working closely through the GoV system and procedures, it has excellent conditions for sustainability, for example working through the existing child protection system, working with labour inspectors, and supporting legal revisions to the labour code. How sustainable the models implemented at local level will be is unknown, as they have not started.

Lessons learned and good practices: A lesson learned is that the use of social media can be extremely effective when the content, language, message and format are carefully planned around an event, in this case the World Day against Child Labour. An emerging good practice is how ENHANCE has been laying a foundation for a National Alliance 8.7 as part of an international coalition to accelerate engagement for the purpose of eradicating forced labour, human trafficking, modern slavery and all form of child labour, in line with the target in UN Sustainable Development Goal 8.

Conclusions

The ENHANCE project is important and relevant for Vietnam, is working well now, and is supporting and has contributed to national discussions on child labour and international labour standards. ENHANCE is about one year behind in implementation. The MTE felt that some delays are understandable, due to the sensitivity around child labour, but that all stakeholders interviewed are determined and committed to speed up project progress. The MTE also found that most obstacles to progress have been overcome. The project only requires minor modifications in design; but there is a concern about being able to spend the remaining budget by the end of 2019. Project management is appropriate, but a stronger emphasis is required on gender issues throughout.

Recommendations

1. For various reasons ENHANCE is at least one year behind. Once direct interventions are started in all provinces, they need to move at a steady and fast pace. In parallel all stakeholders should commit that they will endorse inputs (work plans, contractor's terms of references) and project outputs (study results, reports) much quicker. Encourage quick completion of all ENHANCE funded studies by contractors, and encourage target audiences to utilise reports and studies carefully to inform current and immediate child labour interventions. The MTE recommends that ENHANCE receive a non-cost extension.

2. Continue support towards an agreed statistical definition of child labour, so that work can start on the second National Child Labour Survey. More support for the hazardous work list is required.
3. Because many partners reported that they did not always understand what other partners are doing with regard to project activities, for better synergy, ENHANCE should improve in sharing information on what partners, implementing agencies and service providers are doing centrally and at provincial level.
4. Because direct interventions are only now commencing, coordination models are not fully worked out. A strong focus on strengthening networks with all stakeholders at provincial level is required so that the range of services for children are known, packaged, and options available for intervention widely shared and implemented. ENHANCE should also track how much it cost per province to set up models of direct intervention, including fixed and variable costs. Referencing the National Hotline for children is also recommended in the package of interventions shared.
5. Very little attention to gender was found during the MTE. ENHANCE should appoint a focal point who can help draw attention to how gender roles influence vocational training options, the consequences of the gender division of labour on child labour and the overall relevance of gender for implementing ENHANCE activities (and the NPA).
6. Migrant children were frequently raised as a concern during the MTE. Many fall under the radar in the formal education system. More attention, awareness and prioritisation of migrants are required amongst ENHANCE partners. Adjustments to the Direct Beneficiary Reporting and Monitoring (DBRM) form is required to ensure the particular circumstances of migrants can be documented so that activities can be planned and facilitated.
7. Children who are not able to attend high school are at higher risk of falling into child labour. Given that child labourers are concentrated in the 15-17 year age group in Vietnam, and in rural areas, more attention is required on agribusiness skills for those engaged in agriculture. More discussions with regard to vocational training courses on offer for boys and girls aged 14-17 years would be useful, including vocational services providers who specialise in agribusiness.
8. At present in Vietnam volunteers and collaborators working with children are not vetted. Vetting of volunteers should be placed on the agenda for discussion.
9. Many different types of trainings and capacity development were noted as having taken place under the project. ENHANCE could improve on systematically evaluating such capacity development, so all can learn from these processes and understand what works best for different groups of stakeholders.
10. Ensure there are no further delays with the Knowledge Attitudes and Practice (KAP) survey report, which is supposed to inform the awareness raising campaign. Ensure the recommendations from the media assessment are used in awareness raising activities for government agencies and the public on the negative consequences of child labour.
11. The approach adopted in the ENHANCE project is ensuring good ownership on the part of government. It is important to document the process and outline what a good practice in addressing child labour can look like in Vietnam.

2. Background and Project Description

2.1 Background

In 2012, Vietnam administered a National Child Labour Survey. With technical assistance from ILO, funded by USDOL, the General Statistics Office (GSO) collated and analysed the survey data. The Institute of Labour Science and Social Affairs (ILSSA) prepared the final report. This Survey reported that there are 1.75 million children engaged in child labour.

In the 2012 survey, the largest number of the 1.75 million children falls in the 15-17-age group (58 per cent) implying the need for provisions on hazardous work pertaining to adolescent labour. With regard to younger children, 27 per cent were found in the 12-14-age group and 15 per cent in the 5-11 age group. The majority resided in rural areas (85 per cent). Causes and factors contributing to child labour centre on poor socio-economic conditions, limited awareness of work appropriate for children, and limited capacities to systematically address and enforce laws.

A UNICEF/Ministry of Education and Training (MOET) 2016 report looked at the situation of out-of-school between the age of 5 and 14 years old, and the children attending primary and lower secondary school but at risk of dropping out. According to the report, demand-side economic barriers are associated with poverty, which restrict affordability of educational costs. Although the Constitution states that no tuition fees are charged at the primary level, families must pay for uniform, textbooks and school supplies, along with informal fees (school safety and infrastructure maintenance). School can be a financial burden to poorer Vietnamese families. Supply-side barriers concern infrastructure and resources, teachers, education management.

Vietnam has ratified the Convention on the Rights of the Child; ILO's Worst Form of Child Labour Convention No. 182 (C182); and the Minimum Age Convention No. 138 (C138)[1]. The Labour Code (2012) sets the minimum age for employment at 15 years, and the minimum age for beginning vocational training at 14 years.[2] The Labour Code sets the maximum number of hours of work that an adolescent may work at 8 hours per day and 40 hours per week. Section 1, Chapter XI of the Labour Code provides guidance on the employment of minor (from 13 to under 15 years-Article 164) / adolescent workers (from 15 to under 18 years-Article 163). The GoV has issued several legal guidance documents regulating the list of hazardous and dangerous tasks prohibited to those aged 15-17 years; and specifying the list of tasks and conditions allowed for children less than 15 years of age (i.e. Article 165). Decree 144/2013/ND-CP provides for administrative sanctions for violations related to the protection and care of children (i.e. Articles 22, 27, 29, 33 and Chapter II) and Decree

[1] Signed: 20 February 1990, 19 December 2000 and 24 June 2003 respectively

[2] The Labour Code specifies standards; the rights, obligations and responsibilities of the employees, the employers, the labour representative organizations, the employer representative organizations in the labour relation and other relations directly related to the labor relation, the State management of labour. Chapter XI on the provisions for minor workers has been revised accordingly in the way of harmonization and consistency with the international child labour standards regarding minimum age for employment, unrestricted work, working conditions and hazardous work for minors that Vietnam has ratified. Following the revision of the Labour Law, regulations and guidance papers for implementation of the Law have been developed and/or revised/updated. The two key Circulars revised and updated that are directly related to the children' and minor's work, are Circular No. 10/2013/TT-BLĐTBXH (10 June 2013) on *Issuance of the List of Occupations and Work Places in which the employment of minor workers are prohibited*, and the Circular No. 11/2013/TT-BLDTBXH, (11 June 2013) on *Issuance of the List of Light Work that allow the employment of children under 15 years of age*.

95/2013/ND-CP is on labour administrative sanctions (Article 19, Chapter II). Since 2016, children's rights have featured firmly on the national agenda with the National Assembly endorsing the Children's Law, which contains more specific regulations and children's rights and child protection; and the GoV issuing or revising legal decrees and guidance to provide instruction for law enforcement. At the end of 2017, MOLISA launched a new child protection hotline number (111) in light of a range of child abuse cases throughout the country. Call centres were set up in Hanoi, Da Nang and An Giang Province to handle calls to the hotline from northern, central and southern locations, respectively.

2.2 Introduction to the ENHANCE project

The ENHANCE project was designed with funding from USDOL, to support the Vietnamese government's efforts to address child labour. ENHANCE is implemented by the ILO. The ENHANCE project builds on the achievements and lessons learnt from a previous ILO project (*Programme of Support to the National Time-Bound Programme on the Elimination of the Worst Form of Child Labour)* in Vietnam, which was funded by the Spanish government (between 2009-2013). This previous IPEC project contributed to Ministry of Labour, Invalids and Social Affairs (MOLISA) building their current legal and policy frameworks to address child labour nationwide. A National Plan of Action (NPA) on the Prevention and Elimination of Child Labour was drafted during that project, however it was not adopted during the project's life. On 7 June 2016, the Prime Minister issued the Decision No.1023/QĐ-TTg on Approval of the Programme on Prevention and Elimination of Child Labour for the period 2016 – 2020 (NPA), approving the NPA on the Prevention and Elimination of Child Labour, showing the determination of the Party and State to address this issue. The NPA aim at raising awareness, and strengthening capacity and responsibilities of authorities and concerned agencies at all levels, as well as of employers, community people, parents and children about child labour. The NPA is one of several programmes approved and being implemented under the overall framework of the Nation Action Programme on Children (2012 to 2020).[3] This NPA is of significant importance to ENHANCE because the ENHANCE project is contributing to Vietnam's goal in the NPA (implementing Vietnam's international commitment on the elimination of the worst form of child labour by 2016, and to reduce child labour by 2020). Indeed the ENHANCE project provided inputs into the final NPA.

The project was designed to support GoV capacity to address child labour, primarily through implementation of the NPA, and address the fact that there are an estimated 1.75 million children engaged in child labour in Vietnam[4]. The overall development objective of ENHANCE is to build a comprehensive and efficient multi-stakeholder response for the prevention and reduction of child labour in Vietnam. ENHANCE has three mutually reinforcing components to achieve the following immediate objectives:

- **Intermediate Objective 1**: Increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour as part of the promotion of international labour standards.
- **Intermediate Objective 2**: Awareness on child labour, associated hazards and legal prohibition raised among all levels of society.

[3] Other programmes under the framework of the National Action Programme on Children include *The Programme on Advancing the Right to Participation of Children in Child-Related Issues*; *The Programme on Child Protection*; and *The Programme on Prevention of and Combating against Human Trafficking*. Respectively approved subject to Decision No. 1235/QD-TTg dated 03 August 2015, approved subject to Decision No. 2361/QD-TTg dated 22 December 2015; approved subject to Decision No. 2546/QD-TTg dated 31 December 2015

[4] Data from the National Child Labour Survey conducted in 2012

- **Intermediate Objective 3**: Intervention models for preventing and withdrawing children from child labour in selected locations and sectors available.

The USDOL is contributing $8,000,000 to ENHANCE. The GoV of Vietnam contribution is $1,200,000, of which $400,000 is in kind, and $800,000 is in cash. Proportionally more funding is allocated to Immediate Objective 3 (intervention models) than the other two objectives. The ENHANCE project pays the salaries of an International Chief Technical Advisor (CTA); a Monitoring and Evaluation (M&E) Officer; a Capacity Building Officer; an Awareness Raising Officer; two Provincial Coordinators (one in Hanoi and the other in HCMC but also covering An Giang province); two Administrative Staff in Hanoi (one on administration, the other on finance); and a third administrative staff based in HCMC.

3. Purpose and Objectives of the Mid-Term Evaluation

The three main purposes of the independent mid-term evaluation (MTE) are for i) project improvements; ii) promoting accountability to the ILO, national key stakeholders and donor; and iii) enhancing learning within the ILO and key stakeholders. Specific objectives of the MTE are to assess the relevance and strategic fit of interventions; validity of interventions design; intervention progress and effectiveness; efficiency of resource use; effectiveness of management arrangements; and likelihood of sustainability of interventions. Gender equality and non-discrimination, promotion of international labour standards, tripartite processes, and constituent capacity development were also considered throughout (see term of reference in Annex 1).

A two-person team, one international and one national consultant were commissioned to conduct this evaluation beginning in December 2017. A designated ILO staff at the ILO Regional Office for Asia and the Pacific (Bangkok) who has no prior involvement in the project managed this independent evaluation, with oversight provided by the ILO Evaluation Office.

3.1 Scope and Approach

It is expected that the MTE will help guide the ENHANCE team in planning implementation for the second half of the project. This MTE has been undertaken as per the ILO evaluation policy and USDOL requirements. This evaluation report presents an assessment of the evaluation criteria, and covers all interventions implemented under the ENHANCE project from December 2014 to January 31 2018. The evaluation covers all geographic coverage of the project.

The MTE findings, conclusions and recommendations are primarily addressed to the ENHANCE team, the national stakeholders, the ILO CO-Hanoi, Decent Work Technical Support Team (DWT)-Bangkok, FPRW and the donor USDOL. Primary clients are the beneficiaries, USDOL, the Project Team, the ILO constituents (MOLISA, DCA, Provincial DOLISAs, VCCI, VCA, VITAS, VASEP, Handicrafts Association and VGCL), and the ILO units directly involved in the project (including the ILO Country Office for Vietnam; DWT-Bangkok; FPRW/IPEC and other relevant technical units at the ILO Geneva). Secondary clients are the ILO Regional Office for Asia and the Pacific (ROAP) and other key stakeholders.

The mid-term evaluation was primarily focused on assessing progress made towards achieving the three immediate objectives to date, leading to the project development objective (to build a comprehensive and efficient multi-stakeholder response to the prevention and reduction of child labour in Vietnam). The principles and approach adopted during the MTE were in line with Organisation for Economic Co-operation and Development/ Development Assistance Committee (OECD/DAC) criteria for international development evaluation, and applied ILO's Evaluation Policy and USDOL requirements. Thus the evaluation complied with evaluation norm, standards and followed ethical safeguards, as specified in the ILO's evaluation procedures.

The evaluators obtained information about the progress of ENHANCE activities by examining the monitoring system in place and data already collected through the Comprehensive Monitoring and Evaluation Plan (CMEP), and consequently progress towards the indicators for the immediate objectives. The evaluators assessed how the Direct Beneficiary Monitoring System (DBM) is operating in An Giang, the first site where it is operational. The

Team recommended where it is necessary to adjust the activities, indicators or outputs according to the expected delivery of the projects outputs or in line with the latest developments at both national and provincial levels and the current long-term development needs of Vietnam.

3.2 Criteria and questions

As outlined in the ToRs, the evaluation should address the overall ILO evaluation criteria (relevance and strategic fit of interventions; validity of interventions design; intervention progress and effectiveness; efficiency of resource use; effectiveness of management arrangements; and likelihood of sustainability of interventions). The core ILO cross-cutting priorities should be considered in this evaluation. The evaluation criteria and evaluation questions included:

Relevance and strategic fit of the interventions

- To what extent are the project strategy and approach at both national and provincial levels consistent and pertinent to current and long-term development needs of Vietnam, beneficiaries' requirements, and policies of partners and the donor?
- To what extent is the project aligned with the Vietnam DWCP for 2017-2021, One UN Plan, SDG and other relevant development policy frameworks?

Validity of the project's design

- To what extent are the project design and its underlining theory of change logical and coherence?
- To what extent do the specific problem the project was designed to address still exist or have changed? Does the design need to be modified in the second half of the project, and why?
- How appropriate and useful are the indicators described in the Comprehensive Monitoring and Evaluation Plan (CMEP) in assessing the project's progress at output and outcome levels? Are the indicators gender sensitive? Are the means of verification for the indicators appropriate?

Intervention progress and effectiveness (including effectiveness of management arrangements)

- To what extent has the project been making sufficient progress towards its planned results (including intended and unintended, positive and negative)? Will the project be likely to achieve its planned goal and objectives by the end of the project? Are there any external factors that hindered or facilitated achievement of the project?
- To what extent do project management capacities and arrangements put in place support the achievement of the planned results?
- To what extent do the measures adopted by the project management appropriately and timely address the problem or delays encountered and attribute to achieving the immediate objectives of the project?
- To what extent have stakeholders, particularly workers' and employers' organizations been involved in project implementation?

- How effectively has the project delivered core services to stakeholders including direct beneficiaries?

Efficiency of resource use

- Have resources been allocated/ used strategically to achieve its three immediate objectives? And have they been delivered in a timely manner? If not, what were the factors that have hindered timely delivery of outputs? Any measures to mitigate the delays have been put in place?
- How should the project reallocate resources or adjust activities in order to improve the achievement of its immediate objectives? Are resources sufficient for the remaining project period?

Sustainability

- To what extent the project's outcomes are likely to be durable and can be maintained or even scaled up and replicated by intervention partners after major assistance has been completed? How can the project's sustainability and exit strategy be improved?
- How effective has the project been in establishing national/local ownership?

Gender

- To what extent has gender mainstreaming been addressed by the project design and implementation?

International Labour Standards

- To what extent has the project promoted the implementation of International Labour Standards on Child Labour and contributed to other ones in Vietnam?

3.3 Methodology

The evaluation methodology addressed all of the questions in the ToRs and encompassed:

- A desk review of relevant project documentation and other relevant publications from ENHANCE including project consultant and workshop reports and the CMEP (see Annex 5).
- An inception meeting with project staff, evaluation managers and ILO M&E experts.
- Telephone interviews with USDOL, ILO Geneva staff, and regional child labour specialists and the ENHANCE CTA/M&E officer.
- An evaluation instrument prepared to guide the evaluation (see Annex 4).
- Country mission and interviews in Vietnam with the ENHANCE project team, tripartite constituents, provincial and district level stakeholders and some selected beneficiaries during visits to 3 provincial project areas: Hanoi, Ho Chi Minh City (HCMC) and An Giang.
- Three stakeholder workshops: one in each area (in HCMC, An Giang and Hanoi provinces), which served to validate data, collected in each city/province.
- A national stakeholder workshop in Hanoi where the preliminary findings were shared with ILO, MOLISA and national stakeholders, and results validated.

In total 103 stakeholders were interviewed (see Table 1 below, and Annex 2 for a full list of stakeholders interviewed). About 52 stakeholders in total attended the three provisional validation workshops, with 43 attending the ENHANCE MTE National Stakeholder Validation Workshop on February 2nd 2018 (this number includes ENHANCE staff).

The methodology drew from a range of tools available for use in social research including: interviews; focus group discussions; observations; and a review of existing secondary data, triangulating across data sources. For example results from interviews with MOLISA officials were checked against the views of ENHANCE project staff and against the project documents and indicators in the CMEP as presented in the technical progress report (TPR). The same process was also applied for checking interview results with other stakeholders. The same questions were asked to similar stakeholders to ensure consistency. Both primary and secondary sources of information were used. For the latter, documents and progress reports have been provided to the Evaluators. Subjective sampling of interviewees was based on discussions with the Project Team and the Evaluation Manager. Sampling criteria were based on interviewees' involvement in the ENHANCE project (purposive sampling). For primary sources of information, both opened-ended and semi-structured questions were undertaken in interviews with USDOL and ILO regional and headquarter staff. Visits to stakeholders in Vietnam involved conducting semi-structured interviews, based on the evaluation questions in the Evaluation Matrix, with a wide range of stakeholders, including the ENHANCE project team, government, social partners, service providers and some beneficiaries in An Giang. Focus Group Discussions (FGDs) were held with some groups. For all interviews, appropriate questions from Table 2 in the Inception Report were used with different sets of questions for different stakeholder groups.

Table 1: Types and numbers of stakeholders interviewed

Stakeholder Groups	Interviewees (m = male f =female)	Total Number	Total male	Total female
MOLISA	PMU 6 (4m, 2f), Legal dept 1 (1f), MOLISA Inspectorate 3 (3f), MOLISA Safe Work 3 (3f), An Giang 3 (3m), HCMC 3 (1m, 2f) + Hanoi 2 (2f)	21	8	13
MOET	MOET 2 (1m, 1f), An Giang 3 (3m) + HCMC 5 (3m, 2f) + Hanoi 1 (1m)	11	8	3
ILO staff	ENHANCE 7 (3m, 4f) ILO Hanoi 2 (1m, 1f), Bangkok 2 (2f), Geneva 2 (1m, 1f) and/or other ILO projects 3 (NIRF, SafeYouth@Work, Better Work) (3f)	16	5	11
ENHANCE collaborators	VCCI 2 (1f Hanoi, 1f HCM), VCA Hanoi 3 (3f), VGCL Hanoi 3 (3f).	8	0	8
ENHANCE Service Providers	Can Tho Uni. 2 (2m), Vietcraft 1 (1m), LEADCO 2(1m, 1f), TICNA 1 (1m), DEPOCEN 2 (2f), ILLSA 4 (2m, 2f), MDRI 1 (1m), DCA Communication Centre 1 (1m), UCL training materials consultant 1 (1m), CMEP consultant 1 (1f).	16	10	6
An Giang Province	TÂN MỸ: Gov't 6 (4m, 2f) + collaborators 4 (3m, 1f), beneficiaries 2 (1m, 1f) MỸ PHÚ: Gov't 4 (2m, 2f) + collaborators 7 (7f), beneficiaries 2 (2f)	25	10	15
Donor	USDOL 3 (3f)	3	0	3
Embassy of USA, Hanoi	Officer 1 (1m)	1	1	0
Other UN	UNICEF 2 (2m)	2	2	0
Total Interviews		**103**	**44**	**59**
Attendees at provincial stakeholder workshops	An Giang 29 (14m, 15f), HCMC 10 (7m, 3f), Hanoi 13 (3m, 10f)	52	24	28
Total at validation workshop (excluding ENHANCE staff)	National Workshop 26 (10m, 16f)	26	10	16

Questions from the Tables 3, 4, and 5 in the Inception Report were used in interviews with ENHANCE project staff and some MOLISA staff. These tables were also used to cross check progress against the CMEP indicators.[5] Interviews were content analysed to determine patterns of responses, and themes. Children were not interviewed, as there have not yet been children withdrawn from child labour in the selected locations and sectors. Four beneficiaries (guardians of children) were interviewed in An Giang province. Findings from the three provinces were validated at the end of each fieldwork period, through a stakeholder meeting. Following presentation of the findings, a question and answer session allowed for stakeholders to query particular findings. A national stakeholder workshop took place on February 2nd to validate all findings amongst national stakeholders. Provincial government staff attended the national workshop (see Annex 3).

[5] The CMEP facilitates mapping of all ENHANCE activities, outlining the project's theory of change and specifies quantitative performance indicators at the output, outcome, and impact levels (including definitions, targets, frequency of collection, source).

3.4 Limitations

In term of assessing project improvement across the three components, the direct intervention component was only beginning in earnest when the MTE took place. Thus, it was not possible to comment on the effectiveness of the proposed direct interventions. Only one TPR reporting against the CMEP indicators had been produced, therefore it was difficult to assess how useful the CMEP indicators are in assessing the project's progress.[6] During the inception phase of the MTE, it was proposed to collate examples of how gender is being addressed, as well as identify areas where gender could be better addressed. This was not possible as no examples were found during the MTE. The limited understanding amongst many interviewees, especially at the district and commune level, on gender sensitiveness and equality also hindered the data collection and analysis of gender issues. An inadequate number of days were allocated in the ToR for MTE report writing and stakeholder feedback on the report, given the scope of the project and the number stakeholders interviews to be analysed.

[6] ENHANCE is obligated to report on the CMEP in the Technical Progress Reports (TPR). The October 2017 TPR (the 6th TPR) contains progress against the CMEP output and outcome indicators in Annex C.

4. Evaluation Findings

The findings' section presents the results of an examination of the ENHANCE project against the evaluation questions outlined in the ToRs. ENHANCE has experienced many delays since the cooperative agreement for the project was signed in December 2014.[7] Although the Prime Minister approved the detailed project outline (DPO) in December 2014, significant discussions took place during the development of the detailed project document. When the project Chief Technical Advisor (CTA) was appointed in June 2015, the logframe elements had already been agreed upon, but the project document had to be finalized. Although MOLISA agreed with the content and focus of the three components in the DPO, there were other detailed administrative/operational discussions. For example coordination between MOLISA and the three provinces identified for direct interventions, required approval by DOLISA in HCMC, An Giang and Hanoi. The project document was finalized in October 2015 and ENHANCE was officially launched in November 2015. Many discussions took place before all stakeholders agreed on the working modalities, and financial information disclosures. Some delays experience by ENHANCE related to discussions with regard to responsibilities of each agency involved in ENHANCE. Prolonged discussions on different aspects of ENHANCE contributed to project activities being about one year behind.

4.1 Relevance and Strategic Fit

The MTE found that the ENHANCE project strategy and approach is consistent and pertinent to the current and long-term development needs of Vietnam, including beneficiaries' requirements. The interventions are aligned and fit with the strategy of ENHANCE partners. The ENHANCE is very well aligned with the Vietnam DWCP for 2017-2021, One UN Plan, the SDG, particularly the principle of 'leaving no one behind'.

4.1.1 Relevance to beneficiaries

Starting with children and their families, ENHANCE will help to focus more attention on vocational training, continuous education and how to avoid hazardous work for children in the provincial areas where ENHANCE is working. A certain number of households will receive livelihood services (such as productive inputs or support to access loans) to help them ensure their children remain in school. Through the focus on entrepreneurial training (including the Know About Business training methodology), ENHANCE is relevant not only for those students who cannot get into upper secondary school, but also those under 15 who have had the opportunity to take the entrepreneurial training option in lower secondary school, providing a skill for those under the age of 18 who leave school.

4.1.2 Alignment with government of Vietnam

Similar to other countries (such as Thailand or the Philippines) in the region, child labour is a sensitive issue in Vietnam. ENHANCE is supporting implementation of the Vietnamese National Plan of Action (NPA) including monitoring and evaluation aspects. The viewpoint reported by the GoV is that child labour prevention must be implemented for the benefit of

[7] Following a process involving negotiations between USDOL and MOLISA, a Letter of Understanding was signed in mid-2014, which included a confirmation of their intent to initiate a technical cooperation project to enhance capacity to prevent and reduce child labour in Vietnam. MOLISA requested to work with the ILO as an implementing agency.

children, sustainable development, ensure the implementation of human rights related to international treaties that Vietnam has signed, and eliminating child labour is relevant to deepening economic integration. At the provincial level, interviews with DOLISA revealed that in An Giang Province ENHANCE is very relevant to commune plans to support poverty and reduce dropout rates in schools and DOLISA's provincial child labour action plan. In Hanoi City, ENHANCE is extremely relevant and fits with National and City action plans for child labour, because ENHANCE has similar activities to the DOLISA Action Plan. Furthermore the Direct Beneficiary Reporting and Monitoring (DBRM) form was considered relevant for assessing impact on children and families. Likewise, in HCMC, the MTE found that ENHANCE is extremely relevant as it is complementary and aligned with the city programme on reduction of child labour to 2020.

Confirmation of the intent to address child labour was publicly declared at the **IV Global Conference on the Sustained Eradication of Child Labour**, in Argentina, November 2017, where almost 100 pledges were made by different national delegates (for steps towards the eradication of child labour and forced labour). An ILO child labour specialist outlined that these pledges were important, and had not been made at any previous international conferences. The tripartite Vietnamese delegation made one such pledge and committed the following:

1. The implementation of international labour standards (ILS): C.29; C.138; C.182 as well as other pertinent ILS, including fundamental and priority ILS. In 2019, Vietnam will summit National Assembly the draft of revised Labour Code after consultation with social partners and in line with relevant international child rights and labour standards, particularly the chapter on juvenile and child labour

2. The Vietnam Government and its social partners will promote to achieve goals of the National program of actions on child labour reduction in the period 2016-2020, especially to reduce the children at a high risk of exploitation to child labour in informal sector

3. In 2018, the Ministry of Labour, Invalids, and Social Affairs, in cooperation with the ILO and General Statistics Office, will conduct the second national survey on Child Labour.

ENHANCE is highly relevant to the government of Vietnam's plan to build the capacity of its institutions to enforce or adjust child labour laws. It also provides a platform for dialogue and partnership amongst government, international organizations, businesses, trade unions, and civil society on child labour. MOLISA staff interviewed including from the DCA appreciated the overall support to implement ILO Conventions 138 and 182. ENHANCE is helping MOLISA to ensure inputs into the 2018 child labour survey will be in line with and relevant to Vietnamese laws and ILO Conventions. MOLISA's Labour Inspectorate officers were pleased to report the continued relevance of the assessment of labour enforcement system and activities that support them to produce uniform labour inspection training on child labour.[8] Legal Affairs noted the high relevance of the support through ENHANCE for the legal review to support the development of a decree on administrative sanctions on violations related to child labour. MOLISA's Department of Work Safety is specifically

[8] The Labour Inspection Department of MOLISA is responsible for enforcing labour laws.

interested in the relevant support from ENHANCE on updating the hazardous work list[9] and Chapter XI of the Labour Code (Provisions for Under Age Employees).[10]

MOLISA reaffirmed that addressing child labour in the three broad categories garments, handicrafts and agriculture remained relevant. The Minister of Education (MOET) affirmed that keeping children in school is highly relevant to Vietnam's Sustainable Development Goal on education. The Prime Minister's emphasis on business ensures also that entrepreneurial education remains a priority, thus as reported by DOET staff (in all three provinces), the Know about Business (KAB) training materials are highly relevant. For example An Giang, DOET stated that ENHANCE is consistent with provincial plans on entrepreneurship in the curriculum and will help older children protect themselves at work.

Labour issues are on the agenda of free trade agreements and deepening economic integration.[11] Many free trade agreements contain clauses related to the protection or workers, requiring Parties to adopt and maintain in their laws and practices the fundamental labour rights by the ILO (e.g. freedom of association and the right to collective bargaining; elimination of forced labour; abolition of child labour; and the elimination of employment discrimination). Child labour reduction is thus relevant for the promotion of Vietnamese exports. For example the handicraft sector is worth $2 billion to the Vietnamese export economy every year.

4.1.3 Alignment with other ENHANCE project partners

Revisions to the Labour Code are significant because organisations such as VIETCRAFT, VCA, and VITAS strive to ensure their members apply the Labour Code. VCCI cautions that their members must clearly see the benefit they gain from engaging with the project for it to remain relevant. Similarly a child labour focus for VIETCRAFT is only relevant if it is concentrates on a long-term strategy in the handicraft sector. For VGCL[12] the importance of ENHANCE relates to building awareness of child labour amongst workers, and ensuring that VGCL inspectors have the knowledge and capacity to ensure workers are not under age.

4.1.4 Alignment with ILO and UN in Vietnam

The ENHANCE project aligns primarily with Outcome 2.2 in Vietnam's DWCP (2017-2020) Unacceptable *form of work, especially child and forced labour, measurably reduced.* ENHANCE is also relevant to Outcome 3.2. *Labour inspection is to be strengthened and preventative Occupational Safety and Health culture instilled.* The focus on implementing international child labour standards is in line with DWCP Outcome 3.4 *Deepened commitment to ratify and apply international labour standards*. One of the ILO's Flagship Programmes is the International Programme on the Elimination of Child labour (IPEC+), which aligns with SDG Target 8.7. Target 8.7 focuses on the elimination of child labour in all its form by 2025 and the eradication of modern slavery and human trafficking by 2030. For Target 8.7 to be achieved, the pace of global implementation must be accelerated significantly. Thus the ENHANCE project is very relevant.

ENHANCE is relevant to other ILO projects in Vietnam, for example the USDOL funded New Industrial Framework (NIRF) and SafeYouth@Work projects, which focus on labour inspection and occupational safety and health, respectively. Decent work in global supply

[9] Circular No. 10/2013/TT-BLDTBXH June 10, 2013 lists jobs /workplaces where employment of minor persons is prohibited.
[10] http://staffing.vn/en/v663/Labor-code-Vietnam-2012--Chapter-XI--EXCLUSIVE-PROVISIONS-FOR-UNDER-AGE-EMPLOYEE-AND-A-NUMBER-OF-TYPES-OF-EMPLOYEE.html
[11] Free trade agreements include the TPP (now replaced by the CPTPP), the proposed EU Free trade agreement, Regional Comprehensive Economic Partnership (RCEP) between the ten member states of ASEAN and the six states with which ASEAN has existing free trade agreements.
[12] VGCL is the sole trade union in Vietnam, under the oversight of the Communist Party.

chains (agriculture and garments) is a significant focus of the ILO. A Resolution concerning decent work in global supply chains was adopted in June 2016 following the 105th International labour Conference.[13] ENHANCE is extremely relevant to the on-going Better Work Vietnam (BWV) project focus on a Zero Tolerance Protocol (ZTP) in the garment sector.

ENHANCE is closely connected to One UN goals in Vietnam such as the joint results on education as well as the focus on inclusive growth and social protection. The ENHANCE CTA attends UN working group on education, and engages with the child protection group. UNICEF is focused on social protection /child protection system /out of school children. UNESCO is focusing on the school to work transition. Both initiatives are pertinent to ENHANCE's focus on 15 to 17 year old children. MOET and UNESCO in 2015 launched the *Gender Equality and Girls' Education Initiative* in Vietnam, which is compatible with ENHANCE's focus of reaching 60% girls. Finally, ENHANCE is relevant to ILO and UNICEF's on-going support in social protection.

4.2. Validity of the project's design

4.2.1 Logic and coherence of project design

ENHANCE was designed to provide technical support from December 2014 to December 2019 to enhance government efforts to counter child labour. MOLISA has expressed its interest to build on the 2012 child labour survey findings and the existing ILO support to GoV efforts to further strengthen national capacity, extend and deepen awareness and knowledge and consolidate direct intervention models for the prevention and reduction of child labour.

The MTE team found it constructive that the ENHANCE project was also able to build on the achievements of a previous ILO/IPEC project, capitalizing on the relationships established with key partners, and utilizing some of the training packages developed.[14] For example, ENHANCE was able to build on lessons learned regarding ownership, building capacity and collaboration between different agencies (social welfare, social protection, education and also employers' organisations). The importance of mainstreaming child labour into poverty reduction programmes was considered key in the previous project, as well as efforts to build capacity for law enforcement.

The project design (objectives, outcomes, outputs and activities) and its underlining theory of change are valid in term of what needs to be done to address child labour in Vietnam. The project document did not fully outline a Theory of Change (ToC), but later during the set up of the Comprehensive Monitoring and Evaluation Plan (CMEP) the ToC was elaborated. The process of developing the CMEP Plan has ensured that the key activities that were originally planned through the ENHANCE project are mapping to results. The MTE found that the specific problem the project was designed to address still exists. The design does not need to

[13] Global Supply Chains refers to the cross-border organization of the activities required to produce goods or services and bring them to consumers through inputs and various phases of development, production and delivery. It was concluded that the presence of child labour and forced labour in some global supply chains is acute in the lower segments of the chain.

[14] The Spanish funded project was reported to have had considerable achievements, including the Understanding Child Labour training package. The project contributed technical advice towards the 2012 Labour Code Revision. It supported the government to develop a decree on light work and hazardous work (Circulars numbers 10 and 11). This project also worked with VCCI and VGCL to develop a Code of Conduct for children for the prevention and elimination of child labour in the garment and footwear, seafood processing, stone/wood carving and traditional handcrafts sectors developed by VCCI, and OSH training guides developed by VGCL.

be modified in the second half of the project, except for some minor adjustments. Such minor adjustments should be made to make the project interventions more fitting to the priorities of local government, and in light of changing circumstances. For example, the project should be flexible enough to adjust to any emerging circumstances at the provincial level such as children coming to target districts (Bat Trang commune, Hanoi) on a daily basis to work and returning home to their commune in the evening, hence not resident. In An Giang province, DOLISA reported that because of the long period prior to implementation the situation in some communes has changed. ENHANCE was already flexible to consider the change observed in the fisheries sector (a drastic reduction in catfish raising activities). DOLISA proposed to keep the same districts for direct interventions but change some communes, which they will discuss with the PMU/ILO. Table 2 summarises points noted during the MTE with regard to the coherence of project design.

Table 2: Coherence and logic of project design

	Coherence and logic of ENHANCE project design noted during MTE
Rural focus	• The Project strategy is informed by various child labour studies in Vietnam, notably, the National Child Labour Survey (2012) and by lessons learned from evaluations of past efforts. The MTE noted that the 2012 national child labour survey indicated that the great majority of children involved in child labour (85 per cent) are found in agriculture. It was not clearly explained why only 1 of 3 provinces selected for direct interventions in the project area is rural. Logically the focus could be more on rural children in seasonal child labour or when children are migrating for harvest or migrating to urban area after the harvest.
OSH study	• The project design did not specify the topics for the OSH study,[15] which would logically be expected to link, to the three sectors of focus: garments; handicrafts; or agriculture.
Gender strategy	• The project document states that the majority of child labour is perceived to be among boys, but that gender traditions in rural and remote areas contribute to early marriage and expectations that girls will leave home to live with their husband's family, thus reducing the investment in girls' education. In direct interventions, 60 per cent to be targeted are girls. However strategies to overcome gender differences in education are not specified, only that such strategies should be in place. • Although disaggregated data were collected for baseline surveys, it is not specified that ENHANCE will look for differential effects and adapt the project strategy accordingly.
Intervention models	• ENHANCE is working out direct intervention models along the way, rather than designing and implementing a blueprint. These strategies will be in line with what is specified in the project document. Some interviewees at the provincial level reported there are many parallel activities focused on children across government, and avoiding overlap and better coordinating activities between different partners is a challenge not clearly worked out in the project design to date. DOLISA in Hanoi stated that ENHANCE is well aligned to DOLISA child protection system, where child labour is categorized as *children under special circumstances.*
How to change behaviour	• Raising awareness among responsible agencies and across a broad cross section of society is an ENHANCE cross cutting strategy. The GoV reported in interviews that they were very keen to have an awareness raising component to change attitudes and mind-sets amongst different groups around child labour. In fact, DOET in HCMC went as far as to say that migrant children are at high risk of dropping out of school not because of lack of money, but due to limited awareness of parents and how child labour affects their child's future. Interviewees revealed that some parents are aware and understand hazards, but do not always act on what they know. Some parents allegedly falsify their child's identification paper to allow him/her to be eligible for work, effectively putting their child at a higher risk of engagement in hazardous work. MOET and DOET in HCMC mentioned the importance of awareness raising to encourage parents to keep their children at school. • It could be argued that the awareness raising component does not adequately focus on understanding how change comes about in Vietnamese society. For example, a more extensive emphasis on knowledge translation rather than on knowledge transfer might be required in the awareness-raising component.

[15] The previous Spanish-funded IPEC project produced three OSH manuals, (1) Agriculture and aquaculture; (2) Handicraft, sculpture and furniture; (3) Agriculture food processing. It was reported during the MTE that they were useful for raising awareness and can still be used beyond the four provinces targeted under the earlier project.

	Coherence and logic of ENHANCE project design noted during MTE
Mapping of informal enterprises	• In HCMC, a mapping of formal and informal sector enterprises (with special focus on garment production) in the target districts is to take place. DOLISA now wishes to change this activity due to the high mobility of such enterprises and other perceived difficulties in mapping the informal sector enterprises. DOLISA in HCMC proposes instead a mapping of welfare service providers. The difficult of mapping the informal sector was not stressed in the design, but it was assumed that DOLISA would be willing to do it.
Child labour definition	• Many of the project activities rely on a clear definition of child labour. It was not known when the project was developed that the definition of child labour would become such a significant issue.
Migrant children	• A specific element in the project document, but not fully worked out in a strategy, is how provincial and district authorities deal with migrant children. The project document did state that providing support to overcome migrant workers' barriers to residential registration will be an essential strategy to meet their immediate needs and to open up doors to educational and social protection services. Yet an unresolved issue is that DOET mainly deals with children registered in their districts. Many migrant children lack permanent residence certificates and this acts as a barrier to full access to basic social services, including education. • At the time ENHANCE was being formulated (2014-2015), the 2030 Agenda for Sustainable Development, which calls for inclusion and *Leaving No One Behind* had not yet been unanimously agreed upon.[16] The Sustainable Development Goals (SDGs) could be reflected better in the ENHANCE project. The project design could have specified more groups that are being left behind and are vulnerable, including migrant children.
Livelihood options	• An Giang DOLISA mentioned that although a lack of livelihood options amongst parents is one of the reasons children have to work, in some cases, parents are simply unable to work, due to a disability, serious sickness or having to care for other family members. This was evident from interviews with 3 out of 4 beneficiaries met during the MTE in An Giang. Although this finding is only based on 3 out of 4 beneficiaries met during the MTE, additional options are needed to ensure that all families have a solution available.
Design of Know about Business (KAB) activities	• In some communes only 60-70 per cent of children aged 15 move from lower secondary school to upper secondary school. They may not have adequate qualifications to obtain a well-paying job, so if offered KAB training in lower secondary school; possibilities of setting up a business may become an option not previously considered. Thus, the project is assuming that many of the children in lower secondary school who do not graduate into upper secondary school will chose the KAB option in school, which may not be the case unless there is a strong encouragement and it has a growing reputation (which takes time).

4.2.2 The Comprehensive Monitoring and Evaluation Plan (CMEP)

The Comprehensive Monitoring and Evaluation Plan (CMEP) is a tool to guide the process of monitoring, evaluating, and reporting on the project progress toward achieving the intended results and outcomes. The CMEP provides an overall management tool for ENHANCE. To design the CMEP system, USDOL engaged two international consultants who facilitated ENHANCE partners in two workshops (the ENHANCE team, PMU/MOLISA; ILO; USDOL; DOLISA; VCCI; VCA; and VGCL) to facilitate an understanding of the results framework and develop the CMEP tools.[17] The final CMEP contains 17 Outcome Indicators and 32 Output Indicator.[18]

[16] UN High-Level Political Forum 11 - 20 July 2016, New York

[17] e.g. a project monitoring plan; a data collection table; a data quality assessment checklist; project data collection instruments; and project reporting form.

[18] Seven of the Outcome indicators align with USDOL standard indicators and 2 are specific for Vietnam.

The CMEP documents were only finalised in March 2017, so it is difficult for the MTE team to measure how appropriate and useful the indicators described in the CMEP are for assessing the project's progress at output and outcome levels (e.g. the percentage of beneficiary children at risk of child labour that are prevented from engaging in child labour). The MTE team asked many stakeholders about the CMEP and found that the CMEP indicators are appropriate for what the project wishes to measure. The CMEP is accepted as a requirement for USDOL funded projects and the CMEP standard model and package is well designed, and appropriate in term of a monitoring tool. Although the tool follows a standard process, the indicators are developed in a collaborative manner with stakeholders. For instance, the order of activities leading towards expected outcomes were carefully reviewed and restructured to what was perceived to be the most logical order with some outputs deleted or moved to activity level. The process mobilized stakeholders and allowed for ownership of the monitoring framework. The CMEP is very useful for consolidating the project's outputs, and quite detailed.

On the other hand, the capacity of local DOLISA officer to collect data for indicators was raised as an issue in interviews, with the biggest challenge mentioned as the lack of clarity with regard to the identification of child labour. When the CMEP was at the planning stage, there were 36 months for component 3 outputs to be delivered. There were delays in initiating direct interventions after the CMEP process was completed, leaving less time for implementation based on the planned 36-month timeframe.

The MTE found that although the indicators, unit of measurement, data source and responsibilities are very clear, most of the CMEP indicators are numeric (quantitative) and cannot measure quality. On the other hand, some activities that use the information and research generated by the project (outcome indicator 1) could indicate quality, as would indicators that related to the implementation of models devised through the project. If all indicators are quantitative or binary (yes, no) so it is unclear whether the data the system generates can be effectively used for adaptive management. Although the indicators are gender disaggregated and numbers of male and females who access project activities are tracked, the CMEP is not set up to check whether a gender perspective is integrated into all the documents and in the policy formulation process. Project staff can feel that they are mainstreaming gender, when all they are doing is counting male and females in activities.

On the whole, the development of the CMEP is viewed by the MTE as good for tracking progress and progress against planned dates and outputs/outcomes achieved are indicated. Too frequently, projects develop M&E system, including indicators, but the indicators are not reported on for lack of resources or capacity to report. In this case, verification of the indicators is possible, although not much progress has been made on verification to date, due to other project delays. The CMEP is considered a good tool for keeping child labour projects on track. Although the development of the CMEP was time consuming, it was an opportunity for many ENHANCE stakeholders to understand and be part of the formulation of an M&E framework.

4.3 Intervention Progress and Effectiveness

Progress and effectiveness are outlined below by component, followed by an analysis of the challenges and factors that hindered or facilitated achievement of progress.

4.3.1 Component 1: Capacity development

The first component is providing support to improve aspects of national legislation on child labour, in particularly with regard to hazardous work. This component also contains initiatives and activities designed to support national stakeholders in rolling out the NPA on child labour, so that they have strengthened capacity to implement, enforce and monitor. This component is supporting policy adherence to child labour standards as well as support towards establishing a national evidence base on child labour. The MTE found that the progress of capacity building components progressed slower than planned. Table 3 provides a summary of progress with regard to this component also indicating some challenges.

Table 3: Progress towards capacity development component

Expected Results	Capacity Development progress noted during the MTE	Capacity Development issues raised during the MTE
SO 1.1 Expanded knowledge base on child labour		
Output 1.1.1 National Child labour survey conducted by GSO and MOLISA with technical support from ILO-IPEC	• Two meetings that began discussions on the national child labour survey have taken place. ENHANCE has provided Guidelines for Identification of Child Labour to be used for Statistical Measurement Purposes.	• MOLISA reported that they are committed to a great extent to integrate a child labour module into the labour force survey in 2018 with technical assistance from ILO. • In March 2018, a senior Legal Expert and senior Statistical Officer from ILO Headquarters will work with MOLISA and other important stakeholders in this regard.
Output 1.1.2 OSH risk assessments available for selected sectors and supply chains	• In 2016, ENHANCE organised a consultation workshop to select the two sectors for OSH assessment.	• Delays have been experienced on the choice of sectors and locations for these planned OSH studies, with different views within MOLISA. The sectors for the two planned OSH risk assessments for children have not yet been agreed upon by MOLISA and the ILO.
SO 1.2 Improved coherence of legislation and policy on child labour in alignment with ILS		
Output 1.2.1 Law and policy review conducted	• The law and policy review's first draft has been completed by a contractor (LEADCO) who prepared a list of legislative documents related to CL. • Feedback has been provided by MOLISA's legal department on the first draft.	• LEADCO is moving to stage two of their contract with ENHANCE, making recommendations that will feed into discussion on a child labour definition and how to review, revision/supplementation circulars regarding hazardous work for minors.
Output 1.2.2 Drafts of revised laws and related regulations available	• ENHANCE is working with MOLISA's Legal Affairs Department to support the revision of legal decree 144/2013/ND-CP on child protection (which also covers elderly people).	• Drafts of regulations relevant to child labour to be submitted to the relevant authorities are not complete. ENHANCE is to provide technical support to DCA to develop sub legal documents, guidelines for detailing the revised Law on Child Protection and Care (the Children's Law 2016) regarding prevention and reduction of child labour; strengthening child protection services for targeted beneficiaries; developing an inter-agency collaboration mechanism on prevention and reduction of child

Expected Results	Capacity Development progress noted during the MTE	Capacity Development issues raised during the MTE
		labour; and developing policies for business sectors not using child labour.
Output 1.2.3 Hazardous work list for those under 18 years of age updated	• Initial discussions have taken place with the Department of Work Safety and the PMU (2018). • A second draft of the decree on administrative sanctions for violations on minors has been circulated. Two consultation workshops with over 20 provinces (1 organised in Hanoi, the other in HCMC) took place in December 2017. These workshops presented the draft report and other work (funded by ILO-CO Hanoi, a Policy Impact Assessment), and received inputs on the draft Decree from participants from 20 provinces. MOLISA Legal Affairs Department is currently revising the draft with inputs from these workshops.	• The hazardous work list is not yet updated, but planned for 2018. • The third revised draft will be uploaded on the Governments Website for public comment by mid-March (for 2 months), and also shared with other government agencies. A third workshop will be organised after that, and the Decree is scheduled to be submitted to the Prime Minister for approval in October 2018.
SO 1.3 Enhanced capacity of national stakeholders for implementation and monitoring of the national plan of action and commitments on child labour		
Output 1.3.1 NPA implementers and MOLISA staff with enhanced capacity for roll-out of NPA	• The NPA was launched in December 2016, where Alliance 8.7 was also introduced. • ENHANCE has trained 157 MOLISA staff. Knowledge sharing and training workshops took place for 15 provinces (in collaboration with UNICEF). 36 provinces out of 63 have an NPA approved by provincial authorities. • These workshops aimed to raise awareness of child labour as well as the government approval of the NPA. Building and strengthening capacities of stakeholders in planning activities and monitoring and evaluation the prevention and reduction of child labour were also covered.	• In An Giang during the MTE validation meetings, it was noted by DOLISA that capacity development is also required for more senior DOLISA officers so that they have a better understanding on child labour, and will support the efforts of other officers.
Output 1.3.2 Government agencies with enhanced capacity to assess and inform internationally on efforts to prevent and reduce child labour	• Capacity building is on-going through consultations via ENHANCE. • Reports on the implementation of C182 and C138 have been submitted by Vietnam in September 2017. ENHANCE met with the Department for Legal Affairs to discuss issues related to these reports in 2016 and to offer supportive activities. • A technical capacity needs assessment (TICNA) of project partners, implementing and collaborating agencies has been started. Data collection is complete using 6 different questionnaires in 12 communes and 6 districts, interviewing 300 officers and 41 organisations.	• Training with government agencies and the media is postponed until the next reporting period. • The TICNA contractor has assessed the capacities of partners and implementing agencies. A major delay relates to the slow progress of developing and finalizing the reports from the TICNA. The TICNA assessment will be used to inform capacity development programmes that improve knowledge and understanding on child labour; improve capacities to implement the NPA and also improve capacities on law enforcement. The TICNA report is not yet available, but is due in March 2018.
SO 1.4 Project partners, implementing agencies and collaborating agencies with improved capacity to implement CL-related national legislation, ILS and labour standards obligations under trade agreements		
Output 1.4.1 Improved knowledge of child labour and child labour law and ILS on child labour	• Capacity building is on-going through consultations via ENHANCE on programming. • The *Understanding Child Labour (*UCL) training package was published in 2010. Some contents, especially related to the national child labour definition/concepts, child labour incidence in Vietnam, the national legislation and policies, were to be updated to reflect new national laws and policies since 2010. This is work in progress and was contracted to the original author of the UCL.	• Delay with TICNA (see 1.3.2 above). • There have been considerable delays due to disagreements regarding what should or should not be in the UCL packages.

Expected Results	Capacity Development progress noted during the MTE	Capacity Development issues raised during the MTE
Output 1.4.2 Increased capacity among private sector stakeholders (VCCI and others) to implement child labour law and labour standards obligations under international trade agreements	• An Implementation Agreement was signed in January 2018 with VCCI • ENHANCE joined a workshop organised by Better Work Vietnam (BWV) and MOLISA Labour Inspectorate, in March 2016 where inputs and views on the Zero Tolerance Protocol in the garment sector between MOLISA and BWV were shared and discussed.	• Regarding user-friendly materials, guidelines or checklists for stakeholder use at national and local levels on implementing international child labour standards commitments were mentioned as useful for the private sector. • The Labour Inspectorate reported during this workshop, they agreed how the labour inspection team could intervene (once they have indicators of violation). • No work with informal garment enterprises has started. It is planned to invite informal sector enterprises to provincial capacity building workshops. • VCCI will contextualise the ILO-International Organisation of Employers (IOE) Child Labour Guidance Tool for Business. VCCI & BWV will disseminate these materials.
SO 1.5 Government agencies with strengthened capacity to identify CL, to enforce CL and OSH regulations and to address hazardous CL		
Output 1.5.1 Assessment of labour enforcement system for child labour completed	• Assessing the labour (inspection) enforcement system with respect to CL including consultation and needs assessment with the labour inspection department (or inspection of hazardous work for minors and outreach to the informal sector) has started but is not yet completed. • TICNA included the Labour Inspectorate in its assessment.	• Delay with TICNA (see 1.3.2 above).
Output 1.5.2 Key enforcement actors trained on identifying child labour and hazardous work among children	• The on-line training on child labour for inspection is under development. Collaboration with SafeYouth@Work has been initiated with the two projects working together to review and update training packages on OSH. • Sub-regional training and sharing of experiences took place via a workshop on *Hazardous Child Labour and Labour Inspection* in HCMC in 2017 with participants from Indonesia, Myanmar, and Philippines & Vietnam. The USDOL funded SafeYouth@Work shared information on work related injuries, introduced three OSH champions and shared a video on OSH promotion. • A study visit to the Philippines took place in November 2017. Representatives from MOLISA, DOLISA, VCCI, VCGL, MOET, National Assembly Committees, (Social Affairs and Youth and Children Committees), VITAS, VASEP as well as ENHANCE staff travelled (27 participants in total).	• A uniform labour inspection training and advocacy approach has not been completed. • ENHANCE will conduct the training of trainers (ToT) rolling out after SafeYouth@work has validated the training materials.

A challenge with some of the capacity building products and studies commissioned by ENHANCE relates to the oversight role of MOLISA and unexpected delays in feedback on drafts. MOLISA does not have the capacity to review in detail everything produced under ENHANCE. For example, a hindering factor in furthering building national capacity on child labour has been the slow progress of developing and finalizing reports. In some interviews with certain sections of MOLISA, interviewees reported that there were teething problem

with regard to independent consulting teams hired by ILO working with MOLISA. This mainly related to misunderstandings regarding the scope of work to be undertaken. When pressed, it seemed that one section of MOLISA was referring to the TICNA study; another section referred to the updating of the UCL manuals. Most of these issues have now been resolved.

When the updated List of Goods Produced by Child Labor or Forced Labor or TVPRA was published in September 2016,[19] it can be argued that MOLISA subsequently exercised considerably more attention on the definition of child labour in the informal sector, as they were concerned about the numbers of children identified as child labourers. The definition of child labour as it relates to the informal sector has proved to be a blockage to capacity building materials (as well as some media and awareness raising campaigns). There is still a need for a coherent and operational definition of child labour issued through a legal document in Vietnam, especially for the 2018 NCLS. Prolonged discussions on child labour definitions had a domino effect on approving outputs in the ENHANCE project that required a definition. However, ENHANCE and MOLISA have now agreed upon a working definition of child labour for the purposes of the project (see Section 4.8).

The National Training workshops (which took place in 15 provinces in collaboration with UNICEF) helped government staff considerably in planning for the National Plan of Action (NPA) implementation, including how to monitor the implementation of the NPA. The ENHANCE team felt the workshops were the biggest achievement of the ENHANCE Project in 2016. Reviews from the actual workshops were not available to the MTE. The minutes from the workshop in Hanoi (December 2016) noted that it would have been better if the Hanoi workshop took place sooner, as some provincial actions plans had already been developed or approved. Some MOLISA stakeholders reported to the MTE Team that they appreciated the training in planning for implementation.

By all accounts, a successful four-day knowledge sharing and training workshop aimed at raising knowledge on how to address hazardous child labour among adolescents was organised at the end of August 2017 in HCMC. The ILO International Training Centre (ICT) facilitated this workshop, with more than 50 participants including from Indonesia, Myanmar, the Philippines and Vietnam. Many interviewees who attended reported they found it very useful to learn or recall the definitions of child labour under ILO C138 and C182 as well as learn from other countries' experiences. However it is still unclear about how to identify child labour in informal sectors, particularly in Vietnam where in the Labour Code child labour is only recognised when there is a formal relationship between the employer and employee, rather than in household-based enterprises.[20] Nevertheless, the workshop was evaluated, mostly favourably. It should be noted however that ICT's report is based on only 17/50 evaluation forms. Unfortunately the workshop was not evaluated against the individual workshop objectives, rather participants were ask to rate the extent to which the objectives were achieved all together under one rating. The MTE considers that an important learning is that workshops should be evaluated against each individual objective and better efforts should be made for all participants to complete an evaluation. It was noted that the workshop may not have given participants the tools, skills or knowledge to address the issue of gender inequality in child labour.

[20] Yet Vietnam has ratified ILO Conventions 138 and 182, which does not distinguish between formal and informal sectors of the economy.

Without exception, all who had attended the Philippines study tour commented on how interesting it had been and that they had learned a lot. Key learnings noted by the MTE team include for example:

- At least three GoV interviewees cautioned that some aspects of addressing child labour in the Philippines would be difficult to apply in Vietnam due to differences in law (for example the Philippines has the *Special Protection of Children Against Child Abuse, Exploitation and Discrimination* Act) and Vietnam has not yet have a strong network of child protection agencies like the Philippines. However it was strongly reinforced that legislation is important for combating child labour.
- Coordinating mechanism in place in the Philippines to tackle child labour across ministries and collaboration with other bodies were particularly impressive according to at least five interviewees who went on the study tour, including interviewees from DOLISA/MOLISA. VGCL learned that there should be a strong tripartite coordination mechanism in place to support the reduction of child labour. Others mentioned that it is important to better share responsibilities across agencies with regard to the different actions required.
- Child labour can be mainstreamed into different government programmes. Vietnamese visitors were impressed with the link to social protection programmes in the Philippines.
- The on-line labour inspection system in the Philippines was admired, as cases of child labour violations could be monitored, and if children moved to another jurisdiction they could be tracked. This was noted as relevant for tracking migrant children in Vietnam. Participants saw possibilities for monitoring child labour more comprehensively, although cautioned about the resources required to set up and maintain a database for tracking violations of child labour.
- Many who went on the study tour to the Philippines were impressed with child labour free zones and awards for businesses that are child labour free. They are keen to set up such zones and awards for businesses that are child labour free in Vietnam.

An important focus for capacity development under Component 1 is with the labour inspectorate and enforcement system. There is limited capacity amongst the labour inspectors (550) to address child labour issues. With the government downsizing staff, it is unlikely that more human resources would be made available, so the quality of work and outreach of existing staff is significant. Training materials on the inspectorate system with regards to working conditions and OSH are currently being updated and revised in collaboration with another USDOL projects (see Boxes 1 & 2 below).

OSH risk assessments (which are to contribute to such revisions and inputs for updating the list of hazardous work) planned under ENHANCE, are to cover the nature of work/tasks and working conditions of children and minors engaged in two sectors.[21] The OSH studies have not yet started. According to the Department of Work Safety, there is still some confusion within MOLISA with regard to child labour and working children. The Department of Work Safety reported that they would like to have a common methodology for identifying

[21] The ToRs specifies that the study should classify by age and gender of the children who are involved in these sectors; identify occupational risk factors to children's health, diseases and injury; as well as psychological-physiological parameters. Apart from inputs for upding the hazardous work list, the OSH assessments should inform advocacy, awareness raising, policies and legislation improvements and/or development and future intervention programming.

hazardous work, and required more support beyond Article 3 in Recommendation 190, which accompanies C182.

Building synergy and linking the ENHANCE project activities with other ILO projects, which have similar objectives with the same targeted partners/implementing agencies and area of interventions, is recognised as important – see some details in Boxes 1 & 2.

Box 1: New Industrial Relations Framework Programme (NIRF) Project

An ILO official working on another USDOL funded project, the New Industrial Relations Framework Programme (NIRF)[22] reported to the MTE that the NIRF project has collaborated with ENHANCE.

ENHANCE will organize a Training of Trainers (ToT) for labour inspectors in collaboration with NIRF. The pilot labour inspector tools focus on the construction sector, which is known to employ children; and an area with high fatalities. Discussions will also take place with NIRF with regard to the management information system (MIS) that NIRF is working on to include a 'data field' on child labour (how to identify and record activities that are criminal such as using child labour for hazardous work; and how to send notice to the police). Gender issues may be picked up in the MIS, with male/female variables in the database.

This working relationship between NIRF and ENHANCE was confirmed by the Inspectorate Bureau of MOLISA, the National Project Coordination of NIRF, ENHANCE and other ILO staff.

[22] NIRF, initiated in October 2016, although not yet officially launched is closely engaging with ENHANCE. NIRF has four components: (i) legal reform; (ii) industrial relation policy; (iii) labour inspection; and (iv) workers and employers representatives. ENHANCE and NIRF are collaborating under (iii). Under (iii) NIRF has a capacity building objective, which includes a) strategic planning; b) training materials courses; c) labour inspection tool and d) a labour inspection campaign as well as a Management Information System (MIS) objective which focuses on e) supporting labour inspectorate to develop their MIS. NIRF is hoping to collaborate under (iii) a), b), c), and e) but not under d) the labour inspection campaign.

Box 2: SafeYouth@Work Project

The ILO is implementing a USDOL-funded project on building a generation of safe and healthy workers – Safe and Healthy Youth in Vietnam (SafeYouth@Work project[23]) in cooperation with MOLISA. The project aims to improve OSH of young workers from 15 up to 24 years and to develop a culture of prevention in Vietnam. To achieve this objective, the strategy focuses enhancing the national capacity to promote and enforce compliance with OSH legislation including building the capacity of labour inspectors.

In 2012, the ILO in collaboration with the ILO Programme LABADMIN/OSH developed a training curriculum for labour inspectors to equip them with tools and a reference to develop their own training curriculum adapted to the specific context, strategies, priorities and needs of Vietnam. The curriculum covers a wide range of subjects related to labour inspection from principles, policies, and strategies to practical tools and methods for visits. Under another project (Dutch-funded), ILO supported MOLISA to develop a training package for labour inspectors. That particular training package includes 4 separate books: a Trainers' Guide; an overview of the Labour Inspection System; Inspection in Working Conditions; and OSH Inspection. The Book on OSH Inspection covers OSH concepts as well as outlines the necessary inspection skills for OSH issues. In late 2016, a series of OSH by-laws regulations were issued, thus the training packages require updating to fit the current legal context.

Prior to when SafeYouth@Work began, and under the framework of Spanish-funded ILO-IPEC project (in 2012), the ILO has provided support to the MOLISA Inspectorate to develop a training package on Inspection of Child Labour. A to-be-established OSH inspection force is on the national agenda. As labour inspectors have traditionally been key partners in eliminating child labour, it is important to strengthen existing compliance and enforcement capacity of labour inspectors both at central (MOLISA) and local levels (DOLISA) in selected provinces to execute labour and OSH related tasks. To this end, the ILO will now support increases in government capacity by providing a series of relevant training workshops at the central level and in the selected provinces. The training will be conducted based on needs of the inspectors. The protection of children and young workers will be included as an important topic. ENHANCE, in collaboration with the ILO SafeYouth@Work project, has met to discuss and agree with the Chief of labour inspectors and other concerned officers of the MOLISA Inspectorate (MI) on the details of collaborative work in a series of activities to build capacity for labour inspectors.

To date the parameters of what needs to be updated and consolidated in the existing training modules for labour Inspectors and the training package on Inspection of Child Labour has been discussed, and a consultant contracted. The exiting Vietnamese training materials regarding labour inspection will be updated (the two sets of training materials that were supported by previous ILO projects, including the set of training materials for labour inspectors and the set of training materials for labour inspection in child labour).

[23] Apart from Vietnam, other countries are Myanmar and the Philippines. SafeYouth@Work is a smaller project, so they reported that collaboration with ENHANCE is very important to them. SafeYouth@Work focuses on (i) OSH data and information, including reporting of occupational accidents; (ii) OSH law and policy – in Vietnam the project is trying to mainstream OSH content into short term vocational training programmes; (iii) build capacities to understand and be compliant with OSH laws, including for MOLISA inspectorate; and (iv) knowledge and awareness for young workers with the overall aim of building a culture of prevention. This requires suitable communications for young workers; and developing a network of OSH youth champions.

4.3.2 Summary and conclusions: capacity development component

For Component 1 of ENHANCE, there have been positive broad capacity building activities, which include NPA training, exchanges, consultations, a study visit, and discussions. There is progress, but delays, and the lack of an operational agreement on the definition of child labour proved to be an obstacle in finalising capacity building materials. Despite some comments from MOLISA being extremely useful, the process of feedback from MOLISA on Component 1 materials was generally slow. Since a working definition of child labour for the purposes of the project has been agreed, progress with regard to Component 1 has accelerated. Regarding the UCL training package, the MTE found the slow progress surprising, given the positive review from the previous project. Collaboration between ENHANCE and the other two USDOL funded projects in Vietnam (NIRF and SafeYouth@Work) is going well so far, although it is still at an early stage.

The TICNA report will have to be quickly finalised so that it can usefully inform the other capacity development materials and activities. MOLISA and the ILO must decide on areas of study for hazardous work so that this activity can begin. Finalising the contents of the UCL training package should also be immediate, ensuring that gender is properly integrated into all modules (or resurrect the old gender module). On the whole, ENHANCE is somewhat likely to achieve some capacity building outcomes by the end of the project. Sustained capacity development is most likely to occur when 'learners' have had the concrete experience of engaging in direct interventions, with time to reflect on what took place and what worked.

4.3.3 Component 2: Awareness raising

This component targets the general public, national policy makers; and government, social partners, the business sectors and communities within the selected provinces. Although making progress, ENHANCE will have to quicken the pace considerably to achieve the outputs in the project time period left. Table 4 outlines progress to date against ENHANCE project plans, followed by an analysis of some factors that hindered progress as well as some highlights to date.

Table 4: Progress towards awareness raising

Expected results	Progress noted on awareness raising outputs noted during the MTE	**Issues around awareness raising activities raised during the MTE**
SO 2.1 Increased awareness and advocacy on child labour among government staff including national and provincial policy and programme makers, and the media		
Output 2.1.1 Pre-and post-assessments on knowledge, attitudes and practices of key stakeholders available	• The KAP survey has been designed (DEPOCEN). It was tested in Hanoi in January 2018 and is being refined.	• The initiation and design of the knowledge, attitudes and practices (KAP) surveys were delayed considerably, partly due to an overambitious survey design by the contractors. • KAP surveys among key national stakeholders, provincial stakeholders and others have not yet been finalised. Fieldwork is scheduled for early March, 900 households and 300 children as well as 200 policy makers and media must be surveyed fairly rapidly. The final report is expected for June 2018, which requires considerable discipline on the part of DEPOCEN and those reviewing the KAP reports.
Output 2.1.2 Policy and programme makers and	• The ToRs for awareness raising for the media have been agreed upon by the government and	• No training for government and media organisation staff has yet taken place.

Expected results	Progress noted on awareness raising outputs noted during the MTE	**Issues around awareness raising activities raised during the MTE**
media organization staff trained	contractor. • Two national stakeholder workshops for the WDACL took place, one in 2016, which focused on child labour in supply chains; the other in 2017 focused on child labour following disasters.	ToRs for awareness raising packages for government are under negotiation.
SO 2.2 Commune authorities, target households, communities and employers and workers in target localities with increased awareness of child labour		
Output 2.2.1 Awareness raising activities conducted for commune authorities, teachers, parents and children in target communities and schools	• Child labour billboards were visible in two provinces during the MTE. So far, 35 child labour large sign billboards have been put up (An Giang & Hanoi). • The MTE attended the Hanoi provincial launch (one of two that have taken place to date) and observed a very well organised event, with about 200 children in attendance with dances, drama and a quiz on child labour. • 1,250 calendars were distributed. • 2 provincial project-launching events took place with about 200 children in attendance at each. Dramas and quizzes took place during these events. • The SCREAM materials are being updated.	• More billboards, calendars and other awareness raising materials will be distributed in due course. • A HCMC launch will take place once an agreement is signed. • The SCREAM materials should be complete by March 2018. Following finalisation of the SCREAM materials, Training of trainers (ToTs) are planned. By early April there should be 25 trainers certified. 25 provincial trainings are planned per province to take place in April 2018. Trainees will come from secondary teachers; Youth /Women Union; VGCL; DOET / DOLISA. SCREAM activities are to take place in the communes/schools.
Output 2.2.2 Media broadcasts conducted at provincial level	• The count of TV and radio program produced and broadcast on provincial TV and radio surpassed the target for 2016 and 2017	
Output 2.2.3 Local workers and employers and their associations aware of child labour-related issues	• IA signed with VCCI in January 2018 • Global ILO - International Organisation of Employers (IOE) Child Labour Guidance Tool for Business (training materials) have been translated into Vietnamese. • A plan for raising awareness on child labour with workers has been discussed with VGCL.	• By March 2018, VCCI will have contextualised the ILO-IOE Child Labour Guidance Tool for Business. • Following validation, introductory workshop (using the contextualised ILO-IOE Child Labour Guidance Tool for Business) will be organised. Provincial ToTs and a planning workshop will follow for VCA; VITAS; VASEP; VIETCRAFT; and local enterprises. All should be completed by September 2018. • Better Work Vietnam (BWV) is to introduce the ILO-IOE materials with their registered factories. • An IA will be signed with VGCL. • VGCL will attend the SCREAM training and conduct SCREAM activities with workers. They will distribute leaflets on child labour and build capacities with regard to OSH improvement.
SO 2.3 Increased awareness on child labour among the general public		
Output 2.3.1 Mass media, social media and other communication campaigns conducted	• An assessment of mass media communication of child labour in Vietnam was conducted by MDRI using the period of June 2015 to June 2016 as the reference year. 105 separate news reports were reviewed looking at whether they examined the causes, consequences or solutions with regard to child labour. In addition, interviews were held with about 25 media analysts. The main message was the ENHANCE project should use human interest stories, pace stories in the media gradually building raising based on an earlier story. • ENHANCE has signed a contract with the DCA	• More campaigns to be conducted in 2018 and 2019.

Expected results	Progress noted on awareness raising outputs noted during the MTE	**Issues around awareness raising activities raised during the MTE**
	Communications Centre for producing 2 videos, 2 radio clips, 2 TV program. The Communication Centre has developed a plan and has begun to conceptualise detailed scripts and to organise a social media campaign. • Two WDACL events held (2016 & 2017) with media and TV campaigns: – The TV Campaign so far has been: 2016 TV clip aired 7 times estimated reached 900,000 people. – Shared widely in the Facebook by many popular key opinion leaders, actors in June/July 2016. More than 4,800 "likes". – Full YouTube video clip = 33,744 views by end of the campaign. 535 more views by February 2018 (34,278 views in total) – 30 seconds version = 13,529 views by 31 July 2016. – English video clip 1,163 more views. – June 2017 video clip & radio clip and documentary film aired on National VTV & on provincial TV & radio stations = 250 + reached 3.4 million viewers. – By February 2018, there were 261 more YouTube views for the video clip & an additional 250 for documentary. – Facebook network, video watched, liked and shared 60,000 + times.	

The PMU members reported during the MTE that they were particularly keen on the awareness raising component of the programme, as they felt that national people required changed mind-sets on the situation of child labourers in their country. Apart from measuring changes in attitudes by the end of 2019, the results of the Knowledge, Attitudes and Practices (KAP) study are to guide awareness raising materials such as posters, leaflets, TV, and SCREAM activities. The MTE felt that because of the delays in the KAP survey, direction with regard to where and how awareness raising on child labour is required has been missed so far. The PMU was concerned that the initial planned KAP survey, which also aimed to identify child labour cases, was beyond the scope of the contractors. It took a considerable time to revise and agree the content of the over ambitious KAP tools. However, the MTE is concerned that such results will be available too late to inform the development of awareness raising materials. It is important that there are no further delays with the KAP, and following data collection the report is very quickly drafted.

Progress towards developing targeted awareness raising packages for different sectors, including media personnel is slowly proceeding. Two successful national workshops for the World Day Against Child Labour (WDACL) took place with national stakeholders from government VCCI, VGCL, VCA, NGO, UN agencies and the general public.[24] Collaboration for the WDACL appeared to work well. MOLISA took a coordination role in preparing for WDACL

[24] https://youtu.be/TExIe0ccRqo. The full version of the video clip in YouTube had 34,279 views by January 2018. Better Work Vietnam also has a video clip on child labour in supply chains[24] which by January 11 2018 has had 585 view. This video clips is 3.47 minutes long and focus on the garment and footwear industry. Other videos can be found at: http://www.ilo.org/hanoi/Whatwedo/Projects/WCM_428369/lang--en/index.htm

mobilising and inviting many stakeholders including MOET and the Minister of Agriculture and Rural Development (MOARD), the leading agency for natural disaster preparedness.[25]

More events are planned for 2018 and 2019. ENHANCE is expecting to make better use of social media, with help from an Intern coming on board. ENHANCE staff reported that they learned from the study tour in the Philippines how websites and social media can be effective to transfer knowledge across different agencies. It was also stressed that the National Child Protection Hotline number (which was launched at the end of 2017) could be included in some ENHANCE awareness raising materials. As with other components, an agreed child labour definition is important for implementing awareness raising activities. In February 2018, ToRs for awareness raising packages to be developed for government and the ToRs for awareness raising for the media were still under negotiation.

Discussions during the MTE with the Mekong Development Research Institute (MDRI), contracted by ENHANCE to conduct an assessment of the mass media communication of child labour, revealed the importance of human-interest stories. Very few national human-interest stories (versus event descriptions to facilitate gradual awareness raising) were found during the reference period of MDRI's assessment. As human-interest stories are known to be the most effective in reaching out to the general public, this recommendation should be taken very seriously. MDRI also recommended that messages on child labour could be time phased across the media, with iterative messages (building from a previous message). ENHANCE must ensure that the recommendations from MDRI continue to be shared and applied by the DCA Communications Centre which has signed a contract with ENHANCE to produce videos, radio clips, TV programmes and run a social media campaign.

During the MTE, the SCREAM materials were still being updated but were to be completed by the end of February 2018.[26] Thus awareness raising activities using this medium had not yet started. One reason for the delay with initiating the updating of the SCREAM materials was because the PMU requested that the selection of SCREAM contractors was to occur after the KAP survey. However, with the KAP survey delay ENHANCE negotiated that the SCREAM contract start. The plan for SCREAM is for ToTs to be held, applying a trainer certification system. It is unfortunate that the updating of the SCREAM materials was not completed earlier and every effort should be made to begin the ToT as soon as possible. It is also recommended (if not already planned) that SCREAM training be carefully assessed as it progresses.

Delays in provincial level awareness raising was related to delays in signing the Implementation Agreements between ENHANCE and DOLISA. In order to reach targeted beneficiaries it was noted by many stakeholders interviewed (particularly at provincial level), and also by the MTE team that more stakeholders, particularly at the provincial level require increased awareness (including children, parents, employers and employees themselves). Parents should receive communications on the harm of child labour through different formats. Facebook, leaflets and brochures might not reach every worker as not all workers can read. They recommend more awareness raising in enterprises through the public speaker system, or via monitors and flat screens in canteens or in workers rented houses. To reach migrant workers and their children, linking to specific clubs that disseminate

[25] also invited were UNESCO, Save the Children, Plan International, World Vision.

[26] The SCREAM programme aim to promote awareness among young people about children's rights, with a focus on child labour, so that they in turn can speak out and mobilise their communities to act. SCREAM is delivered by educators using an education pack, consisting of 14 modules. During the previous IPEC project, the use of the SCREAM communications package was met with significant success. The NGO CEFACOM had provided TOT training to local staff such as Women's Union and teachers in the five participating provinces.

information to migrant children. The Vietnam Women's Union has good vertical coordination from central to local levels.

Box 3: VCCI and VGCL involvement

The Vietnam Chamber of Commerce and Industry (VCCI), the national organization which assembles and represents business community, employers and business associations of all economic sectors in Vietnam, signed an IA with ENHANCE in January 2018. Under this IA, VCCI will contextualize the translation of the ILO-IOE (International Organisation of Employers) Child Labour Guidance Tool for Business and disseminate a code of conduct on child labour for enterprise. This should be complete by March 2018, and will be followed by a consultation workshop to validate the materials. Subsequently an introductory workshop will be organised with provincial ToTs and a planning workshop for VCA; VITAS; VASEP; VIETCRAFT; as well as local enterprises. *Better Work Vietnam* is to introduce the ILO-IOE materials with their factories also. All these training activities are not yet started, but scheduled to be completed by September 2018.

The Vietnam General Confederation of Labour (VGCL), the country's only legal trade union confederation to which all trade unions must belong, issues regulations and official documents each year on labour issues including child labour. They have a role to raise awareness amongst workers, but they can also target small and micro enterprises and the informal sector. VGCL monitors how labour contracts are enforced and OSH standards.

A plan for collaboration with ENHANCE has been discussed with VGCL and an IA should be signed in May 2018. VGCL will attend the SCREAM training and conduct SCREAM activities with workers. They will distribute leaflets on child labour and build capacities with regard to OSH improvement.

4.3.4 Summary and conclusions: awareness raising component

Reviewing what has been completed to date, it is evident that many awareness raising activities were delayed and ENHANCE is unlikely to achieve all its outputs by the end of the project. Some activities are just starting, or about to start or planned with a completion date in mind, but will be difficult to complete by the end of 2019. SCREAM was delayed, so were the KAP studies and both had a cascading effect. The KAP is expected to provide guidance on how to proceed with Information Education and Communication (IEC) materials and measuring change in attitudes (for commune authorities, teachers, parents and children in target communities and schools).

With sensitive topics such as child labour, awareness raising is often a two-way street, with information exchange necessary to improve mutual understanding. Knowledge may be transferred to key stakeholders, but mobilizing communities to bring about the necessary change in attitudes, behaviour and action, takes time. A certain period of time must elapse between the completed KAP survey and the post KAP survey. In summary, the MTE recommends focusing more on the messages and recommendations from studies on how to change attitudes, particularly changing mind-sets of guardians and parents. Awareness of the hazards of child labour may be known, but action may not follow, thus the focus of awareness raising could perhaps be on knowledge translation rather than knowledge transfer alone.

It is important to consider carefully how a change in attitude comes about in Vietnamese society (disaggregating into youth, rural populations, migrants, enterprise owners, parents and urban groups) and how knowledge is translated into action. Apart from SCREAM training which has not yet started, the MTE felt that more creative disaggregated approaches to raise public awareness could be undertaken. These should be discussed with the DCA Communication Centre, who is conceptualising detailed media scripts and a social media campaign. The report from MDRI should inform the media campaigns. Alliance 8.7 may be useful for awareness raising amongst advocacy groups.

4.3.5 Component 3: Direct interventions

This component is set up so that intervention models in both urban (HCMC and Hanoi) and rural (An Giang) locations are developed to provide a sectoral focus on child labour in handicrafts, agriculture and the garment sectors. At least 5,000 children engaged in child labour or at risk are expected to have improved access to education; vocational training; and job oriented services. At least 2,000 households should have improved economic status. Twelve districts have been pre-identified for direct interventions.[27] Models to be put in place are to encompass direct service provision to children at risk or engaged in child labour, including age appropriate education, vocational training, counselling and family livelihoods and economic supports. ENHANCE via DOLISA works with collaborators at the provincial level. Collaborators are to refer beneficiaries in the 14-17 year old age group to vocational training.

Not a lot has been completed to date on direct interventions, although Table 5 outlines some progress, followed by further analysis of progress and factors that hindered progress on planned results noted during the MTE. There is an acknowledgement of the urgency to initiate and implement direct interventions amongst all interviewed. Although it is likely that the 5000 children and 2000 families will be reached, it is not likely that there will be adequate time for Component 3 activities to make a lasting difference by the end of 2019.

Table 5: Progress towards direct interventions

Expected Results	Direct intervention progress noted during the MTE	Direct intervention issues raised during the MTE
SO 3.1 Coordination mechanism to address child labour established		
Output 3.1.1 Provincial, district and commune level stakeholders, DOLISA and other relevant organisations' staff with increased understanding of child labour and their roles	• Baseline studies completed for each province • Staff and collaborators in An Giang have been trained on DBRM. Staff and collaborators in Hanoi trained in February 2018.	• Baseline studies not yet circulated. • UCL package not completed; so training not yet undertaken. • Collaborator training not yet started in HCMC as IA not yet signed.
Output 3.1.2 DOLISA and relevant agencies with increased capacity to coordinate actions to address child labour	• Ideas for a coordinated response to child labour linked with the child protection system (CPS), aligned with the NPA on child labour are under discussion.	• Coordinated response to child labour linked with the Child Protection Systems (CPS) will not be consolidated and agreed upon until stakeholder workshops are organised after all beneficiaries/ children have been identified.
SO 3.2 Community-based child labour monitoring and response models established		

[27] In Hanoi: Chuong My, Gia lam, Hoai Duc, Thach That. In HCMC: Tan Phu, Binh Tan, Tan Binh, Cu Chi. In An Giang: Chau Phu, Chau Doc, An Phu, Cho Moi

Expected Results	Direct intervention progress noted during the MTE	Direct intervention issues raised during the MTE
Output 3.2.1 New child labour monitoring and reporting mechanism pilot tested	• An on-going assessment of existing community-based child protection monitoring system in the localities is being undertaken by ENHANCE staff through discussions with DOLISA/DOET and at DBRM trainings. • Possibilities for mainstreaming child labour within the CPS are being identified. DOLISA agree it is possible.	• More discussions required on integrating child labour within the CPS system. • Mechanism for monitoring and reporting on cases of CL through a CL monitoring system not yet set up.
SO 3.3 Enterprises in the garment supply chain with improved capacity to prevent child labour and provide decent working conditions for children aged 15-17 years old		
Output 3.3.1 Target enterprises within and beyond BWV network with increased capacity to identify and respond to child labour and provide safe working conditions for youth	• ENHANCE is capitalizing on the partnership between Better Work Vietnam (BWV) and MOLISA in the prevention and protection of child labour, which is including child labour as part of a Zero Tolerance Protocol. • BWV invited subcontractors to attend training and awareness raising workshop. • Discussion on distributing the code of conduct on child labour and the IOE materials have taken place with VCCI, VCA and VITAS. The outline/content of an IA with the central VCCI has been agreed. VCCI and VITAS officers were invited to regional training events and the study tour.	• ENHANCE hopes to share experiences of BWV working with international brands to domestic buyers. • A mapping of formal and informal sector enterprises in the target districts has not yet taken place. ENHANCE plan to invited subcontractors to attend training and awareness raising workshop to reach informal sector enterprises. • Training of labour inspectorate has not yet started. • VCCI, VCA and VITAS have not yet supported the distribution of the code of conduct on child labour and the IOE materials for other enterprises beyond the BWV network.
Output 3.3.2 Remediation support provided for children withdrawn or protected from child labour		• Discussions still required on how to coordinate remediation support. A consultation workshop to decide on marketable vocational training courses/counselling/ employment opportunities for older children to take place with partners and collaborators once all data /baselines reports ready. • More discussions are required between with local vocational training service providers.
SO 3.4 Enterprises in handicrafts, agriculture and fisheries sectors with improved capacity to prevent child labour and provide decent working conditions for children aged 15-17 years old		
Output 3.4.1 Target enterprises and young employees with awareness of child labour, young workers' rights and safe working conditions for youth		• Training for informal sector enterprises to support workplace improvements not yet started.
Output 3.4.2: Model enterprises with improvements in OSH for youth and in labour practices established		• Demonstration model enterprises on OSH for young workers and good labour practices not yet started.
Output 3.4.3: Remediation support provided for children withdrawn or protected from child labour		• No children yet withdrawn or protected.
SO 3.5 Models documented and shared among provinces and national stakeholders		
Output 3.5.1 Good practices documented and shared		• Too early in project to review experiences and document good practices.

Expected Results	Direct intervention progress noted during the MTE	Direct intervention issues raised during the MTE
among provincial and national stakeholders		
SO 3.6 Children engaged in child labour or at risk with improved access to education and job orientation services		
Output 3.6.1 Targeted children with formal and non-formal education supports	• The rapid assessments on education accessibility and mapping of education service providers for the project's targeted children were initiated in September 2017 in the 3 provinces and undertaken with the ENHANCE Provincial Coordinators and a consultant. • In An Giang, the report on the mapping of educational services is more or less finalised.	• In Hanoi, the report on the mapping of educational services is not ready yet, and in HCMC a draft report is available. • Age appropriate education supports through formal education and non-formal providers not yet aligned for each Province.
Output 3.6.2 Secondary schools with improved curricula and support for children's transition to work	• KAB training has been conducted to DOET officers, CEC and secondary school teachers in 3 provinces. In total 221 were trained: 70 in HCMC; 79 in Hanoi; and 72 in An Giang • In Hanoi, the first and second training has taken place. • KAB materials are now uploaded on the DOET intranet site for national use by secondary teachers. • The KAB curriculum has started to be piloted in schools. The first KAB training for Grade 12 students took place on February 1st in a Continuous Education Centre (CEC) in Thach That commune in Hanoi.	• KAB roll-out has yet to be further implemented.
SO 3.7 Target children aged 14-17 years (out of school) with access to vocational skills training and apprenticeships linked with employment prospects		
Output 3.7.1 DOLISA and vocational training centre's staff trained in livelihoods support and child labour awareness	• Vocational training providers and employment opportunities for youth in job market needs and growth areas has started (hiring consultants, drafting tools).	• Vocational training providers and employment opportunities for youth in job market needs and growth areas not yet mapped. This has not yet happened. • Capacity building for local partners in DOLISAs and vocational training centres to provide appropriate skills training in line with market needs and growth areas not yet started.
Output 3.7.2 Target children with referrals to market-driven vocational training courses and apprenticeships		• Career counselling for suitable vocational courses not yet undertaken. • Referral and assistance to children to attend vocational training and undertake apprenticeships under Government support not yet started. • A pilot module on child labour awareness for the vocational training curriculum not yet started.
SO 3.8 Target households and youth with improved economic status		
Output 3.8.1 Target households' members, including youth, with improved skills and access to services for livelihoods or employment	• A value chain study for the handicraft sector is complete, and a value chain study for 3 commodities in agriculture started.	• Assessment of local economic development opportunities in target areas not completed, nor an economic development strategy for target households per locality and sector. • Training on value chain enhancements, employment and livelihoods improvements

Expected Results	Direct intervention progress noted during the MTE	Direct intervention issues raised during the MTE
		not yet started.

Provincial baseline studies were delayed as the scope of, and the process of finalizing a questionnaire for the baseline studies took a lot of discussions and back and forth of versions between MOLISA, ILO and USDOL.[28] As of February 2018, the An Giang baseline is finalized and the other two provincial baselines are still in draft form. All are available in Vietnamese. On a positive note, during a focus group meeting for the MTE, the team who conducted the baseline study said that they noted a change in perceptions on child labour from previous work they did (for the previous IPEC project). They said now people are beginning to think that child labour will adversely affect children.

In the value chain analysis of handicraft and food processing completed by VIETCRAFT, the report recommended that household producers' awareness must be raised regarding the minimum requirements for buyers and the law,[29] demonstrating the importance of linkages between the different ENHANCE project components. Awareness raising is also required with regard to dust or chemicals used in ceramics and wood processing. Along with awareness raising (amongst parents and guardians), encouraging producers to add value to their products so that their income can be raised is an important recommendation from VIETCRAFT. Can Tho University has started a mapping of the chilli, mango and soybean value chains in An Giang to determine how farmers can conform to standards, and where value can be added to improve livelihoods for certain households.[30] Can Tho University staff also felt that more awareness should be targeted at parents/guardians with financial support provided to them. As mentioned in Table 2, a challenge is how seasonal child labour can be addressed in An Giang direct interventions.

A mapping of the informal garment sector in HCMC has not started.[31] DOLISA in HCMC wishes instead to map social welfare services in the project communes, in lieu of mapping the informal garment sector. Mapping welfare services does not replace the need for knowledge on the informal garment sector. The ENHANCE team's view is that given the mobility of the informal garment sector, it is a difficult task to map the informal garment workshops, yet it is important. Using local networks and information from the baseline studies and DBMR, the garment factories/workshop in the informal economy will be invited to awareness raising/ capacity building workshops so that they can benefit from the project's support.

Collaborators and monitoring system: In each of the three provinces where ENHANCE is working, four districts and nine communes have been chosen. Collaborators in each district have been identified in both Hanoi and An Giang. Collaborators are individuals of 'good

[28] Overall covering 27 communes of 12 pre-identified districts in Hanoi, HCM City and An Giang. In February 2017, the research team of ILSSA had tested the survey tools in Kieu Ky commune, Gia Lam district in Hanoi. The tools then have been further revised based on the results of the pilot test and additional comments from PMU, USDOL and ENHANCE team. ILSSA then collected collect data in An Giang, Hanoi and HCMC in May and June 2017. The field work was completed by the end of 2017. Both qualitative and quantitative data have been collected.

[29] For example this is important when a producer is delivering to a factory and children accompany their mother. Rather than buyers assuming the child was involved in handicraft production, factories should provide an area where children can play.
In order to initiate activities in the garment supply chain as well as in handicrafts, agriculture and fisheries sectors, a set of studies were required to understand the current context and inform planning.

[30] These products were selected based on their point of sale potential and in depth interviews with different government departments at the An Giang provincial level.

[31] The Centre for Social Work and Community Development Research and Consultancy (SDRC) was selected for this (Aug 2017)

character' in the community, as chosen by local DOLISA officers or other local officials based on the individuals' experience and their commitment. Typically local authorities seek help from 'collaborators' to influence and invite local people to participate in any important social activities and movement in the communes, i.e. community education, child protection or helping poor families. These local people also function as watchdogs, especially in areas such as child protection, domestic violence, etc.. Volunteers are sometimes retired people, or people who have free time and want to do something to help poor people or other community activities. They can also be members of some local mass organizations such as: the Women's Union; the Fatherland Front; the Youth Union; the Veteran Association; the Elderly Association; or religious organisations. Many of them are quite senior (except young volunteers from the Youth Union) and are respected by local people. During the MTE, when local authorities talked about local network of collaborators or community collaborators, they usually referred to local people who work as volunteers to support them in monitoring or implement certain activities at the commune, village or hamlet level. The MTR felt that the quality and experience of the collaborators involved in ENHANCE are key to successfully identifying children at risk or identifying children engaged in child labour. Good collaborators will ensure that the direct interventions achieve their objectives and that children are put at the forefront of all activities. Interviewees with collaborators in An Giang province revealed that they were highly motivated, had obtained Direct Beneficiary Reporting and Monitoring (DBRM) training and were almost ready for work – but they still required some more training on DBRM (see below). Despite this, the MTE noted that there could be issues that could potentially arise with regard to collaborators and child protection issues.

Some capacity has been built for DOLISA staff on child labour issues through their attendance at DBRM training.[32] An Giang collaborators have already begun profiling children with almost 400 profiles uploaded on the DBRM system by February 2018 (out of the 1,500 completed profiles in paper format, yet to be uploaded). HCMC and Hanoi will start profiling immediately after commune level training, which was set to take place in February 2018. It was reported during the MTE that the DBRM form (questionnaire) needs some minor adjustment so that collaborators can clarify the needs of targeted beneficiaries. Other feedback was that more explanation on how to classify children is required as some collaborators were confused. Officials in My Phu Commune in An Giang province requested more space in the DBRM form for documenting the vocational needs of children at risk of child labour.

Work is expected to begin very soon on establishing a community-based child labour monitoring and response model. ENHANCE does not wish to create a complex system that will not be sustained after the project. Those interviewed in DOLISA felt that the Child Protection System already in place would link with child labour monitoring. However, some DOLISA staff were still unclear about how to put a coordinated response to child labour in place. The steps that can be taken need to be tested, discussed and then communicated more widely before they can be monitored.

Migrant children: The most disadvantaged children within the educational system of Vietnam include the poor, the disabled and ethnic minorities. DOLISA staff and VGCL reported the need to focus more on child labour and migrant children. This is an issue in HCMC, but apparently not such an issue in Hanoi. In Hanoi it was alleged that children come to work in handicraft villages, but return back to their own village during the day. In An Giang province, the issue is that children have moved out (migrated) to cities from the rural

[32] More specifically DBRM training has been for conducted to staff at city/provincial and district levels in Hanoi and An Giang, and at communal level in An Giang.

areas. In HCMC and Hanoi, migrant child labourers who come from outside HCMC, or who in the case of HCMC and Hanoi, are moving around within the city, can fall between the oversight of different communes. The reality in urban areas is that most schools are over crowded and over subscribed. Children residing in a local district are usually given priority, which can exclude migrant children. Migrant children require more focus in ENHANCE activities and remediation planning. A clear guidance of assessment criteria for migrant children (into cities from rural areas and between communes in cities) is needed.

Collaboration with Better Work: *Better Work Vietnam (BWV)* reported that they saw many opportunities to work with ENHANCE. ENHANCE can use many of BWV case studies and lessons learned, and BWV can also advocate on child labour with their members. BWV has a child labour focal point and they exchange information with ENHANCE. ENHANCE expects to work with two BWV sub-suppliers and invite suppliers to training in March 2018. A workshop on a Zero Tolerance Protocol (ZTP) in the garment industry was organised by BWV in collaboration with MOLISA and ENHANCE was invited to attend and join discussions.[33] This workshop was one of a series of consultation meetings between BWV and MOLISA to get their views on the ZTP. The Labour Inspectorate reported that during this workshop they provided inputs on how the labour inspection team could intervene in the garment sector once they have indicators of violation. With regard to BWV, ZTP provides a framework, but procedures are yet to be finalised.

MOET/DOET: One specific activity under direct interventions is that children engaged in child labour or at risk, access education and job orientation services. As part of the referral process, 14-17 year old beneficiaries are to be provided with career counselling. The findings and recommendations from rapid assessments on educational accessibility and the mapping of education services providers will feed into the development of the project's direct intervention strategy related to education and career counselling. However, the MTE noted that direct interventions will have to be flexible because of the differing reasons why children are at risk or drop out of school. For example:

- Children who may drop out for seasonal work are embarrassed to return to school.
- Some children drop out as they feel they may be a financial burden to their families.
- Some children do not wish to return to school or attend vocational training (see below).
- Children who at risk of dropping out of school, but are still too young for vocational training are a concern.
- DOET may not automatically consider migrant children.

Livelihood supports for families: The livelihood services and supports that are to be provided will range from health care; school insurance; school uniform; vocational training referrals; and other specific livelihood supports to parents/guardians. During the MTE, no discussions took place with regard to livelihood services for families. Visited communes in An Giang only mentioned that they need instructions on how to use CMEP to classify and selected the target beneficiary families before they could start the supports to families. In Tan My commune, Cho Lon District, local authorities talked about the supports to families increasing their income by adding value to the local potential products such as mango, chilly.

[33] Better Work will consider human rights violations, including child labour, forced labour, sexual violence, and issues that pose an imminent threat to worker health and safety to be zero tolerance issues. With respect to child labour, suspected non-compliance on Workers under the age of 15 or Workers under age 18 subjected to worst form of child labour will trigger the protocol. https://betterwork.org/blog/portfolio/zero-tolerance-protocol/

However, this not been started. In My Phu commune, Chau Phu District, local people also shared their ideas. One indicative quote during the MTE is as follows:

> *"If we want to solve the child labour issues at the surface, we provide children with scholarship to continue their schools, but if we want to resolve the root cause of the issues, we should provide come credit loan to parents so that they can do business in their own villages and can look after their children instead of migrating to big cities for earning a living."*

Know About Business: An assessment of entrepreneurship education in Vietnam (including the human resources available to build capacities, the quality and fit of materials available) was undertaken in ENHANCE in the three provinces. Know About Business (KAB) is a training methodology to create awareness about entrepreneurship among youth, and has been in use since in the ILO since the 1990s. Generally, it is geared towards teachers in secondary education and trainers in vocational and technical training institutions. An IA with MOET resulted in the contextualisation of the KAB Entrepreneurship Training for Vietnam, which has already been completed.

KAB materials focus mainly on the school to work transition and will be also be used with Upper Secondary schools (where co-funds from ILO CO-Hanoi allowed these materials to be developed), and Lower Secondary. The materials have already been pre-tested in four provinces (HCMC, An Giang, Hanoi and Ninh Binh). KAB training has been conducted for DOET officers, CEC and secondary school teachers in 3 provinces. In total 221 were trained. DOLISA in Hanoi reported that their participants were very interested in the training and positive about using KAB. Trainees developed plans for training application when they returned to school. The KAB materials are now uploaded on the DOET intranet for use nationally and they are mentioned in school year guidelines as an encouraged option. The An Giang DOET signed an IA with the ILO, and they will provide training on KAB, decent work, and direct education support for the project. The final results of the education mapping are to be discussed with provincial stakeholders before Hanoi and HCMC sign an IA with ENHANCE. Independently, the first KAB pilot training for high school children already took place in a Continuing Education Centre (CEC) near Hanoi in February 2018 (illustrating their popularity).

Vocational education and training: No children at risk (or engaged in child labour) aged 14-17 years have been referred to market-driven vocational training courses yet. Some challenges with regard to Vocational Training Centres (VTC) were noted during the MTE. Continuing Education Centres (CEC) and the VTC are merging in many districts.[34] This has implications for the management of the school to work transition because CEC services are provided by MOET/DOET whereas VTC is the responsibility of MOLISA/DOLISA. Another issue is that the courses offered are not always market-oriented and some may be reinforcing gender roles and stereotypes. See some examples below:

- In Cho Moi District (in An Giang province), the MTE team was told that vocational education was in the next district (My Luong District). Typical courses offered were mechanics, electrics, garment making, animal health and construction skills.
- In Chau Phu District (in An Giang province) the VTC was 4 km away in Vinh Thanh Trung (An Giang). Typical courses offered were garments, artificial flower making and bracelet making.

[34] E.g. in HCMC DOET reported that each of their 24 districts have 1 CEC. 10 CECs have merged with VTCs, with 14 yet to merge.

- In Chau Phu District it was reported that the VTC annually conducts meetings to ask what courses are required each year. The challenge was the mismatch between what was offered and what people knew to be required in the labour market.
- No evidence was found during the MTE that counselling by the community level project beneficiary monitoring team would be gender-responsive and encourage girls and boys to consider a wide range of options, beyond traditional skills areas for females and males.
- Agriculture does not seem to be weighted highly as a VTC course. Some interviewed at the commune level reported that older children could not be trained in agriculture-related vocational training but it was not fully clear why this was the case. When asked, the answer given was that rice cultivation as a vocational subject was not suitable for youth, because youth do not have adequate land (understandable); and some are too young for agricultural work (unclear). Agribusiness linked to KAB was not mentioned.

4.3.6 Summary and conclusions: direct interventions component

Although some preparatory work has been completed, stakeholders and partners are willing, a lot must be done to achieve direct intervention progress within the project timeframe remaining.[35] Of the three provinces, direct interventions have only commenced in An Giang province. HCMC District requires DBRM training, and collaborators in HCMC and Hanoi require the same. Following this, collaborators must quickly identify beneficiaries, although doing so in haste may result in an incorrect target group. Collaborators must be able to identify target group needs and input them into the DBRM system. When a range of needs is identified, the plan is to hold a stakeholder workshop coordinated by DOLISA and prioritise which needs are to be addressed. This workshop will also help ENHANCE partners plan how to respond to the needs of children in term of vocational training and job seeking, thus helping to protect children from exploitative labour work. All engaged must really speed up progress in setting up direct interventions, training and awareness raising activities. Networks must be strengthened to ensure collaboration on direct interventions.

Local stakeholders requested that there be a longer period for direct interventions to take effect. At the moment there are only 22 months left in the project and it is unlikely that all direct interventions will be able to sustainable take hold and have impact on children or their families, without a project extension. This assessment is based on experiences shared by some experts involved in the previous ILO/IPEC child labour project in Vietnam, and suggestions from local stakeholders. If the project receives a six month extension, there will be 28 months left to complete this work, including documenting the models in place. However, such documentation, the final evaluation and handover is likely to take 4 months from the 28 months, so a one year extension would be ideal. However it was noted from interviews with USDOL that this is not feasible.

With regard to VTC, ENHANCE project should strongly encourage a gendered analysis of current training and employment opportunities, and highlight the specific bottlenecks for female and male participation. It is important to ensure that studies conducted are used carefully in the planning and implementation of ENHANCE activities. Four baseline surveys

[35] In Hanoi, DOLISA and local collaborators are soon to start to identify children. The HCMC DOLISA has not yet signed their IA, although it is in process. Coordination mechanism to address child labour have been established in Hanoi and An Giang cities/provinces. In parallel, provincial, district and commune level stakeholders, DOLISA and others were expected to receive training using for example the training package UCL or SCREAM. This has not occurred as they are yet finalized.

have been drafted by ILSSA, one for each province and a consolidated report. The recommendations and implications of the baseline reports have not yet been shared. The VIETCRAFT study has brought forth many issues related to child labour in the handicraft sector that are important for planning and should be taken on board. The Value Chain in agriculture study by Can Tho University is not yet complete and it is will not focus broadly on child labour in agriculture, rather examine opportunities to add value to the agricultural products linked to KAB. The implications of children working in agriculture in An Giang were not fully evident to the MTE Team through this VCA. Addressing the need for labour in agriculture in An Giang (which is likely to be one of the reasons why children are engaged in agriculture) and highlighting the factors and hazards for children engaged in agriculture are not meant to be a focus of ENHANCE. Linkages to other agencies, who have this focus, however may be helpful. To the MTE it appears that there is more of a focus on improving value chains; rather than improving risk assessment and management of young workers in agriculture. It would be worth considering some of the child labour and agriculture training tools already available and linked with the Food and Agriculture Organisation (FAO) for some activities in An Giang.[36]

Finally it was noted is that there is not a vetting procedure in place for collaborators at the commune level who will work with the children at risk or withdrawn from child labour.[37] There are certain DOLISA regulations; such as if the child is under a certain age, a guardian must attend a meeting with outsiders. When asked during the MTE, it was argued by DOLISA that the Commune screened collaborators and generally those who had 'good character' were chosen. It is local authorities that make these decisions. It is international good practice that if an individual is going to be working with children at all, they should be properly vetted in order to ensure that the right persons are selected. It is not unforeseen that unscrupulous individuals make use of the unfortunate circumstances of a particular family situation to gain unfair advantage for themselves (e.g. labour or sexual exploitation). However if DOLISA decides to introduce vetting, this will be a long-term national process and should not cause further delays for this project.

[36] E.g. good practices in addressing child labour in agriculture http://www.ilo.org/ipec/Informationresources/WCM_IPEC_PUB_23100/lang--en/index.htm South East Asian seafood industries addressing child labour http://www.ilo.org/ipec/Informationresources/WCM_IPEC_PUB_28396/lang--en/index.htm End Child Labour in Agriculture e-learning course: http://www.fao.org/elearning/#/elc/en/course/CL and the FAO Junior Farmer Field and Live skills Manual on Child labour prevention in agriculture

[37] Collaborators receive a small allowance for supporting DOLISA.

4.4 Effectiveness of Management Arrangements

This section outlines results found by the MTE team on management capacities and arrangements put in place to support the achievement of the planned results. The quality of project management amongst the ENHANCE project team was found to be very good, with backup support from MOLISA very important even through there were considerable unacceptable, although understandable, delays. Support from USDOL was also very much appreciated.

4.4.1 Management arrangements in place

The ILO Office in Vietnam is the executing agency of the project and has the overall responsibility for project planning, execution and oversight, in close collaboration with MOLISA. MOLISA is the main implementing agency of the project; DCA is the key agency delegated by the GoV with responsible for the efficiency of ENHANCE.

On first reading, the project document is confusing as it names MOLISA as the project-managing agency with some of the duties of a project managing agency which appear to overlap with those of the project executing agency. Some MOLISA staff initially interpreted their role differently with regard to promoting national ownership (under approach and guiding principles, page 20 of the project document) and perhaps the interpretation of 'Project Managing Agency' versus the role of the 'Project International Executive Agency'.

However, the Detailed Project Outline (DPO) presents the management and implementation arrangements more clearly, stating that MOLISA is the line agency assigned by the GoV to work with the ILO on the execution of this Project. The DPO outlines responsibilities of each agency. The Project Steering Committee (PSC) and the Project Management Unit (PMU) have specific responsibilities clearly outlined. The PSC is made up of the ILO, the Project Management Unit (PMU) from MOLISA, and USDOL, and meets twice a year. The PSC composition is unusual when compared to other ILO projects, which generally have a tripartite arrangement between ILO and the government, workers and employers organisations. VGCL, VCA and VCCI have less of a role in the Steering of the ENHANCE project than other ILO projects (and have only been occasionally involved in project implementation so far). The internal nine member PMU was set up to support MOLISA in its role as the 'Project Managing Agency' and the Department of Children's Affairs (DCA) as the 'Project Owner'. Reporting to higher management levels in MOLISA, the PMU is chaired by the Director of DCA and includes other DCA members as well as the Deputy Director General of the Department of International Cooperation (MOLISA). The PMU provides ILO with policy and administrative support; supports the monitoring of implementing partners; provides administrative guidance; ensures all is in line with annual work plans; and reviews progress reports and the results of project surveys, studies and evaluations before publication. The PMU is tasked with the effective implementation of the project according to the approved work plan.

4.4.2 Management challenges

Coordinating feedback on ToRs and project outputs: An initial challenge experienced by ENHANCE related to differences in administrative and sub-contracting procedures between ILO, MOLISA and USDOL project management. Some members of the PMU misunderstood operation modalities allowed under ILO regulations and USDOL Cooperative Agreement Guidelines. The political system in Vietnam applies tight government control – with most international projects going directly through the government rather than through third party

or through independent contractors. Some MOLISA staff felt strongly that they should have a more direct overseeing role than is normally considered appropriate for an ILO technical cooperation project. In particular, the PMU wanted a stronger decision making role with regard to subcontracting project activities, with some staff still presuming that sections of MOLISA could be the preferred subcontractors.[38] However it is clearly outlined in the USDOL Management Procedures and Guidelines, that subcontracts awarded after a Cooperative Agreement is signed, and not proposed in the Grantee's application, must be awarded through a formal competitive bidding process in line with ILO Financial Rules, Regulations and procedures.[39]

The selection of service providers and of implementing partners is determined using competitive practices as provided in ILO's Financial Rules and Regulations as well as the funding rules of USDOL, and is based on criteria such as experience, mandate, and capacity to reach target groups. Some MOLISA staff stated that if they cannot undertake the work, they should have a choice in who does the work, they expect their voice to be heard more in the process of commissioning studies and research. However this is problematic in term of patronage and clientelism. The selection of implementing partners is based on strict criteria such as experience, mandate, and capacity to reach target groups effectively.

MOLISA tends to expect resources to go to GoV agencies, which in some cases makes sense, but in other cases does not. Representatives from the three DOLISA provinces reported that it would be more efficient if ENHANCE allocated funds to them so they could pay for directly services of products for children at risk or their families. For example buying uniform for children, or providing the Vietnamese Social Security (VSS) package[40], especially health insurance at provincial level. However the Management Procedures and Guidelines for USDOL Cooperative Agreements awarded to the ILO clearly outline the rules in this regard.

The approach and guiding principles in the project document stress bringing proved ILO experience and expertise to support the efforts of the Government of Vietnam and social partners. Engagement and consultation with MOLISA is critical in all aspects of project implementation. The principles of promoting national ownership and multi-stakeholder engagement from national and local-level interventions are inherent in ILO management arrangements.

Whilst the ENHANCE team fully welcomes comments and feedback from the PMU, the challenge reported by all ENHANCE project staff and other ILO officials is that feedback from the PMU takes a long time. For example, whilst for some draft reports reviewed by MOLISA, feedback and comments were provided quickly, feedback is generally too slow on many other ENHANCE ToRs/reports.[41] Some stakeholders reported that with such close scrutiny of ToRs and draft reports, the PMU delayed the project progress. Early on, ENHANCE requested that the PMU provide comments within five working days; but had to subsequently extended to seven then ten working days (which has not been honoured). From the PMU perspective, child labour is a sensitive issue; it relates to national pride, as well as commitments the GoV has made under Conventions they have signed. Hence they feel they need to carefully review what is being produced outside MOLISA, arguing that there are

[38] The ENHANCE project document outlined that specific components /activities will be implemented through the ILO's implementation agreement, sub-contracting modalities with identified implementing partners at provincial and national levels.
[39] Page 27: Management Procedures & Guidelines for FY2014 USDOL/ILAB/OCFT Cooperative Agreements awarded to ILO.
[40] VSS cannot sign a contract with a foreign entity
[41] For example, DEPOCEN signed a contract in January 2017 and with comments, revisions, changes, delays, are only now in February 2018 beginning to test their KAP materials. Such delays are extremely difficult for an independent organisation, who did not get paid during the delays.

some activities that only the government should be commissioned to undertake.[42] For some issues the PMU itself does not have the capacity to make comments on drafts, and they must consult with their colleagues, who are unable to respond immediately as they have other duties, hence a delay. Furthermore, within MOLISA, there are about 6-7 functional departments with roles and functions related to child labour. Some officers have general roles related to child labour without the detailed technical knowledge. Thus, the PMU has to wait until other MOLISA staff and internal experts respond before compiling such feedback.

Another challenge for ENHANCE is that comments from the PMU are not always consolidated, i.e. after PMU comments have been addressed, another set of comments emerge relating to the earlier draft. Although commenting and contributing to documents is a process and builds ownership, the MTE concluded it could be done more efficiently.

Implementing partners: Implementation Partners are units of the implementing agency and co-implementing agencies that are specifically designated to undertake activities under the project. Specific components and activities of the Project are implemented through the ILO's implementation agreement (IA) sub-contracting modalities with identified implementing partners at the provincial and national levels. Formal agreements have been made with these implementing partners in line with ILO's procedures and the funding requirements of USDOL.

During the MTE, some members of the PMU and sections of MOLISA complained about particular entities or individuals sub-contracted to conduct specific studies/reports. When pressed about the precise nature of their objections, MOLISA's criticism did not seem to be well founded. MOLISA highlighted however, that they want to be assured that the best possible contractors are selected for certain tasks. A number of people within MOLISA (e.g. labour inspectorate, PMU) stressed that any contractor contracted by ENHANCE should have a practical knowledge of implementing measures to address child labour i.e. what can or cannot be realistically implemented. MOLISA staff recommended that consultants work closely with the corresponding government agency.

4.4.3 Measures adopted to address problem

Challenges experienced have been documented by ENHANCE in Technical Progress Reports (TPRs) and raised in discussion with the PMU and the PSC with many attempts to find solutions. Coordination on provincial levels is another issue frequently raised. For example, in the fourth TPR (September 2016), it was reported that provincial governments, especially HCMC, questioned the project's working modality and insisted they would be unable to collaborate until the modality was clarified by the central government. In response, the PMU and ENHANCE developed a document summarizing the project's working modality in the Provinces for all baseline activities. It was agreed that, in order to implement direct intervention activities at the local level, another working modality should be developed later.

To address some of issues raised by MOLISA, ENHANCE was able to adapt some management procedures. For example, ENHANCE responded to the delays experienced with the contracting of service providers. The ILO Country Director for Vietnam took some steps to reduce misunderstandings and frustrations in moving ahead with the project by organising a retreat in March 2017. During this retreat the rules of engagement were

[42] MOLISA for example, felt that their legal affairs department is best suited to undertake a legal and policy review; or that the Labour Inspectorate is best suited to develop materials for their sector; or the Department of Work Safety would like to be involved in choosing contractors for the OSH study.

discussed, along with the problems that were causing delays. Since the retreat there has been a lot of progress, with quicker agreement reached on important decisions and more consensus. Indeed it could be argued that this type of retreat should have taken place earlier. For instance ILO and ENHANCE explained carefully ILO contractual arrangements for service providers and consultant bidding processes, as well as USDOL rules.

Work plans for 2018 are now expected to be approved faster; and the PMU understands better how contractors are hired. These points were verified by both MOLISA staff and ILO staff; and confirmed by two participants, who attended the last PSC meeting in September 2017, where more trust on all sides and more cooperative ways of communicating were noted.

Understanding partners contributions: Another issue raised by some MOLISA staff is that although they provide their comments on ToRs and on drafts, they are a little in the dark with regard to the overall process. When pressed to explain exactly what they mean (because the ENHANCE team stated that they do inform their counterparts), they said that they are not aware whether or not their comments have been taken into account and are unaware of the process for finalizing a knowledge product. It was also argued by MOLISA that the work of some ENHANCE consultants was too slow, but they also acknowledged that this was due to the lack of harmonized working relationship early on in the project. Consultants could not start or complete their report until the PMU reviewed the scope of work or provided comments.

A recurrent comment from many stakeholders outside the ENHANCE team raised during the MTE is that there is a need for all partners implementing different activities to be more knowledgeable about what others are doing. It was noted that some partners, such as DOET or VCCI, had a lack of knowledge as to how their activity fit within the broader goals of the ENHANCE project, or did not know what other agencies were doing. Some examples:

- The Department of Work Safety would like to know more about the other ENHANCE activities; who and how they are supposed to work with; how consultants are selected; and how they could be more involved.
- In a group interview with the PMU, some PMU members said it is unclear what roles VGCL and VCCI are playing. They feel that more meetings sharing what other parties are doing would help to ensure the planning process towards the overall goal is more coherent.
- DOLISA in An Giang and in HCMC reported a lack of clarity with regard to the coordination mechanism among relevant stakeholders at the provincial level. This point was also mentioned by VCCI. They would also like to know more about the modus for referral when cases of child labour arise.

In response to some stakeholders wishing to know more about what other partners are doing, before the MTE national stakeholder meeting, the ENHANCE team acknowledged this finding and said they would improve on information sharing. ENHANCE staff indicated that once the beneficiary data had been collected, a stakeholder consultation workshop is planned for each province. This will present an opportunity for all involved in different activities to be briefed and fully aware of the next steps.

Views of stakeholders on ENHANCE team and ILO: In general, comments about the ILO ENHANCE team were very positive. For example, it was reported that they were doing a good job, flexible, patient, dedicated, active and supportive of new ideas. Other comments were that the Team has a lot of experience and knowledge relevant to activities in the

project; and that they share the same goal to have high quality products. One group of stakeholders interviewed during the MTE stated that they like the way ENHANCE overcomes challenges. Another comment was that the ILO now understands that it is important to keep MOLISA in the loop and informed.

A senior ILO official reported that management overall has been steady. UNICEF, Better Work Vietnam and other ILO projects reported that they work very well with ENHANCE. USDOL reported that they are happy with ILO's management of ENHANCE. The ENHANCE CTA praised his own team as hard working and very committed. The ENHANCE capacity building officer was part of the team working on the previous IPEC project and has valuable institutional memory with regard to MOLISA and addressing child labour. The ENHANCE team also appreciates the support they have received from the regional child labour specialist and ILO headquarters, and appreciates the insights and support from the USDOL project manager.

4.4.4 Summary and conclusions: management arrangements

On the whole, the MTE team thought it was very impressive that the GoV is so keen to address child labour through ENHANCE. Since the initial misunderstanding early on, most protocols and management control issues have been sorted to ensure that ENHANCE and the PMU are mutually respectful of each other's roles and avoid further delays.

A key factor in the past was that much time was wasted on back and forth pre-implementation planning (reviewing ToRs, work plans, study results etc.). Typically, in other countries, an ILO social partner provides comments and inputs to relevant reports, but respects fully the calibre of support commissioned or provided by ILO. Social partners do not usually tend to micromanage the content of reports; ToRs; of choice of implementation contracts, preferring instead to rely on the ILO's proven expertise, unless something is evidently out of sync with government policy. However, in view of the sensitivity on issues related to child labour, the scrutiny of the GoV was understandable to the MTE Team. For their part, contractors must clearly understand the audience of the study or training materials they are developing and the political context and ensure their outputs fit well with that context.

The retreat in March 2017 helped to find a common path and build the working relationship between the ENHANCE project team and MOLISA, ensuring a better understanding and working relationship. ILO management has been flexible to suit the GoV's needs and accommodate MOLISA's processes. The ILO is doing a good job in trying to find compromise. A significant indication of ENHANCE's flexibility is reflected in the comments from different stakeholders, who indicated that although there were differences of opinion, the ENHANCE team remained professional, patient and accommodating. In response to the comments about a lack of coherence with regard to what other partners are doing, the project has demonstrated an openness to share more information. The project has sought to make improvements in communication, coordination and establishing responsibilities and internal procedures. ENHANCE's decision making simultaneously meets ILO and USDOL's resource management objectives, and is open to accruing knowledge to improve management and find the correct balance between short-term project outcomes within the bigger picture of sustaining the approaches taken to address child labour in Vietnam. The biggest challenge remains however, delivering core services to stakeholders including direct beneficiaries. There is a need for all involved to view their contributions as an important part of the process for moving ahead in a timely manner.

4.5 Gender Mainstreaming

Promoting social inclusion and gender equality was to be firmly grounded in the approach taken by ENHANCE. Direct interventions are to target 60 per cent girls. The MTE Team examined the extent gender mainstreaming has been addressed in project implementation and found that there is very little focus.[43] It may be necessary for ENHANCE stakeholders to consider whether the original gender module of the UCL training package can be used as a stand-alone tool to increase a focus on the importance of addressing gender differences in child labour.

4.5.1 Progress in addressing gender in ENHANCE

For the awareness raising campaigns, ENHANCE reported that they try to cover images of both boys and girls. In the WDACL clips from 2016 and 2017, ENHANCE paid attention to the images and representation of boys and girls, as did the supply chain video clip. However, the media assessment commissioned by ENHANCE did not address gender aspects. In the contracts with VCCI, the DCA Communication Centre, SCREAM contract, and KAP survey, gender is mentioned in the IA. The DCA Communications Centre reported that they are aware of taking gender equality into account in their communications products, with one department at MOLISA who checks. Other contracts commissioned by ENHANCE mention that attention should be included in the work undertaken.

Disaggregated data was collected in surveys undertaken for ENHANCE, which means that the data will be there once the baseline surveys have been completed. This information should be carefully fed into direct intervention planning processes. Ideally, the different experiences of boys and girls in child labour (due to social defined roles of what work girls and boys should engage in) should be documented beyond sex-disaggregated data. Should any major or significant differences be found (such as encouraging girls to stay home and help with rural household chores; or encouraging boys to leave school early and work in construction), the implications of these experiences must be considered in term of how they may or may not benefit from the direct interventions or laws that are being put forward. Given any implications, ENHANCE and MOLISA must decide what they need to do when pursuing this objective of eliminating the risk of child labour in the sector, to ensure an equitable outcome for both boys and girls. ENHANCE and MOLISA should refer back to their annual work plans to decide who is responsible for which aspects of any gender differences noted, and who is responsible for monitoring gender indicators and how they can use such indicators to measure and reports the project achievement.

There is no gender focal point on the ENHANCE team. There is an assumption that because there are more women than men working in ENHANCE, gender is taken care of. At the sub-regional training on Hazardous Child Labour (in HCMC), seventeen participants rated the extent to which the workshop gave the participants tools, skills or knowledge to address gender equality in the sector in which they worked relatively lower than other questions asked in the evaluation form. To date, it is not evident that gender-sensitive strategies are likely to be in place in ENHANCE and whether such strategies would take into account the

[43] **Mainstreaming** a gender perspective is the process of assessing the implications for women and men (boys and girls) of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women (girls) as well as of men (boys) an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men (girls and boys) benefit equally, and inequality is not perpetuated.

different barriers for girls and boys to access education and vocational training, or the gendered factors contributing to their involvement in child labour.

4.5.2 Conflicting views on 'boys' and 'girls' work

The MTE team noted conflicting answers when stakeholders were asked about the extent to which boys and girls are engaged in working in specific sectors. Some responded that that more boys are involved in work than girls, and others stated the opposite, sometimes confusing work with child labour. DOLISA in An Giang stated that they need clearer instruction on how to differentiate child labour and working children according to international standards. Some examples from interviewees are provided below:

- In An Giang, DOLISA said there are more boys than girls working, and that girls are involved in less heavy work, such as making bamboo baskets or processing fish. Conversely, DOET reported (from an assessment in 9 communes) that culturally girls are at greater risk of dropping out of school than boys. The age of drop out is important as is the type of work children who drop out engage in.

- In My Phu commune it was reported that girls must stay at home doing household chores or supporting the family business so their brothers go to school. Household chores include processing mangos into pickles. However, perceptions on what is or is not child labour must be clarified. Some DOLISA staff stressed that whether such work is for the household or sold outside the community is important for defining child labour. Age was not mentioned.

- It was noted in Chau Phu District (An Giang Province) that there was a perception that more boys drop out to migrate as construction workers. Girls tend to be involved in the garment sector or selling coffee. However, domestic work in other houses was not considered seriously as a form of work, until the MTE team asked, and it was revealed many girls using fake identification to work as domestic workers. A difference in defining whether boys and girls are in child labour depends on children's age, and can be due to the underlying definition of 'work' used in compiling the data, and whether the informal economy is included or not. [44] For example construction work would not be allowable for those under 18, whereas other work may be acceptable.

- Many sections of MOLISA and many partners displayed no knowledge of gender issues in child labour. For example, the Department of Work Safety felt there is a natural division of labour, but boys and girls have freedom to work at what they want. They said women want to work more in garment factories. One interviewee thought male workers out perform females (in cooking and garments). Another felt that addressing gender related to OSH standards is the same for boys and girls (i.e. the 85 decibel threshold is the same for both sexes). The Inspectorate does not appear to emphasise training for labour inspectors on the special problem facing girls nor reaching those in 'hidden' work.

MOLISA requested that the gender module be taken out of the UCL training materials, [45] and gender issues integrated into other UCL module. The MTE view such integration (even if adequately done) as required in addition to a specific module explaining why gender issues

[44] Give Girls a Change. Tackling child labour, a key to the future. Murray, U. & Quinn, P. (2009) IPEC/ILO

[45] The other two modules that the PMU asked to be removed were on education and also coordination mechanism (because they felt that what was in the original materials was not possible to implement).

are relevant to child labour. The relevance of gender to addressing child labour is important because:

- DOLISA child protection officers also have duties to address train others on gender equality and stated that they could integrate child labour into that training. DOLISA in Hanoi combined the Child Protection and Gender Equality Divisions, and said that they can address both, if they have disaggregated data. DOLISA in HCMC has a Women's Empowerment Action Plan.

- Ensuring both sexes do not drop out of school at an early age is equally important. Research demonstrates that educating girls is one of the most effective ways of tackling poverty. Educated girls are more likely to earn more as adults, marry later in life, have fewer and healthier children, and have decision-making power within the household. Educated mothers are also more likely to ensure that their own children are educated, thereby helping to avoid further child labour.

- DOLISA stressed the need to identify who is head of the household so, if necessary, more resources could be allocated to vulnerable groups. For example, there may be specific implications for direct interventions with female-headed households who are struggling to keep their children in school or different strategies are required for households with adult female migrants. When asked, some respondents gave the impression that this was not an issue they had thought seriously about. Women may face specific issues in setting up livelihood options, which should be covered in the ILO's business training materials.

4.5.3 Gender mainstreaming: summary and conclusions

On the whole, more focus on gender issues is required in ENHANCE. It is unclear at present how ENHANCE plans to address gender issues in direct interventions. Whilst ENHANCE already includes gender in ToRs, all reports should be very carefully checked to ensure that contractors actually assessed the gender implications of their particular activities. There are many fairly standard ways that ENHANCE could try to ensure gender issues are addressed. Trends in data can be analysed to understand the significance of any differences and to inform future planning. Linking to gender equality officers in DOLISA and the Women's Union may also help in this regard.

4.6 Efficiency of Resource Use

4.6.1 Budget

Spending to date on ENHANCE is far below expectation mainly because of the delays mentioned earlier in this report. A budget summary with deliverable rates by component showed that by January 2018, approximately $2 million out of $8 million had been spent, with 38 per cent spent or committed as of January 2018. After 38 months of a 60-month project, it would be expected that more would have been spent or committed. Just over 20 per cent of the budget for the capacity building component has been spent or is committed; it was noted that spending on strengthened capacities for identifying child labour and hazardous work was particularly low; whereas capacities enhanced for the roll out of the NPA was what would be expected at this point in the project. Approximately 31 per cent of the awareness raising component has been spent; the only low spending output was awareness of child labour amongst national policy and programme makers and the media. Only 13 per cent of the direct interventions budget spent or committed; and there is a concern about the project being able to spend the remaining balance by December 2019. Meanwhile, as it would be expected, overhead and salary costs advance. USDOL is concerned with the low spending rate particularly related to the major delays in initiating direct interventions.

4.6.2 No-cost extension

It is unlikely that ENHANCE will achieve its planned direct intervention objectives by December 2019. The project is behind in implementation by almost one year. This is partly because from the time of the Prime Ministers approval of the project in December 2014,[46] MOLISA's approval came almost a year later,[47] with the project only launched for implementation in November 2015. Project annual work-plans for the first year of implementation were approved by MOLISA in March 2016; and for 2017 in August 2017. The late approval of the work plans resulted in delayed implementation of ENHANCE project activities. Apart from delays in capacity development for many stakeholders, and delays in the implementation of awareness raising activities, which require time to deliver impact, the project will not achieve its objectives because direct interventions have not yet fully started. Provincial direct interventions require adequate time for the identification of the target children or families and adequate time for the provision of interventions. In order to monitor any changes in the lives of the children and their families, ENHANCE requires a sufficient time period between when the intervention begins to when change is evident. ENHANCE should also carefully document the intervention models, so that they can be replicated elsewhere. This also requires time.

Without prompting, a no-cost extension option was raised by various stakeholders during the MTE. Most stakeholders (MOLISA, DOLISA, MOET, VCCI, ENHANCE and ILO staff) indicate that a 1-year extension would be ideal, so the project runs until December 2020 rather than December 2019.[48] USDOL confirmed, that upon a formal request, a 6 months extension is

[46] Decision 2174/QĐ-TTg dated on 04/12/2014

[47] Decision No. 1599/QĐ –LĐTBXH on 30/10/2015

[48] The PMU would like to align project results to the next Social Economic Development Planning process. By 2020 they will have reviewed their current 5 year plan, and be developing a new strategy for the next 5 and 10 year plan.

maximum that could be approved due to the fact that the project funds will expire in September 2020.

4.6.3 Management of financial resources

In as far as the MTE team could assess, project resources are being allocated efficiently and resources always delivered in a timely manner. Resources and costs have been shared with other projects (e.g. NIRF and SafeYouth@Work, collaboration with UNICEF, contributions from ILO CO Hanoi). ENHANCE undertakes planning for financial resources based on planned activities in the work plan, with staff member filling in a monthly form. Any funds awarded to government agencies require USDOL approval.

The GoV originally wanted more detailed reports on finances than is required by either USDOL or ILO. According to the PMU, their budget has to be itemised against each activity (activities have to be with sources of funding in work plans). MOLISA initially requested budget details by activity level from the ILO. Neither the ILO nor USDOL are able to provide this level of financial reporting. The ILO reported that their rational is to ensure confidentially for procurement. A compromise was reached by mid-2017 and the budget is shared by output level (cluster of activities).

According to the ENHANCE team, the ILO template for suppliers of goods and services can be complicated for some Vietnamese suppliers (the need for two languages; agree relatively complicated term of conditions). One suggestion is to make the paper work less complicated (but this is a longer-term process). ENHANCE and the other two USDOL funded projects in Vietnam, NIRF and SafeYouth@Work, are ensuring they are consistent in applying the USDOL Management and Procedural Guidelines across all three projects.

4.6.4 Summary and conclusions: efficiency of resource use

In as far as the MTE team could assess, project resources are being allocated strategically, but there is a major concern about the project being able to spend the remaining balance by December 2019. Most stakeholders (MOLISA, DOLISA, MOET, VCCI, ENHANCE and ILO staff) indicate that a 1-year extension would be ideal, so the project runs until December 2020 rather than December 2019. However if formally requested, a 6 months extension is the maximum time possible under the USDOL cooperative arrangement because of the expiration date of the project funds. The reason an extension is required is for more time for direct interventions to take a firm hold in the provinces, and that more awareness raising activities (some of which have been delayed e.g. SCREAM) are required amongst parents/guardians and DOLISA staff. Given these delays, coupled with the enthusiasm noted amongst many stakeholders interviewed to really work towards implementing the NPA on child labour, the MTE team felt that a no-cost extension is appropriate.

4.7 Sustainability

An important principle to be followed in the project document is promoting sustainability (and cost-effectiveness) through contributions from the Government in term of human resources, in-kind contributions, linkages with other initiatives and the state budget.

4.7.1 Conditions for sustainability

The MTE found that because ENHANCE is working through MOLISA/DOLISA/MOET/DOET, there are excellent conditions for sustainability, if the interest remains in rolling out direct interventions to other provinces via the implementation of the NPA. One government department stated that they are now capable of doing the job, because of the support from some experts via ENHANCE. National ownership on child labour is evident within MOLISA due to the NPA and their stated commitment to addressing child labour. Even though other line ministries can help, they do not have a clear mandate for addressing child labour. Nevertheless, the Prime Minister asked ministries to "join hands" to address child labour under the National Plan of Action.

ENHANCE is providing technical support with regard to Chapter 11 in the Labour Code, which is scheduled to be revised in 2019. Proposed amendments to, or revision of articles in to the 2012 Labour Code's provisions concerning child labour are promising for sustaining approaches to addressing child labour. Stakeholders (working on value chains) interviewed during the MTE indicated that there is a tendency to stick closely to legal provisions in the labour code in Vietnam.[49] Many interviewed during the MTE referred to the 2012 Labour Code on child labour as being the benchmark against which child labour is determined or not. Likewise, the development of the Decree on Administrative Sanctions on Violation of Regulations Regarding Elderly, Disability and Child Protection will be an official order that has the force of law, so likely to be implemented.

Sustainability is very likely because of collaboration and consultation with other national institutions. The University for Labour and Social Affairs (ULSA) is under MOLISA's management (as a training school for officials) and is a key target for adoption of two sets of training materials i) UCL training package; and ii) the training packages for Labour Inspectors. MOLISA's training school for officials is particular important in rolling out training to more MOLISA officers.[50] MOLISA officers have to cover child protection as one of 11 topics covered under their standard training. If and when a TOT is provided to ULSA and master trainers established, a sustainability strategy will have been put in place. Thus because ENHANCE is working through the MOLISA Inspectorate, training offered on child labour is likely to be maintained through their official training programme. Organizing investigation of labour accidents and any breaches against labour safety standards, occupational hygiene and health; as well as setting up guidelines for implementation and enforcement of national system on technical standards on labour safety and occupational health are all parts of the Inspectorate's tasks, even with an inadequate numbers of inspectors to cover the entire working population. However, national funding for inspector staff is unlikely to be increased.

[49] However, it is unknown yet whether the revised Labour Code will cover the informal economy or not; the informal economy may be covered in the chapter on minor workers.

[50] MOLISA's Training school for Officials and Civil Servants in Labour and Social Affairs. This functional unit has the roles of training; management skills and professional ability on labour, for Officials and Civil Servants in the Sector and the other agencies, organizations, individuals in need. http://www.molisa.gov.vn/en/Pages/Detail-organization.aspx?tochucID=264.

Thus, training should stress efficiency of work, within the limitations of a relatively small workforce; and their lack of mandate to address the informal sector.

4.7.2 Direct intervention commitments at provincial level

With the time frame remaining, it is unlikely that direct interventions for preventing and withdrawing children and adolescents from child labour will be sustained. Interventions require time to take effect (and have been delayed in starting); and livelihoods support requires time to take hold and for increased income from value chain development to be noted. Commitment at operation district level is not yet fully known. Capacity building can directly benefit both the newly trained individuals and the agency they work for, but the further dissemination and implementation of capacity-induced changes in practice and behaviour cannot be rushed. It takes some time for capacity building inputs and new knowledge and skills to take hold and be assimilated into work practices. The commune-level impact will arise when capacity, (coupled with awareness raising) is used for the benefit of children at risk and their families. At DOLISA and collaborators level, this should be reflected in increased efficiency in the provision of direct services to children/families at risk or more coordination with regard to services offered and delivered. It is imperative that ENHANCE speed up the process of building capacities and implementing models at local level, swiftly starts awareness raising activities and starts documenting processes that have to be in place for these models of direct intervention to work. The following was noted during the MTE:

- DOLISA in Hanoi stated that ENHANCE is aligned and complementary to their work, and they will make effort to sustain the project in future.
- DOLISA in HCMC reported that they cannot address any questions about sustainability as they have not yet started implementing the project but they have expectations to maintain the project outcomes replicating the approaches in all districts (24) of HCMC. They stated that funding is not the issue for them, rather how to address child labour.
- DOLISA, in An Giang, reported that ENHANCE is helping them to do what they need to do anyway, under the NPA. A representative from DOLISA stated that he carefully discussed ENHANCE with DOLISA officers to ensure sustainability of the approach.
- DOLISA in general is working through the existing child protection system (CPS) that were set up (with support from UNICEF) at national and sub-national levels. Although not fully operational in all provinces, the CPS supports the development of child welfare and child protection services, such as community-based child protection system, as well as other services for children. Special protection should be in place for the most vulnerable groups of children including those engaged in child labour. The provincial work through ENHANCE was reported to be able to sit well with the CPS system. However at a local level, there is often one officer in charge of child protection, and addressing child labour will only be a minuscule part of that job. The only way forward is that MOLISA puts in place system for these existing officers to address child labour within their line of duties.
- With regard to financial resources for addressing child labour within DOLISA, there is not yet a clear budget line, as there are limited funds allocated for Child Protection System. Central budgets are allocated for provinces, and provincial budgets can be mobilised by their own (HCMC did not feel that budgets were a problem). Thus,

provinces must be cognizant of the political advantages of addressing child labour within the financial boundaries within which they work.

- At least four MOLISA staff reported that they would like to have child labour free zones (as they saw in the Philippines) or sectors. Models on how these were set up could be shared. The Conditional Cash Transfer (CCT) programme in place in the Philippines were also admired - if families do not attend club activities that teach them how to support children, they fail to get their cash stipend. Further discussion on social protection programmes are necessary if Vietnam is considering to go down this route.

4.7.3 Summary and conclusions: sustainability

Excellent conditions for sustainability are in place, provided the government remains interested in and committed to addressing child labour, which the MTE consider is highly likely. Sustainability requires human resources, funding, a legal and institutional framework to maintain the models set up. The MTE found that the GoV and the provincial governments have a strong wish and commitment to eliminate child labour. National ownership on child labour is evident due to the NPA and commitment to work with the ENHANCE project. However, how direct interventions will have impact at the provincial level, and how much it would cost per province to implement these direct interventions are not yet known. ENHANCE is supporting efforts to address child labour within the existing child protection system and ENHANCE components mirror activities planned in provincial plans of action. To help sustain actions, short case studies (2 pages maximum) from other countries might be useful to disseminate more widely or share with sections of MOLISA. Case examples or good practices in establishing a sustained approach to addressing child labour in Vietnam should start to be documented. Criteria could evidence of consultative processes with stakeholders that appeared to create a sense of ownership; solid examples of capacity strengthening and how it was used to address child labour; direct intervention models that worked and where the children removed ended up; or demonstrations of long-term institutional capacity that are shown to contribute to the prevention /reduction of child labour.

4.8 International Labour Standards

ENHANCE is contributing to a great extent to the implementation of International Labour Standards (ILS) on Child Labour. ENHANCE is supporting national discussions on the definition of child labour and ensuring it is in line with ILS. Defining child labour is a slow process, due to the sensitivity of the issue in Vietnam. However for the purposes of the ENHANCE project, a working definition of child labour was agreed upon in October 2017, so that activities could move ahead. Children are grouped into different categories in the project[51]:

- Group No. 1: include persons aged 5 -17 years who are economically active.
- Group No. 2: persons aged 5 -17 years engaging in economic activities and fall into specific criteria. Specific criteria relate to legal regulations and are specified under: working time; type of work and workplace; heavy, dangerous and hazardous work; or worst forms of child labour[52].
- Group No. 3: persons aged 5 - 17 years who are economically active in work or workplaces that are unsafe and prohibited for their engagement under legal regulations falling under the following criteria (heavy, hazardous, dangerous labour; or worst forms of child labour).

Although there is no official approval for this definition from MOLISA, it is clear that this working definition is for the purposes of the ENHANCE project only, and, according to the PMU, it is not to be used for statistical reports, only for project operations.

Although the definition of child labour in the 2012 survey was in line with international labour standards, the labour code was not in line with international labour standards. Thus the child labour definition in the 2012 survey was not exactly aligned with the labour code. There are now different national views on how the informal economy is covered in the survey. The PMU reported that since the Labour Code 2012 covers only where the labour relation exists, identifying child labour in the informal economy within boundaries of the existing Labour Code of 2012 is problematic. Referring to Article 5.3 of the ILO Minimum Age Convention 138, another unresolved question is whether the definition can exclude family agriculture activities for local consumption.[53] These issues must be addressed in Vietnam as both Conventions 138 and 182 have been ratified (in 2003 and 2000 respectively).

Disagreements as to whether the definition used in the 2012 national child labour survey was in line with Vietnamese law was raised amongst interviewees during the MTE. The working hour threshold is another area of contention and MOLISA requires legal background documents on a working hour threshold,[54] which does not exist for children under 13. The Labour Code in Vietnam does not cover the informal economy. The definition of child labour is extremely important for the forthcoming second child labour survey due to be initiated in

[51] Taken from the page 7 and also Annex 1 of the March 2018 Report: Results of the Baseline Survey, An Giang Province (for the project ENHANCE 2014-2019)

[52] Taken from the page 7 and also Annex 1 of the March 2018 Report: Results of the Baseline Survey, An Giang Province (for the project ENHANCE 2014-2019)

[53] Article 5.3 of the ILO Minimum Age Convention 138 - *The provisions of the Convention shall be applicable as a minimum to the following: mining and quarrying; manufacturing; construction; electricity, gas and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes, but excluding family and small-scale holdings producing for local consumption and not regularly employing hired workers)*

[54] UNICEF Multiple Indicator Cluster Surveys (MICS) include household chores, MOLISA does not officially recognise MICS.

2018. MOLISA, in cooperation with ILO and the Vietnamese statistical office, has publicly committed to undertake this survey. In March 2018, the ILO will hold a series of high-level meetings between the government of Vietnam and senior Statistical and Legal ILO delegates to provide technical advice on international child labour standards. The definition of child labour for the forthcoming national child labour survey has to reach international standards as well as Vietnamese standards.

5. Conclusions

The following conclusions are derived from the MTE findings. Conclusions are derived from the evaluators analysis of interviews results with 103 persons, observations and reviews of the ENHANCE project documents and outputs. It is fully acknowledged that independent evaluators who have a limited number of days to review a project cannot fully understand all the project nuances, the reasons for all the delays, nor comprehend the range of discussions and negotiations that took place throughout the implementation of the project. Nevertheless the following conclusions are presented based on an impartial judgement on the part of the evaluators.

Evaluation criteria	Conclusions
Overall	ENHANCE has experienced many delays since the cooperative agreement for the project was signed in December 2014, which mainly related to administrative and operational differences. Many discussions took place before all stakeholders agreed on the working modalities, and financial information disclosures. The challenges in this project are known by all stakeholders including: agreeing to a definition of child labour (that also incorporates the informal sector), which is a sensitive issue; different rules, regulations between all partner organizations (ILO, USDOL and MOLISA); and the delays on the part of MOLISA which slowed down decisions on service provides, sectors of focus, report reviews, etc.. Prolonged discussions and hold-ups on decisions for different aspects of ENHANCE contributed to project activities being about one year behind. Funds are under spent with 22 months to go. Given the many delays, coupled with the enthusiasm noted amongst many stakeholders interviewed to implement the National Plan of Action Stakeholders on tackling Child Labour and implementing the NPA (2016-2020), the MTE team concludes that the ENHANCE project requires at the very least a six month extension, (but ideally a year).
Relevance and strategic fit of the interventions	The ENHANCE project is of significant relevance to the need for dialogue and partnership amongst government, international organizations, businesses, trade unions, civil society on addressing and reducing child labour. All indications are that the project strategy and approach at both national and provincial levels are still pertinent to the current and long-term developmental needs of Vietnam. ENHANCE is well aligned with the Vietnam *Decent Work Country Programme*, the One UN plan, and the Sustainable Development target 8.7. The MTE found that the specific problem the project was designed to address still exists. MOLISA has not yet fully improved aspects of national legislation on child labour, particularly with regard to hazardous work, and still requires support. International expertise and support on the definition of child labour is required so that the planned second National Child Labour Survey can be administered.

Evaluation criteria	Conclusions
	DOLISA still has a need for support in rolling out the NPA on child labour at provincial level, including developing intervention models with coordination and linkages to educational alternatives for children at risk.
Validity of project's design	The design does not need to be modified in the second half of the project, except for some minor adjustments. Such minor adjustments should be made to make the project interventions more fitting to the priorities of local government, and in light of changing circumstances. On the whole, the development of the CMEP is viewed by the MTE as good for tracking progress and progress against planned dates and outputs/outcomes achieved are indicated.
Intervention progress	The MTE found that ENHANCE is somewhat making progress towards the capacity building components. The agreement on the child labour definition, and the finalization and implementation of *Understanding Child Labour* training package are not yet complete. It is extremely appropriate that forthcoming ILO international legal support and statistical expertise will help to share information on how other countries are dealing with child labour in the informal economy and help MOLISA in finalising their child labour definition so preparations for the second national child labour survey can start. With regard to awareness raising, although making progress, ENHANCE is only somewhat likely to achieve its' objectives in this regard during the remaining project time, with many output delays having cascading effects. For example and the SCREAM awareness raising training of trainers is not yet started. At the moment, due to the delays in starting the direct interventions in Hanoi and HCMC city provinces, the project is unlikely to have adequate time for the effects of the direct intervention activities to really take hold. Although it is likely that the 5000 children and 2000 families will be reached, it is unlikely that there will be adequate time for any interventions have been in place long enough to demonstrate sustained and lasting impact that can be shared with other provinces. However there is an acknowledgement amongst all stakeholders of the urgency to initiate and implement direct interventions.
Effectiveness of management arrangements	Project management is appropriate. Considerable efforts have been taken by all to iron out implementation differences, including a well-received retreat in March 2017, although it could be argued that some differences between the different key stakeholders that caused delays could have been ironed out earlier. ENHANCE staff are viewed as doing a good job, flexible and patient.
Efficiency of resource use	In as far as the MTE team could assess, project resources are being allocated strategically, but there is significant concern about the project being able to spend the remaining balance by December 2019.

Evaluation criteria	Conclusions
Sustainability	ENHANCE is supporting efforts to address child labour within the existing child protection system in Vietnam. The MTE found that the Central Government of Vietnam and the provincial governments have a strong wish and commitment to reduce child labour in value chains. National ownership on child labour as a challenge is very evident because of the NPA and demonstrated commitment to work with the ENHANCE project. How sustainable the direct interventions will be is not yet known. Sustainability requires human resources, funding, a legal and institutional framework to maintain the models set up. It would be important to carefully document and disseminate how sustained approaches to addressing child labour in the target provinces took hold (provided the direct intervention models work effectively), including the estimated costs (human and financial) to coordinate and put in place such direct intervention models.
Gender	The MTE found little evidence of a strong gender approach in ENHANCE. Whilst ENHANCE already includes gender in terms of reference for contractors and studies, not all reports are carefully checked to ensure that contractors actually assessed the gender implications of their particular activities. It is unclear at present how ENHANCE plans to address gender issues in direct interventions.
International Labour Standards	ENHANCE is contributing and supporting national discussions on the definition of child labour to a great extent, and ensuring it is in line with International Labour Standards. Ongoing work and high-level meetings between the government of Vietnam and senior Statistical and Legal ILO delegates is ensuring technical advice on international child labour standards will support the forthcoming national child labour survey.

6. Recommendations

	MTE Findings	Recommendations	Responsibilities	Priority H= High; M=Medium; L=Low	Resource implications
1.	**Progress and effectiveness** ENHANCE has not made sufficient progress towards its planned results, in particular direct interventions. For various reasons, ENHANCE has been delayed and is at least one year behind. Direct interventions (removing children from child labour; providing vocational education alternatives; or providing support for families at risk or child labour) had not yet fully started at the time of the MTE, and ideally require more time to take and show effect. Other setback factors relate to background reports/studies/baselines/training materials significantly delayed before they reach their final version, and are approved by all ENHANCE stakeholders.	• Direct interventions need to move at a very fast but steady pace. Everyone involved must take responsibility for his or her part in moving ahead in a timely and speedy manner. The Project Management Unit (PMU) should agree to endorse outputs much quicker and expeditiously endorse work plans in conjunction with USDOL and the ILO. • ENHANCE could explain carefully to all contractors the target audience of outputs to ensure their outputs are fully addressed to their purpose. To finalise research and reports, rather than dwell on some details in the reports, look at the bigger picture: - What is the key message? - How can the study inform the work of ENHANCE/ /MOLISA/MOET? • Encourage target audiences (in particular the government) to utilise reports and studies carefully • The MTE recommends that ENHANCE receive a non-cost extension.	All ENHANCE stakeholders PMU, ENHANCE, USDOL	H	No
2.	**Child labour definition** Whilst an operational definition of child labour is in place for project purposes, many (during the MTE) raised the lack of an international statistical	• Continue conversations on the statistical definition of child labour so it is agreed upon by April 2018 and work can start on the second National Child Labour Survey. • Following an agreement on the child labour definition,	Legal Affairs, MOLISA ENHANCE Team ILO Geneva	H	Yes

	MTE Findings	Recommendations	Responsibilities	Priority H= High; M=Medium; L=Low	Resource implications
	definition of child labour.	more support for the hazardous work list is required.	ILO Hanoi		
3.	**Information sharing** Although ENHANCE has produced two project newsletters, many ENHANCE partners reported they did not know what others are doing.	• More sharing of information on what ENHANCE partners, implementing agencies and service providers are doing centrally and at provincial level is required for better synergy.	ENHANCE CTA	H	No
4.	**Direct Interventions Coordination** DOLISA is capable of setting up a reasonable coordinating mechanism for the provincial level (including with DOET) however not all remediation actions at the provincial level are worked out. ENHANCE is working with DOLISA to develop a coordination model that fits within the existing system. The PMU expects to know how much each item costs, how they can reallocate budgets to accelerate progress in other provinces. Monitoring child labour in the informal sector is a challenge as there is no mechanism in place to address it.	• ENHANCE could work with MOET and MOLISA to issue a joint document on how they can complement each other and work together on child labour. A strong focus on strengthening networks with all stakeholders including local authorities, education and social sectors, NGOs, VCCI, VGCL (employers and workers organisations) so that the services for children are known is required. Package together responses for children at risk of child labour in the informal sector and families of those children. • Track how much it cost per province to set up models of direct interventions, including fixed and variable costs. A formal handing over of the project (including a summary of costs) should be organised well in advance of the closing date. • Reference the National Hotline for children in awareness raising materials and in the package of interventions shared.	ENHANCE Provincial Coordinators DOLISA	H	Yes
5.	**Gender** Very little attention to gender was found during the MTE.	• Improve the focus on gender. Appoint a focal point amongst the ENHANCE team to continuously monitor gender indicators and the significance for project implementation. He/she can draw attention to how	ENHANCE Team and MOLISA	M	Yes

	MTE Findings	Recommendations	Responsibilities	Priority H= High; M=Medium; L=Low	Resource implications
		gender roles influence options such as vocational training, the consequences of the gender division of labour on child labour and the overall consequences of gender for ENHANCE and the National Plan of Action on Child Labour (NPA) activities.			
6.	**More prioritisation of migrants** How to address the needs of migrant child workers was frequently mentioned during the MTE, with acknowledgement that local authority and tripartite coordination is important to reach migrant workers, along with more awareness amongst guardians/parents.	• Migrants require more prioritization particularly around access to education. Set up discussions on addressing migrant children who fall beneath the radar and the official system. Make adjustments to the Direct Beneficiary Reporting and Monitoring (DBRM) form to ensure migrants are adequately noted and appropriate activities can be planned for them, including different awareness raising channels to reach them and different interventions.	DOLISA ENHANCE M&E officer	H	Yes
7.	**Pilot the school to work transition system** Given that child labourers are concentrated in the 15-17 year age group in Vietnam, and many are in rural areas, more attention is required for this group, particularly agribusiness skills for those engaged in agriculture. Evidently children who are not able to attend high school are at higher risk of falling into child labour	• More discussions could take place with regard to vocational training courses on offer for boys and girls aged 14-17 years including better tailoring training to labour market gaps. Focus more on the means of reaching the 14-17 age group (such as through the Youth Union, or life skills education). • Consider some of the child labour and agriculture training tools already available (for example from the UN Food and Agriculture Organization[55]) and link with more agricultural stakeholders for some activities in An Giang,	MOET/DOET MOLISA/DOLISA ENHANCE TEAM especially provincial coordinators	H	Yes

[55] E.g. good practices in addressing child labour in agriculture http://www.ilo.org/ipec/Informationresources/WCM_IPEC_PUB_23100/lang--en/index.htm South East Asian seafood industries addressing child labour http://www.ilo.org/ipec/Informationresources/WCM_IPEC_PUB_28396/lang--en/index.htm End Child Labour in Agriculture e-learning course: http://www.fao.org/elearning/#/elc/en/course/CL and the FAO Junior Farmer Field and Live skills Manual on Child labour prevention in agriculture

	MTE Findings	Recommendations	Responsibilities	Priority H= High; M=Medium; L=Low	Resource implications
		including those who specialise in agribusiness.			
8.	**Vetting for collaborators** At present in Vietnam volunteers and collaborators working with children are not vetted.	• In discussions on direct interventions and collaborators, ENHANCE staff could highlight the need to move towards setting up background checks for local collaborators (to ensure Vietnam reaches international child protection standards).	MOLISA	L	No
9.	**Capacity development** Much training has taken place to build awareness of the NPA; planning activities; and monitoring the prevention and reduction of child labour. The capacity of child protection officers still needs to be built at provincial level. ENHANCE is supporting MOLISA/DOLISA to eventually introduce child labour into their core labour trainings.	• ENHANCE could improve on systematically evaluating training (against each individual training objective) and instil such a culture amongst trainees. Most important to know is how well a workshop met the learning objectives and whether trainees can apply what they learned. Ensure all who attend actually evaluate the workshop.	ENHANCE Capacity Building Officer	L	
10.	**Awareness raising** Many mentioned the need to raise awareness for families/guardians. It was also noted that a strong focus must be sustained or changing mentality of the public and government officials with regard to child labour. There is concern that the Knowledge Attitudes and Practice (KAP) survey which is supposed to inform an awareness raising campaign will be available too late to inform the development of awareness raising materials.	• Ensure the KAP report is very quickly drafted once fieldwork is complete. Continued awareness raising for government agencies and the public on the negative consequences of child labour is a top priority, with a focus on the importance of education for children. Use the recommendations from the media assessment.	ENHANCE Awareness Raising Officer	H	
11.	**Sustainability and documenting good practices** The approach adopted by ENHANCE is conducive to	• Ensure that the processes put in place to reduce the risk of children labour and direct interventions adopted in	ENHANCE CTA and ENHANCE M&E Officer	M	

	MTE Findings	Recommendations	Responsibilities	Priority H= High; M=Medium; L=Low	Resource implications
	a sustainable approach to addressing child labour. ENHANCE is producing products that stakeholders can continue to use after ENHANCE; there is good ownership on he part of government; and the NPA must be rolled out in other provinces. No good practices have been documented yet. Many stakeholders require information on how direct intervention models were put in place so they can roll them out to her district and provinces. The important processes that contributed to sustaining some activities in some districts from the previous project were mentioned during the MTE as relevant.	ENHANCE are carefully documented so that models can be replicated. Outline what makes a practice 'good' - what works sustainably in term of driving action to reduce child labour. Develop criteria for good practices. A template for starting to collate good practices could be developed now and shared with DOLISA so the information can be gradually collected. • Invite some officials involved in the direct interventions in the earlier Spanish-funded IPEC project to give their views during forthcoming events or stakeholders meetings on what remains in place since this earlier project ended.	DOLISA		

7. Lessons learned and good practices

ILO Lesson Learned: Use of Social Media can be extremely effective Project Title: **Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE)** Project TC/SYMBOL: **VIE/14/04/USA** Name of Evaluator: **Una Murray and Ai-Phuong Ton Nu** Date: 13.4.2018 The following lesson learned has been identified during the course of the evaluation.	
Brief description of lesson learned (link to specific action or task)	The use of social media is extremely effective in reaching large numbers of the general public. The ENHANCE project used social media (and local celebrities as a messenger) during the World Day Against Child Labour (WDACL) campaign which appeared to be extremely effective. On June 12, 2016, the focus was on ending child labour in supply chains. The message was clear - the risk that child labour may be present in supply chains should be well addressed for the future of young generations, as well as for Vietnam's deeper economic integration goal. A two-minute animation video clip was produced in Vietnamese/English, and aired seven times on national television. The clip was shared widely in the Facebook pages by many popular key opinion leaders and actors.[56] The June 2017 WDACL contained a reportage and a video clip on television and a radio clip of child labour prevention in natural disasters was produced, and aired on National TV and on provincial television and radio stations more than 250 times.[57] It is estimated that the clips have reached nearly 3.4 million viewers. However with social media message delivery continues. The message content is still being delivered, although it may no longer be tracked.

[56] https://youtu.be/TExIe0ccRqo. The full version of the video clip in YouTube had 34,279 views by January 2018. Better Work Vietnam also has a video clip on child labour in supply chains[56] which by January 11 2018 has had 585 view. This video clips is 3.47 minutes long and focus on the garment and footwear industry.

[57] The videos can be found at: http://www.ilo.org/hanoi/Whatwedo/Projects/WCMS_428369/lang--en/index.htm

Context and any related preconditions	The content, language, messenger, medium time and place are important elements for an effective social media campaign. Social media requires careful planning of the message that needs to be conveyed. The message has to be simple, concise, and use appropriate language. The right platform is important and in this case, the messages (for use in social media) were launched at the workshop for the WDACL. Contacting and using the national celebrity Xuan Bac in the 2017 campaign was significant. In both cases campaigns the message was clear, although the 2017 contained a more real human interest story.
Targeted users / Beneficiaries	ENHANCE project stakeholders and the wider public
Challenges /negative lessons - Causal factors	It is important that the messenger is credible for the target audience. Getting celebrities as messengers or source person to deliver the message can be challenging. For child labour reduction it can be effective to get a child who was formally in child labour as a representative, but this can present ethical issues. Keeping track of how social media messages continue after a campaign can be beyond the scope of the contractor commissioned to prepare the campaign.
Success / Positive Issues - Causal factors	ENHANCE used a very appropriate time and place to deliver two important child labour messages – the international event, World Day Against Child Labour.
ILO Administrative Issues (staff, resources, design, implementation)	Having young staff that are familiar with and use social media is important for effective message development and delivery. Working with an effective media organization is also extremely important.

Emerging Good Practice: Alliance 8.7

Project Title: **Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE)**

Project TC/SYMBOL: **VIE/14/04/USA**

Name of Evaluator: **Una Murray and Ai-Phuong Ton Nu**
Date: 13.4.2018

The following emerging good practice has been identified during the course of the evaluation. Further text can be found in the full evaluation report.

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Alliance 8.7 is an international, regional or national coalition to accelerate engagement for the purpose of eradicating forced labour, human trafficking, modern slavery and all forms of child labour. Alliance 8.7 was formed to support Target 8.7, one of the Sustainable Development Goal (SDG) targets. Expected members are the International Labour Organization, UNICEF, UN Office on Drugs and Crime (UNODC); the International Organization for Migration (IOM); and specific programmes such as the UNDP's United Nations Action for Cooperation Against Trafficking in Persons (UN-ACT). In Vietnam, in coordination with UNICEF, ENHANCE has been laying a foundation of the National Alliance 8.7.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	National advocates, and international coalitions are important for sustained action on child labour in Vietnam. Alliance 8.7 holds considerable potential for accelerating collaboration and engagement on child labour. Those involved in efforts to reduce child labour must be completely convinced and aware of the challenges in addressing child labour, progress including via ENHANCE and UNICEF programmes to date. Alliance 8.7 provides an opportunity to demonstrate how different groups can work together to put in place different aspects of support that together push the agenda forward. With no blueprint on how Alliance 8.7 should work, a coalition such as Alliance 8.7 provides an opportunity or a platform to promote child labour messages and data sharing. If a substantial number of agencies, organisations and individuals join Alliance 8.7 a momentum will be in place.
Establish a clear cause-effect relationship	The ENHANCE project team regularly participates in multi-stakeholders working groups such as Counter Trafficking Network, and uses such joint activities to mainstream child labour concerns into other development agendas as well as to expand the network of the Alliance 8.7 in Vietnam. The ENHANCE project is encouraging partners to engage with Alliance 8.7, participate in regular meetings and incorporate other interested parties into advocacy activities.

Indicate measurable impact and targeted beneficiaries	Alliance 8.7 was introduced during the launching ceremony of the National Plan of Action for Child Labour (2016-2020) held in December 2016. A presentation on the 2030 SDG Agenda, including Alliance 8.7, also took place at the sub-regional workshop in HCMC. WDACL activities were also used to lay a foundation of the national Alliance 8.7. ENHANCE has engaged MOLISA to take a coordination role in preparing for WDACL 2017 by mobilizing a number of partners and stakeholders such as UNESCO, Save the Children, Plan International, World Vision, the Ministry of Education and Training as well as the Ministry of Agriculture and Rural Development. When asked during the MTE, some government stakeholders knew about Alliance 8.7. Other non government stakeholders expressed an interest in this type of coalition. Membership can be counted as activities progress in the coming years.
Potential for replication and by whom	ENHANCE can usefully lead on demonstrating how such an Alliance can be put in place in Vietnam using the existing project channels and project stakeholders as allies.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Although USDOL is not funding Alliance 8.7 activities, ILO Vietnam is likely to receive some small ILO-Hanoi regular budget funds for coordinating activities related to Alliance 8.7, which will help in expanding the network in Vietnam. Feedback on how Alliance 8.7 works in Vietnam will be very important.
Other documents or relevant comments	http://www.alliance87.org/

Annexes

Annex 1: Term of Reference for MTE

Term of Reference

Independent Midterm Evaluation

Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE)

Project Title	**Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE)**
ILO Project Code	**VIE/14/04/USA**
Administrative Unit in charge of the project	**Country Office-Hanoi**
Technical Backstopping Unit	**FPRW/IPEC**
Type of Evaluation	**Independent**
Timing of Evaluation	**Midterm**
Project Period	**15 December 2014 – 31 December 2019 (60 months)**
Total Project Budget	**US$8,000,000**
Funding Agency	**United States Department of Labor (USDOL)**

Background

1. Built on the achievements and lessons learnt from the previous project, ENHANCE was designed to address the following three priority factors which contribute to the child labour problem in Vietnam: (1) Insufficient capacity of national stakeholders to identify, monitor and respond to child labour in the light of International Labour Standards; (2) Limited awareness of the hazards related to child labour and legal prohibitions against it among various sectors of society; and (3) The need for effective models to address child labour directly in specific locations, particularly in the garments, handicraft and agriculture and fisheries sectors.
2. ENHANCE's overall development objective is to build a comprehensive and efficient multi-stakeholder response for the prevention and reduction of child labour in Vietnam. Placing capacity building for sustainable solutions at the heart of its interventions, ENHANCE delivers interventions under three mutually reinforcing components to achieve the following immediate objectives:
    i. Intermediate Objective 1: Increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour as part of the promotion of international labour standards.
    ii. Intermediate Objective 2: Awareness on child labour, associated hazards and legal prohibition raised among all levels of society.

iii. Intermediate Objective 3: Intervention models for preventing and withdrawing children from child labour in selected locations and sectors available.

3. Interventions through ENHANCE will support the implementation of the National Plan of Action (NPA) on Prevention and Elimination of Child Labour for the years 2016-2020 in which aim to raise awareness of community on the issue of child labour and improves the national legal and policy framework on the prevention and protection of child labour. The NPA in turn contributes to implement Vietnam's international commitment on the elimination of the worst form of child labour which aim to reduce child labour by 2020.

4. Despite delays in officially launch implementation of the project and in obtaining an endorsement of annual work plans, the ENHANCE team reports reasonable progress on implementation of activities, particularly activities under output 1.3 which contribute to approvals of Provincial Action Plan on Child Labour by 27 Provincial Governments including Ho Chi Minh City, An Giang and Hanoi, the three project locations for interventions.

Purpose and Objectives of the Evaluation

5. The three main purposes of the independent midterm evaluation are for 1) project improvements; 2) promoting accountability to the ILO, national key stakeholders and donor; and 3) enhancing learning within the ILO and key stakeholders.

6. Specific objectives of the independent midterm evaluation are to:

   (i) Assess the coherence and logic of the project's design and its theory of change, specifically whether it is still valid within the current development circumstances in Vietnam;

   (ii) Assess the continued relevance of interventions (i.e. outputs) and the progress made towards achieving its planned intermediate objectives and the Decent Work Country Programme (DWCP) for Vietnam;

   (iii) Assess the project implementation effectiveness including the progress in achieving its planned goals, objectives and results (including intended and unintended, positive and negative results), the challenges affecting the achievement of the objectives, factors that hindered or facilitated achievement so far, and effectiveness of management arrangements;

   (iv) Assess efficiency of resource use;

   (v) Assess the likelihood of sustainability of the interventions; and

   (vi) Propose the recommendations to make adjustments to ensure the achievement of these objectives within the lifetime of the project and identify emerging potential good practices and lessons learnt.

Evaluation Scope

7. The midterm evaluation is due as per the ILO evaluation policy[58] and USDOL's requirements. The evaluation is scheduled for implementation from December 2017 – March 2018 and it will help guide the ENHANCE team in planning implementation of the second half of the project.

8. The evaluation will cover all interventions the ILO has implemented under the ENHANCE project from the start until the time of midterm evaluation. The evaluation will cover all geographic coverage of ENHANCE. Gender equality and non-discrimination, promotion of

[58] The ILO evaluation policy guidelines for result-based evaluation states that all projects over US$5 million and/or lasting more than 30 months must undergo both independent midterm and final evaluation.

international labour standards, tripartite processes and constituent capacity development should also be considered in this evaluation.

9. The midterm evaluation findings, conclusions and recommendations will be primarily addressed to the ENHANCE team, the national stakeholders, the ILO CO-Hanoi, Decent Work Technical Support Team (DWT)-Bangkok, FPRW and the donor.

10. Primary clients are the beneficiaries, the ILO constituents and the ILO units directly involved in the project:

    - The Constituents (MOLISA, BCPC, Provincial DOLISAs, VCCI, VCA, VITAS, VASEP, Handicrafts Association and VGCL);
    - ILO Country Office for Vietnam;
    - Project Management Unit (PMU);
    - DWT-Bangkok;
    - FPRW/IPEC and other relevant technical units at the ILO HQ; and
    - U.S. Department of Labor (USDOL).

    Secondary clients are the ILO Regional Office for Asia and the Pacific (ROAP) and other key stakeholders.

Evaluation Criteria and Questions

11. The evaluation should address the overall ILO evaluation criteria: relevance and strategic fit of interventions; validity of interventions design; intervention progress and effectiveness; efficiency of resource use; effectiveness of management arrangements; and likelihood of sustainability of interventions as defined in the ILO Policy Guidelines for results-based evaluation, 2012.

12. The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartite processes, and constituent capacity development should be considered in this evaluation. In particular, gender dimension will be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. To the extent possible, data collection and analysis should be disaggregated by sex as described in the ILO Evaluation Policy Guidelines and relevant Guidance Notes.

13. It is expected that the evaluation address all of the questions detailed below to the extent possible. The evaluator may adapt the evaluation criteria and questions, but any fundamental changes should be agreed upon between the ILO team and the evaluator. The evaluation instruments (to be summarized in the inception report) should identify the general areas of focus listed here as well as other priority aspects to be addressed in the evaluation.

14. Suggested evaluation criteria and evaluation questions are summarized below:

Relevance and strategic fit of the interventions

- To what extent are the project strategy and approach at both national and provincial levels consistent and pertinent to current and long-term development needs of Vietnam, beneficiaries' requirements, and policies of partners and the donor?
- To what extent is the project aligned with the Vietnam DWCP for 2017-2021, One UN Plan, SDG (particularly the principle of 'leaving no one behind') and other relevant development policy frameworks?

Validity of the project's design

- To what extent are the project design (objectives, outcomes, outputs and activities) and its underlining theory of change logical and coherence?
- To what extent do the specific problem the project was designed to address still exist or have changed? Does the design need to be modified in the second half of the project, and why?
- How appropriate and useful are the indicators described in the Comprehensive Monitoring and Evaluation Plan (CMEP) in assessing the project's progress at output and outcome levels? Are the indicators gender sensitive? Are the means of verification for the indicators appropriate?

Intervention progress and effectiveness (including effectiveness of management arrangements)

- To what extent has the project been making sufficient progress towards its planned results (including intended and unintended, positive and negative)? Will the project be likely to achieve its planned goal and objectives by the end of the project? Are there any external factors that hindered or facilitated achievement of the project?
- To what extent do project management capacities and arrangements put in place support the achievement of the planned results?
- To what extent do the measures adopted by the project management appropriately and timely address the problem or delays encountered and attribute to achieving the immediate objectives of the project?
- To what extent have stakeholders, particularly workers' and employers' organizations been involved in project implementation?
- How effectively has the project delivered core services to stakeholders including direct beneficiaries?

Efficiency of resource use

- Have resources been allocated/ used strategically to achieve its three immediate objectives (IOs)? And have they been delivered in a timely manner? If not, what were the factors that have hindered timely delivery of outputs? Any measures to mitigate the delays have been put in place?
- How should the project reallocate resources or adjust activities in order to improve the achievement of its immediate objectives (IOs)? Are resources sufficient for the remaining project period?

Sustainability

- To what extent the project's outcomes are likely to be durable and can be maintained or even scaled up and replicated by intervention partners after major assistance has been completed? How can the project's sustainability and exit strategy be improved?
- How effective has the project been in establishing national/local ownership?

Other priority aspects

<u>Gender</u>

- To what extent has gender mainstreaming been addressed by the project design and implementation?

International Labour Standards

- To what extent has the project promoted the implementation of International Labour Standards on Child Labour and contributed to other ones in Vietnam?

Methodology

15. The evaluation will comply with evaluation norm, standards and follow ethical safeguards, as specified in the ILO's evaluation procedures. The ILO adheres to the United Nations system of evaluation norm and standards as well as to the OECD/DAC Evaluation Quality Standards.

16. Both qualitative and quantitative evaluation approaches should be considered for this evaluation. The evaluation fieldwork will be qualitative and participatory in nature. Qualitative information will be obtained through field visits, interviews and focus groups as appropriate. Opinions coming from stakeholders will improve and clarify the quantitative data obtained from project documents. The participatory nature of the evaluation will contribute to the sense of ownership among stakeholders. Quantitative data will be drawn from project documents including the Technical Progress Reports (TPRs) and the CMEP. A combination of sound quantitative and qualitative research methods (e.g. surveys, case studies, interview and focused group discussion with appropriate quantitative data analysis methods for each type of data collected) should be developed for each evaluation question as deemed appropriate. However, different evaluation questions may be combined in one tool/method for specific targeted groups as appropriate. Attempts should be made to collect data from different sources by different methods for each evaluation question and findings be triangulated to draw valid and reliable conclusions. Data shall be disaggregated by sex where possible and appropriate.

17. A detailed methodology will be elaborated by the independent evaluators on the basis of this ToR. The detailed methodology should include key and sub-question(s), detailed methods, data collection instruments and data analysis plans to be presented as a key element in the inception report.

18. The methodology for collection of evidences should be implemented in three phases (1) an inception phase based on a review of existing documents to produce inception report; (2) a fieldwork phase to collect and analyze primary data; and (3) a data analysis and reporting phase to produce the final evaluation report.

19. The gender dimension should be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. In term of this evaluation, this implies involving both boys and girls and men and women in data collection, analyses and if possible within the evaluation team.

20. The evaluation should include parents' and children's voices regarding their participation in this project using child-sensitive approaches to interviewing children following the ILO-IPEC guidelines on research with children on the worst form of child labor[59] and UNICEF Principles for Ethical Reporting on Children.[60]

Main Deliverables

21. The evaluators will provide the following deliverables and tasks:

    Deliverable 1: Inception report. The inception report will include among other elements the evaluation questions and data collection methodologies and techniques, and the evaluation tools (interview, guides, questionnaires, etc.). The instrument needs to make provision for

[59] http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3026
[60] http://www.unicef.org/media/media_tools_guidelines.html

the triangulation of data where possible. The evaluators will prepare an inception report as per the ILO Checklist 3: Writing the inception report.

Deliverable 2: Stakeholder workshop. The evaluators will conduct a total of four stakeholder workshops. Three local stakeholder workshops will be organized in Ho Chi Minh City, An Giang and Hanoi provinces to validate information and data collected through various methods. Another final national stakeholder workshop in Hanoi will be conducted to share the preliminary findings with the ILO and local stakeholders at the end of evaluation mission. All stakeholder workshops will be organized by ENHANCE team with assistance from the ILO Country Office - Hanoi. Evaluation findings should be based on facts, evidence and data. This precludes relying exclusively upon anecdotes, hearsay and unverified opinions. Findings should be specific, concise and supported by triangulation of quantitative and qualitative information derived from various sources to ensure reliability, validity and generalizability.

Deliverable 3: First draft evaluation report. Evaluation report should include action-oriented, practical and specific recommendations assigning or designating audiences/implementers/users. The draft evaluation report should be prepared as per the ILO Checklist 5: Preparing the Evaluation Report which will be provided to the evaluators. The first draft evaluation report will be improved by incorporating evaluation manager's comments and inputs.

Deliverable 4: Final evaluation report with evaluation summary. The evaluators will incorporate comments received from ILO and other key stakeholders into the final report. The report should be finalized as per the ILO Checklist 5: Preparing the Evaluation Report which will be provided to the evaluators. The quality of the report and evaluation summary will be assessed against the ILO Checklists 5, 6, 7, and 8 which will be provided to the evaluators.

22. The reports and all other outputs of the evaluation must be produced in English. All draft and final reports including other supporting documents, analytical reports, and raw data should be provided in electronic version compatible with WORD for windows. Ownership of the data from the evaluation rests jointly between ILO and ILO consultants. The copy rights of the evaluation report rests exclusively with the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

Management Arrangements and Timeline

23. A designated ILO staff who has no prior involvement in the project will manage this independent evaluation with oversight provided by the ILO Evaluation Office. A two-person team (international and national consultants) will be commissioned to conduct this evaluation

24. ILO Country Office – Hanoi and ENHANCE team will handle administrative contractual arrangements with the evaluator and provide any logistical and other assistance as required.

25. The evaluation Manager will review the evaluation team's work. The evaluation team will compose of two persons, an international consultant and a national consultant. The consultants will lead the evaluation and will be responsible for delivering the above evaluation deliverables using a combination of methods as mentioned above.

26. It is foreseen that the duration of this evaluation will fall within December 2017 – March 2018. The field mission in Vietnam is expected during 15 January – 1 February 2018.

27. Below are indicative inputs and tasks to be completed. Numbers of days foreseen for experts in one task can be reallocated to another task where justified and in consultation with the evaluation manager.

Tasks	**Evaluation Specialist/Team Leader**	**Child Labour Expert/Team Member**	**Proposed Timeline (by end)**
Desk review of project related documents; Skype briefing with evaluation manager, CTA, donor, and ILO HQ; Prepare inception report	8	8	Second week of December 2017
Conduct Field visits and interviews relevant project staff, stakeholders, and beneficiaries in Hanoi, Ho Chi Minh City, and An Giang; conduct three local stakeholder workshops and one national stakeholder workshop	15	15	15 January – 1 February 2018
Analysis of data based on desk review, field visit, interviews/questionnaires with stakeholders; draft report	7	7	Third week of February 2018
Finalize the report including explanations on why comments were not included.	2	1	Fourth week of March 2018
Total	32	31	

Annex 4: Mid-Term Evaluation Instrument

Matrix with Evaluation Questions / Methodology

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
Relevance and strategic fit of the interventions					
To what extent are the project strategy and approach at both national and provincial levels consistent and pertinent to current and long-term development needs of Vietnam, beneficiaries' requirements, and policies of partners and the donor? Do stakeholders agree or disagree that the project strategy and approach at both national and provincial levels is consistent and pertinent to: • current and long-term development needs of Vietnam? • needs of beneficiaries • policies of partners • policies of the donor A scale may be used as follows: – Completely Agree – Agree – Undecided – Disagree – Strongly Disagree – Don't know	x			x	CTA ENHANCE ILO Vietnam Country Director /ILO Hanoi Office PMU/MOLISA (Director, Deputy Directory Other members of PMU) MOLISA USDOL
To what extent is the project aligned with the Vietnam DWCP (2017-21), One UN Plan, SDG (particularly the principle of 'leaving no one behind') and other relevant development policy frameworks? Interviewees will be asked how they think the project lines up with: • Vietnam DWCP, • One UN Plan • SDGs How do you rate such alignment?	x				ILO Vietnam Country Director /ILO Hanoi Office for SDGs VCCI VGCL for DWCP PMU/MOLISA MOET for SDGs

[61] Note that all questions are subject to locating evidence through a document review

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
– High alignment – Moderate alignment – Low alignment – None					CTA ENHANCE ILO Geneva and Regional Staff
Validity of the project's design					
To what extent are the project design (objectives, outcomes, outputs and activities) and its underlining theory of change logical and coherent? Depending on the outcome being discussed stakeholders will be asked to specific whether he/she thinks the expected outcome (or activity) is – To a great extent suitable for what needs to be done – Somewhat suitable and coherent – Is only a little suitable and coherent – Not at all suitable	x		x		Project staff (M&E officer, CTA) MOLISA USDOL Implementers and contractors (e.g. TICNA, UCL, ILSSA, DEPOCEN, MDRI)
To what extent do the specific problem the project set out to address still exist or have the problem changed? Depending on the interviewee the following questions may be asked: Do you think there still a need to provide support to Vietnamese agencies (specify) to improve specific aspects of national legislation on CL, particularly with regard to hazardous work? – To a great extent – Somewhat (some) – Very Little – Not at all Which agencies in particular require such support? Is there still a need to support the rolling out of the NPA on CL? – To a great extent – Somewhat (some) – Very Little – Not at all Is there still a need to support to strengthen capacity for CL monitoring and enforcement? – To a great extent – Somewhat (some)	x		x		USDOL PMU /MOLISA ENHANCE staff MOLISA MOLISA staff VGCL VCCI PMU /MOLISA ENHANCE staff

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
– Very Little – Not at all					ENHANCE M&E officer MOLISA staff/PMU
Is there a need to support policy adherence to CL standards in the context of Vietnam's deepening trade integrations (where adherence is a requirement)?					ILO Country Director Regional CL specialist
– To a great extent – Somewhat (some) – Very Little – Not at all					MOLISA staff PMU MOLISA PMU ENHANCE
Is there still a need to support the 2018 national child labor survey? – To a great extent – Somewhat (some) – Very Little – Not at all					MOLISA ILSSA
Is there still a need to heighten awareness on the nature of CL and national laws against it? – To a great extent – Somewhat (some) – Very Little – Not at all					LEADCO
Is there still a need to develop intervention models to provide a sectoral focus on CL in agriculture? In Handicrafts? In Value Chains? – To a great extent – Somewhat (some) – Very Little – Not at all					ENHANCE STAFF An Giang HCMC & Hanoi stakeholders DOLISA VITAS, VASEP, VIETCRAFT DOET
Is there a need for models that encompass direct services to children at risk or engaged in CL? – To a great extent – Somewhat (some) – Very Little – Not at all –					DBMR collaborators MOLISA ENHANCE Commune leaders DOLISA staff
Is there still a need to support the provision of educational alternatives to CL and livelihood support to reduce household reliance on CL to meet basic needs? – To a great extent – Somewhat (some) – Very Little					DOET staff

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
– Not at all Is there still a need to ensure vocational training and decent empowerment for children in the 14-17 age group? – To a great extent – Somewhat (some) – Very Little – Not at all Which problem have changed? In what way? How does this change affect project activities? Does the design need to be modified in the second half of the project, if yes, why and how?					ENHANCE TEAM MOLISA
How appropriate and useful are the indicators described in the CMEP in assessing the project's progress at output and outcome levels? **General questions:** • Are the targeted indicator values in the CMEP realistic? • Can they be easily tracked? • Should any be modified to be more useful? • What do the CMEP indicators tell us? For ILO and MOLISA staff: How appropriate do different stakeholders find the CMEP indicators? • Appropriate to a great extent • Somewhat appropriate • A little appropriate • Not at all Are the indicators gender sensitive? Yes/no Any suggestions for making the existing indicators more gender sensitive? Are the means of verification for the indicators appropriate? • Appropriate to a great extent • Somewhat appropriate	x			x	ENHANCE M&E Officer (CMEP) PMU MOLISA DOLISA about DBM training and whether they are already using it.

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
• A little appropriate • Not at all					
Intervention progress & effectiveness (effectiveness of mgt arrangements)					
To what extent has the project been making sufficient progress towards its planned results (including intended and unintended, positive and negative)?					All stakeholders, in particular Capacity building and Awareness raising officer in ENHANCE/ CTA and MOLISA/DOLISA Direct beneficiaries for Component 3 in An Giang, (or if appropriate, in HCMC & Hanoi)
Component 1 summary of outputs include: National CL survey; OSH rapid assessments; review of relevant laws; revision of laws; consultative meetings on OSH risk assessment ; TICNA; enhanced capacity to monitor; enhanced capacity to report (internationally); improved CL legislation; improved capacity to implement; strengthened capacity to enforce CL and OSH regulations (MI) **General questions:** • What have been the top achievements of the project to date on building capacity of stakeholder to identify, monitor and response to child labour? • Any feedback on the most effective approaches used to develop capacities? • What have been the challenges in increasing capacities of different stakeholders? • Which methods or approaches have been applied to build capacity of local stakeholders on child labour? • What would help to help drive change with regard to identifying, monitoring and responding to child labour? And with whom? • Any other recommendations on increasing capacity to identifying, monitoring and respond to child labour? To what extent is ENHANCE is making progress towards **Component 1 Capacity Building?** • To a great extent • Somewhat • Very little • Not at all Will the project be likely to achieve its **Component 1 outputs** by the end of the project? • Very likely • Somewhat likely					All stakeholders, in particular Capacity building and Awareness raising officer in ENHANCE/ CTA and MOLISA/DOLISA LEADCO ILSSA

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
• Not likely					
Component 2 summary of outputs include: KAP studies; training for policy & media organizations; awareness raising for commune authorities, teachers, parents & children; media broadcasts at provincial level; workers and employers organizations awareness raised; awareness amongst general public; use of social and mass media; advocacy campaigns; WDACL **General questions:** • What, in your view, have been the top achievements of the project to date with regard to raising awareness? • Which different approaches/methods have been used for raising awareness amongst different targeted groups? • Any feedback on the approaches used to raise awareness? • What have been the challenges in raising awareness amongst different levels of society? (i.e. government, provincial, commune authorities, teachers, household members, businesses, workers…) • What would help to help drive awareness raising amongst different levels of society? • Any other recommendations on raising awareness? To what extent is ENHANCE is making progress towards **Component 2 Awareness Raising?** • To a great extent • Somewhat • Very little • Not at all Will the project be likely to achieve its **Component 2 outputs** by the end of the project? • Very likely • Somewhat likely • Not likely					All stakeholders, in particular Capacity building and Awareness raising officer in ENHANCE/ CTA and MOLISA/DOLISA MDRI (Media Assessment Contractor)
Component 3 summary of outputs include: coordination mechanism established to address CL; increased understanding amongst district and commune stakeholders, DOLISA; increased capacity to coordinate; monitoring & response models piloted & established; garment supply chain focus; handicrafts, agriculture and fisheries sectors focus; DW for 15-17yrs; link with BWV; remediation support; model enterprises with OSH improvements for youth established; documenting & sharing good practice models; children at risk targeted with education supports; secondary school curricula improved to support transition to work; vocational training courses and apprenticeships referrals; livelihoods supports. **General questions:**					Direct beneficiaries for Component 3 in An Giang, (or if appropriate, in HCMC & Hanoi) All stakeholders, in particular Capacity building and Awareness raising officer in ENHANCE/ CTA and MOLISA/DOLISA DBMR collaborators in An Giang

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
• What has been achieved so far with regard to direct interventions? • Which different approaches/methods have been used for preventing and withdrawing children from child labour? • Any feedback on the approaches used to initiate direct intervention model? • Are the lessons learned from the Spanish funded TBP (2009-2012) on direct interventions used in this project? • What have been the challenges in the 3 different provinces with regard to initiating direct intervention modules? • What would help to drive intervention models in each of the three geographical areas? • Any other recommendations on initiating direct intervention modules? To what extent is ENHANCE is making progress towards **Component 3 Direct Interventions?** • To a great extent • Somewhat • Very little • Not at all Will the project be likely to achieve its **Component 3 outputs** by the end of the project? • Very likely • Somewhat likely • Not likely					Individuals in beneficiary households in Tan My Commune in Cho Moi District will be asked about what has benefited them to date, how and what more do they need to either support children at risk with education or livelihood supports, or what OSH support is required.
Are there any external factors that hindered or facilitated achievement of the project? How important are external factors that have facilitated or hindered the project? • Very important • Moderately important • Not important What effect have the external factors had on the project?	x		x	x	All stakeholders, in particular Capacity building and Awareness raising officer in ENHANCE/ CTA and MOLISA/DOLISA
To what extent do project management capacities and arrangements put in place support the achievement of the planned results? For example rate the quality of project management of: MOLISA; the BCPC/DCA; the ENHANCE project team; ILO backstopping; the Project Steering Committee (PSC); Implementing Partners: • Very Good • Good	x			x	USDOL ILO Geneva and regional CL specialist PMU ENHANCE staff DOLISA/MOLISA

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
• Acceptable • Poor • Very Poor					
To what extent do the measures adopted by the project management appropriately and timely address the problem or delays encountered and attribute to achieving the immediate objectives of the project? Which measures were adopted by project management to address delays?	x			x	USDOL ILO Geneva and regional CL specialist ENHANCE Partners PMU MOLISA
To what extent have stakeholders, particularly workers' and employers' organizations been involved in project implementation? Has the project liaised with and involved the Vietnam Chamber of Commerce and Industry (VCCI)? – Almost always – To a considerable degree – Occasionally – Seldom For what specific activities? Has the project liaised with and involved the Vietnam General Confederation of Labour (VGCL)? – Almost always – To a Considerable Degree – Occasionally – Seldom For what specific activities?	x			x	VCCI Capacity building and Awareness raising officer in ENHANCE VGCL Capacity building and Awareness raising officer in ENHANCE
How effectively has the project delivered core services to stakeholders including direct beneficiaries (focus on garment localities in HCMC; Handicraft villages in Hanoi and HCMC; agriculture and fisheries in An GIang)? See also **Annex 3 questions.** For each province, how was the Implementation Agreement (Action Programme) drawn up and commenced activities? How are the baseline studies being used? How are plans progressing for educational interventions for 5-14 year olds? – Excellent progress – Somewhat progressing	x			x	DOLISA in 3 provinces Direct Beneficiaries in An Giang, (or if appropriate in HCMC & Hanoi) DOLISA ENHANCE Implementers / contractors DOLISA

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
– Poor progress How are plans progressing for vocational training for 15-17 year olds? – Excellent progress – Somewhat progressing – Poor progress How are plans progressing for decent work opportunities for 15-17 year olds and adults? – Excellent progress – Somewhat progressing – Poor progress					ENHANCE Implementers / contractors DOLISA ENHANCE Implementers / contractors DOLISA ENHANCE Implementers / contractors
Efficiency of resource use					
Have resources been allocated/ used strategically to achieve the three immediate objectives? How well have resources/inputs (funds, expertise, time et.) being used and converted to results? • Very Good • Good • Acceptable • Poor • Very Poor Have resources been delivered in a timely manner? • Always • Very Often • Sometimes • Rarely • Never If not so positive, what were the factors that have hindered timely delivery of resources via outputs? What measures to mitigate the delays have been put in place? Have such measures already been planned for?	x				PMU USDOL ENHANCE Admin staff ENHANCE project staff DOLISA Implementers / contractors
How should the project reallocate resources or adjust activities in order to improve the achievement of its immediate objectives?	x				CTA USDOL M&E Officer

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
Are resources sufficient for the remaining project period? – Definitely – Very Probably – Probably – Possibly – Probably Not – Definitely Not					MOLISA DOLISA
Sustainability					
In your view, to what extent is a specific activity or initiative (depending on interview, specify which activity) likely to be maintained or even scaled up and replicated by intervention partners after the project has been completed? • Very likely • Somewhat likely • Not likely Do you think the project activities were planned in a participatory way (involving your organization and other key partners)? • To a great extent we planned together • Somewhat • Very little consultation or joint planning • None					All stakeholders
How well do you think the project is strengthening capacities to protect, enforce laws and help beneficiaries access services in communities? • A great deal • To a considerable degree • A little strengthening of capacities • Poor strengthening of capacities For the direct interventions for preventing and withdrawing children and adolescents from the WFCL, do you think it is likely the project will encourage the participation of communities and children? • Very likely • Somewhat likely • Not likely How can the project's sustainability and exit strategy be improved?	x		x	x	Beneficiary households in Tan My Commune in Cho Moi District

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
Have discussions taken place on how to ensure sustainability with different partners, in particular MOLISA?					
How effective has the project been in establishing national/ local ownership? Ask each relevant stakeholder group to what extent they think their organization is taking on board the child labour challenge. • To a great extent • Somewhat • Very Little • Not At All How has ENHANCE led your organization to take on board issues of CL?	x	x	x	x	MOLISA DOLISA VCCI in Hanoi & HCMC Branch VGCL ILO Hanoi staff Project partners
Gender					
Have any gender differences been highlighted in discussions about ENHANCE project activities? Is a gender analysis planned as part of other sectoral assessments (handicrafts, agriculture and fisheries and in the garment localities)? What plans are there to address gender issues in direct interventions? Are any targeted activities to address women or girls situation planned? To what extent do you think the differences between boys and girls in child labour are being addressed by the project? • To a great extent • Somewhat • Very Little • Not At All Where has gender mainstreaming been addressed to date?	x	x	x	x	All stakeholders, particularly ENHANCE Team, M&E officer, DOLISA staff in provinces. Contractors who developed baselines (KAP and Rapid Assessment studies) Ask beneficiary households about difference for girls and boys
International labour standards					
To what extent has the project promoted the implementation of international labour standards on child labour and contributed to other ones in Vietnam? • To a great extent • Somewhat	x		x		MOLISA ILO Hanoi - Ask New Industrial Relations Framework (NIRF) project (improving Labor Laws and Labor

MTE evaluation criteria and Evaluation questions[61]	Interviews	Case Examples	Stakeholder workshop	Focus group	Ask individuals (or FGDs) from:
• Very little • Not at all How is the partnership between Better Work and MOLISA in the prevention and protection of child labour through implementing the Zero Tolerance Protocol?					Administration within the New Industrial Relations Framework) and SafeYouth@Work (piloting integration of OSH into training curriculum in 1-2 vocational training schools) Better Work Vietnam Child Labour Focal point VGCL and VCCI

Annex 5: List of documents consulted for MTE

	Title of reference documents	Languague(s)
1.	ILO Project Document (Version 10.29.2015)	English
2.	Detailed Project Outline ODA Funded Technical Assistance Project (DPO) December 2014	English
3.	Management Procedures & Guidelines for FY2014 USDOL/ILAB/OCFT Cooperative Agreements awarded to the ILO	English
4.	Technical Progress Reports (TPR) 1-6 TPR 1 March 2015 TPR 2 October 2015 TPR 3 April 2016 TPR 4 October 2016 TPR 5 April 2017 TPR 6 October 2017	English
5.	"Programme of Support to the National Time-Bound Programme on the Elimination of the Worst Forms of Child Labour" in VietnamP.270.15.355.006/VIE/08/06/SPA Final Participatory Self-evaluation December 2013	English
6.	Programme of Support to the National Time-Bound Programme on the Elimination of the Worst Forms of Child Labour" in VietnamP.270.15.355.006/VIE/08/06/SPA An independent mid-term evaluation by a team of external consultants November 2012	English
7.	CAN THO UNIVERSITY- CENTER FOR TECHNOLOGY TRANSFER & SERVICES: Proposal for the analysis on selected agriculture and fishery value-chains in An Giang	English
8.	CAN THO UNIVERSITY- CENTER FOR TECHNOLOGY TRANSFER & SERVICES: A thermatic report on Identifying potential agricultural and fishery products in An Giang province (October 2017)	English
9.	DOET- An Giang: Official letter No. 108, date 02/08/2017: Training invitation and Training Agenda *Sở GD & ĐT An Giang: Công văn số 108 ngày 2/8/2017. Giấy triệu tập và Kế hoạch tập huấn*	Vietnamese
10.	DOET- Ha Noi: Report on general results of the pilot training on KAB for teachers of senior secondary schools (organised in Thach That-Ha Noi, during 21-25 August 2017, by Vu Thanh Tra (trainer) *Sở GD & ĐT Hà Nội: Báo cáo Tổng hợp Đánh giá kết quả lớp học tập huấn Giáo viên Trung học phổ thông về Giáo dục khởi nghiệp (Tổ chức tại Thạch Thất – Hà Nội, từ ngày 21 đến ngày 25 tháng 8 năm 2017), của Vũ Thanh Trà*	Vietnamese

	- Giảng viên	
11.	DOET- Ha Noi: Report on results of the pilot training on KAB for teachers of junior secondary schools (organised in Thach That-Ha Noi, during 21-25 August 2017, by Kieu Thi Bình (trainer) *Sở GD & ĐT Hà Nội: Báo cáo kết quả tập huấn thí điểm Giáo dục khởi nghiệp cho Giáo viên Trung học cơ sở (Tổ chức tại Thạch Thất – Hà Nội, từ ngày 21 đến ngày 25 tháng 8 năm 2017), của Kiều Thị Bình - Giảng viên*	Vietnamese
12.	Duong Van Hung (2016): Report on Natural disaster in Vietnam, its impact on communities and children, and analysis on other potential vulnerabilities (driving factors) of child labor in Viet Nam. Hanoi 14 June 2016	English
13.	ENHANCE & ILLSA: Tool 4: Questionnaire of Household with children aged 5-17	English
14.	ENHANCE newsletter- Issue No2, September 2017 *Bản tin Dự án ENHANCE- Số 2, Tháng 9 2017*	Vietnamese
15.	ENHANCE project brochure *ENHANCE: tờ rơi giới thiệu dự án*	English & Vietnamese
16.	ENHANCE Project Newsletter, Second Edition, September 2017	English
17.	ENHANCE: Annex B_Summary_Outline_DOLISA HN_MO200117_with PMU and DOLISA HN last inputs_11.10_clean & Scaned signed Annex B-	English
18.	ENHANCE: A Report on the Study Visit on Child Labour Issues of Viet Nam Stakeholders in the Philippines By Ma. Teresa Cruz, 4 December 2017	English
19.	ENHANCE: Against Child Labor Clip_Promotion Report_200816 promotion FINAL	English
20.	ENHANCE: Child labour – video clip	English & Vietnamese
21.	ENHANCE: Child_labour_newsletter (English & Vietnamese) October 2016	English & Vietnamese
22.	ENHANCE: CMEP document (with all annexes)	English
23.	ENHANCE: CMEP_Narrative_Final_21122016 with all Annexes	English
24.	ENHANCE: Final IA with DOLISA An Giang and Annex B_Summary_Outline_DOLISA AnGiang_Final English.070917	English
25.	ENHANCE: Guideline for Focus Group Discussion Tool No.1: Representatives of authorities of communes/wards and socio-political organizations in the survey sites. By Project - Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE)	English & Vietnamese
26.	ENHANCE: Guideline for Focus Group Discussion Tool No.2: Representatives of households and production - business - service establishments/businesses, which are employing child labourers in the	English

	survey sites. By Project - Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE)	
27.	ENHANCE: Guideline for Focus Group Discussion Tool No.3: Children in the survey sites (communes/wards). By Project - Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE)	English
28.	ENHANCE: Guideline for Identification of Child Labour to be used for Statistical Measurement Purposes (Tài liệu hướng dẫn xác định lao động trẻ em cho mục đích thống kê khảo sát. (dự thảo)	English
29.	ENHANCE: Guidelines on interviews/ focus group discussions (Include mapping) for DOET staff	English & Vietnamese
30.	ENHANCE: News on WDACL2017: Children at risk of child labour in natural disasters (Ngày Thế giới Phòng chống Lao động Trẻ em: Trẻ em trước nguy cơ lao động sớm sau thảm họa thiên nhiên)	English & Vietnamese
31.	ENHANCE: WDACL 2016 workshop brief	English
32.	ENHANCE: World Day Against Child Labour 2017 Brief	English
33.	Government of Vietnam: Decision No. 2174/QĐ-TTg dated on 04/12/2014 on approving the List of Projects funded by USDOL through ILO *Chính phủ Việt Nam: Quyết định 2174/QĐ-TTg ngày 4/12/2014: Phê duyệt danh mục Dự án do Bộ Lao động Hoa Kỳ tài trợ thông qua Tổ chức Lao động quốc tế (ILO)*	
34.	Government of Vietnam: *Decision No 1023/QD-TTg* on Approving the Program on preventing and reducing child Labour in the period 2016 – 2020 dated June 07, 2016. *Chính phủ Việt Nam: Quyết định 1023/QĐ-TTg ngày 7/6/2016 về việc Phê duyệt Chương trình phòng ngừa, giảm thiểu lao động trẻ em giai đoạn 2016 - 2020*	English and Vietnamese
35.	Government of Vietnam: Decision No.95/2013/ND-CP: Regulations on Penalties to Administrative Violence on the areas of labour, social insurance, and send labourers abroad on contracts, dated 22/08/2013 *Chính phủ Việt Nam: Nghị định 95/2013/NĐ-CP: Quy định xử phạt vi phạm hành chính trong lĩnh vực lao động, bảo hiểm xã hội, đưa người lao động Việt Nam đi làm việc ở nước ngoài theo hợp đồng, ngày 22/08/2013*	Vietnamese
36.	Government of Vietnam: Decision No.95/2013/ND-CP: Regulations on Penalties to Administrative Violence on social protection, supports and protection and care for children dated 19/10/2013 *Chính phủ Việt Nam: Nghị định 95/2013/NĐ-CP: Quy định xử phạt vi phạm hành chính về bảo trợ, cứu trợ xã hội và bảo vệ, chăm sóc trẻ em, ngày 19/10/2013*	Vietnamese
37.	Government of Vietnam: Decree 144/2013/ND-CP dated 29/10/2013: Provisions for administrative sanctions for violations related to the	

	protection and care of children *Chính phủ Việt Nam: Nghị định số 144/2013/ND-CP về Quy định xử phạt vi phạm hành chính về bảo trợ, cứu trợ xã hội và bảo vệ, chăm sóc trẻ em ban hành ngày 29/10/2013*	
38.	Government of Vietnam: Labour Codes (2012, No. 10/2012/QH13) *Chính phủ Việt Nam: Luật Lao động 2012 (số 10/2012/QH13)*	English & Vietnamese
39.	Government of Vietnam: Regulations on Penalties to Administrative Violence on social protection, supports and protection and care for children (amended draft on 21/08/2017 and 02/10/2017) *Chính phủ Việt Nam: Nghị định Quy định xử phạt vi phạm hành chính về bảo trợ, cứu trợ xã hội và bảo vệ, chăm sóc trẻ em (dự thảo sửa ngày 21/8/2017, 02/10/2017)*	Vietnamese
40.	ILLSA (Institute of Labour Science and Social Affairs): Prevention of Child Labour (documentary film clip)	English
41.	ILLSA (Institute of Labour Science and Social Affairs): Report on Results of the Baseline Survey for the Project "Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2104-2019)- An Giang Province. Ha noi, Oct. 2017 (1st Draft), and Dec. 2017 (2nd Draft)	English
42.	ILLSA (Institute of Labour Science and Social Affairs): Report on Results of the Baseline Survey for the Project "Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2104-2019)- Ha Noi City, 1st Draft. Ha noi, 21 November 2016 *ILLSA (Viện Khoa học Lao động và Xã hội), Báo cáo kết quả khảo sát ban đầu của dự án hỗ trợ kỹ thuật tăng cường năng lực quốc gia nhằm ngăn ngừa và giảm thiểu lao động trẻ em ở Việt Nam (2014-2019) (TP Hà Nội) (dự thảo 1). Hà Nội 21 tháng 11/2017*	English & Vietnamese
43.	ILLSA (Institute of Labour Science and Social Affairs): Report on Results of the Baseline Survey for the Project "Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2104-2019, (1st Draft). Ha noi, Dec. 2017 *ILLSA (Viện Khoa học Lao động và Xã hội), Báo cáo kết quả khảo sát ban đầu của dự án hỗ trợ kỹ thuật tăng cường năng lực quốc gia nhằm ngăn ngừa và giảm thiểu lao động trẻ em ở Việt Nam (2014-2019) (Dự thảo 1) Hà Nội tháng 12/2017*	Vietnamese

44.	ILLSA (Institute of Labour Science and Social Affairs): Report on Results of the Baseline Survey for the Project "Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2104-2019)- Ho Chi Minh City, 1st Draft. Ha noi, 10/2017 *ILLSA (Viện Khoa học Lao động và Xã hội), Báo cáo kết quả khảo sát ban đầu của dự án hỗ trợ kỹ thuật tăng cường năng lực quốc gia nhằm ngăn ngừa và giảm thiểu lao động trẻ em ở Việt Nam (2014-2019) - Thành phố Hồ Chí Minh, Hà Nội tháng 10/2017*	Vietnamese
45.	ILO & MOET: ILO & MOET: Training material on KAB (for teachers of junior secondary schools. Volume 3. (Ha Noi) *Tổ chức Lao động Quốc tế tại Việt Nam & Bộ Giáo dục và Đào tạo (2017): Tài liệu Giáo dục Khởi nghiệp (dùng cho giáo viên trung học cơ sở), Tài liệu 3. Hà Nội*	Vietnamese
46.	ILO & MOET: Training material on KAB (for students of junior secondary schools. Volume 4, Ha Noi *Tổ chức Lao động Quốc tế tại Việt Nam & Bộ Giáo dục và Đào tạo (2017): Tài liệu Giáo dục Khởi nghiệp (dùng cho học sinh trung học cơ sở), Tài liệu 4. Hà Nội*	Vietnamese
47.	ILO & MOET: Training material on KAB (for students of senior secondary schools. Volume 2, Ha Noi *Tổ chức Lao động Quốc tế tại Việt Nam & Bộ Giáo dục và Đào tạo (2017): Tài liệu Giáo dục Khởi nghiệp (dùng cho học sinh trung học phổ thông), Tài liệu 2. Hà Nội*	Vietnamese
48.	ILO & MOET: Training material on KAB (for teachers of senior secondary schools. Volume 1. (Ha Noi) *Tổ chức Lao động Quốc tế tại Việt Nam & Bộ Giáo dục và Đào tạo (2017): Tài liệu Giáo dục Khởi nghiệp (dùng cho giáo viên trung học phổ thông), Tài liệu 1. Hà Nội*	Vietnamese
49.	ILO: International Programme on the Elimination of Child Labour: Prevention and Elimination of Child Labour in Agriculture and Fishery Areas at a Floating Village, 2013, International Labour Office. Geneva: ILO, 2013	English
50.	ILO: Assessment report on the Pilot Training using the KAB materials for teachers of senior and junior secondary schools and continuing education centers in Ha Noi (organised at Thach That Center for vocational and continuing education during 21-15 August 2017) *ILO: Báo cáo đánh giá: Tập huấn thí điểm tài liệu Giáo dục khởi nghiệp cho Giáo viên cấp Phổ thông cơ sở, Phổ thông Trung học và Trung tâm giáo dục thường xuyên tại Hà Nội (Ngày: từ 21 đến 25 tháng 8 năm 2017) tại Trung tâm GDNN-GDTX Thạch Thất*	Vietnamese
51.	ILO: International Programme on the Elimination of Child Labour: Prevention and Elimination of Child Labour in the Tourism Sector in Mountainous Ethnic	English

	Minority Areas 2013, International Labour Office. Geneva: ILO, 2013,	
52.	ILO: International Programme on the Elimination of Child Labour: Prevention and Elimination of Child Labour in Traditional Wood and Stone Carvìn Craft Villages, 2013, International Labour Office. Geneva: ILO, 2013	English
53.	ILO: Request for Proposal on Survey on Knowledge, Attitute and Practice (KAP) on Child Labour (July 2016)	English
54.	ILO-ENHANCE: Mapping garment enterprise in HCMC. Bidding PROPOSAL EVALUATION SHEET	English
55.	ILO-ENHANCE: Report on the Knowledge Sharing and Training Workshop to Prevent and Reduce Child Labour for Stakeholders from Indonesia, Myanmar, the Philippines and Việt Nam (29 Agust- 1 September 2017) in Ho Chi Minh City, Viet Nam.	English
56.	ILO-ENHANCE: Summary Outline for Development of Revised Decree 144/2013	English
57.	ILO-ENHANCE: Summary Outline for Policy Impact Assessment	English
58.	ILO-ENHANCE: Term of Reference (TOR) for Conducting Project Baseline Survey, : Jan, 2016	English
59.	ILO-ENHANCE: Term of Reference for an External Collaborator (Excol) Contract: To support in development of guidelines and checklists for labour inspection of occupational safety and health (OSH) conditions for minors and young workers	English
60.	ILO-ENHANCE: Term of Reference for Consultant to conduct Occupational Safety and Health Risk Assessments for Children Working in Identified Sectors	English
61.	ILO-ENHANCE: Term of Reference for Consultant to provide feedback for the training package “Understanding about Child Labour” (UCL)	English
62.	ILO-ENHANCE: Term of Reference for Consultant to provide training on Planning for Action on the Elimination of the Worst Forms of Child Labour in 20 provinces	English
63.	ILO-ENHANCE: Term of Reference for External Consultancy in Updating Training Manual on Child Labour	English
64.	ILO-ENHANCE: Term of Reference Mapping exercise of formal and informal garment enterprises in selected project districts in Ho Chi Minh City to identify the needs for improving working conditions of minors 15-17 years of age as well as enhancing economic and social status of their family members	English
65.	ILO-ENHANCE: Term of Reference The analysis on selected agriculture and fishery value-chains in An Giang	English
66.	ILO-ENHANCE: Term of Reference: Assessment of mass media and communication on Child Labour in Viet Nam, ILO-IPEC-ENHANCE, June 2016	English

67.	ILO-ENHANCE: Term of Reference: Consutancy to Conduct an Overall Review and Analysis of Legislation Framework Related to Child Labour in Vietnam.	English
68.	ILO-ENHANCE: Term of Reference: Developing the Project Direct Beneficiary Monotoring and Reporting (DBMR): Application Software and DBMR operational Guide	English
69.	ILO-ENHANCE: Term of Reference: for Consultant to Provide Feedback for the Tools and Report on "Technical and Organisational Needs Assessment" (TICNA)	English
70.	ILO-ENHANCE: Term of Reference: for Consultant to provide inputs for the work relating to the overall review and analysis of legislation framework related to child labour in Viet Nam	English
71.	ILO-ENHANCE: Term of Reference: Grant Agreement for Conducting a Policy Impact Assessment support to the development of Decree on amendment and supplement to the Decree on Administrative sanctions for social protection and relief, and protection and care of children	English
72.	ILO-ENHANCE: Term of Reference: Independent Midterm Evaluation: Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE)	English
73.	ILO-ENHANCE: Term of Reference: Study Tour to the Philippines	English
74.	ILO-ENHANCE: Term of Reference: Support School-to-Work Transition to Children and Minors through Enterpreneurship Education	English
75.	ILO-ENHANCE: Term of Reference: Technical Capacity and Institutional Needs Assessment of Key Stakeholder Agencies (TICNA) *ILO: ENHANCE: Đề xuất nghiên cứu đánh giá năng lực của tổ chức, năng lực kỹ thuật và nhu cầu nâng cao năng lực của các cơ quan chủ chốt có liên quan đến lao động trẻ em trong khuôn khổ dự án hỗ trợ kỹ thuật tăng cường năng lực quốc gia phòng ngừa và giảm thiểu lao động trẻ em ở Việt Nam*	English & Vietnamese
76.	ILO-ENHANCE: Term of Reference: The analysis on selected handicraft value chains in Hanoi (Điều khoản tham chiếu: Phân tích một số chuỗi giá trị ngành thủ công được lựa chọn tại Hà Nội)	English
77.	ILO-ENHANCE: Term of Reference: The Rapid Assessment on Education Accessibility and Mapping of Educational Service Providers for targeted children at school-aged in HCMC	English
78.	ILO-ENHANCE: Term of Reference: The Rapid Assessment on Education Accessibility and Mapping of Educational Service Providers for the project's targeted children in Ha Noi	English
79.	ILO-ENHANCE: Term of Reference: The Rapid Assessment on Education Accessibility and Mapping of Educational Service Providers for the project's targeted children at secondary school age in An Giang	English
80.	ILO-ENHANCE: Term of Reference: To identify marketable vocational skills	English

	for targeted children, local vocational service providers and capacity building needs of local vocational training institutions	
81.	ILO-IPEC-ENHANCE: Development and Operation of Direct Beneficiary Monotoring and Reporting (DBMR) System: Operational Guide, July 2017:	English
82.	ILO-IPEC-ENHANCE: Development and Operation of Direct Beneficiary Monotoring and Reporting (DBMR) System: Detali Outline, February 2017	English
83.	ILO-IPEC-ENHANCE: Technical Report Viet Nam (October 2017)	English
84.	ILO-IPEC-ENHANCE: Terms of Reference: Communication Products for World Day against Child Labour 2017	English
85.	ILO-IPEC-ENHANCE: Terms of Reference: Project Knowledge, Attitude and Practices (KAP) on Child Labour in Ho Chi Minh City, Hanoi Capital and An Giang Province with a focus on the Worst Forms of Child Labour (WFCL)	English
86.	ILO-IPEC-ENHANCE: Terms of Reference: Provincial communication launching even in An Giang (10/2017)	English
87.	ILO-SafeYouth@Work Project and ENHANCE Project: Terms of Reference for and an External Collaborator (Excol) Contract: Revision of training materials for labour inpectors concerning OSH and child labour	English
88.	LEADCO LEGAL COUNSEL: Report on Legal Review (incomplete), Ha Noi, Nov. 2017	English
89.	MOLISA & ILO (2017): Training material on prevention and elimination of child labour (for trainers) *Bộ LĐTBXH & ILO (2017): Tài liệu tập huấn về phòng ngừa và giảm thiểu lao động trẻ em (Dành cho giảng viên)*	Vietnamese
90.	Molisa: Circular No. 10/2013/TT-BLĐTBXH (10 June 2013) on Promulgating the lists of jobs and workplaces in which the employment of minor persons is prohibited	English
91.	*Molisa: Circular No. 11/2013/TT-BLDTBXH (11 June 2013:* Promulgating list of light works allowed using persons under 15 years old to work *Bộ LĐTBXH: Thông tư số*: 11/2013/TT-BLĐTBXH ngày 11/6/2013" Ban hành danh mục công việc nhẹ được sử dụng người dưới 15 tuổi làm việc	
92.	MOLISA: Official letter No. 2555 dated 15/06/2017 on Pilot training of the Starting Business material *Bộ LĐTBXH: Công văn số 2555 ngày 15/06/2017 về tập huấn thí điểm tài liệu Giáo dục khởi nghiệp*	Vietnamese
93.	MOLISA-GSO-ILO: Viet Nam National Child Labour Survey 2012: Main findings, Ha Noi, March 2014	English
94.	MOLISA-PMU: Official letter No. /BVCSTE-BQLDA ENHANCE (01/2017): Re. Comments on the Plan and Tools for Assessment on Capacity in prevention	Vietnamese

	and elimination of child labour *Bộ LĐTBXH-BQLDA: Công văn số /BVCSTE-BQLDA ENHANCE (01/2017): V/v góp ý đề cương và bộ công cụ đánh giá năng lực về phòng ngừa và giảm thiểu lao động trẻ em.*	
95.	MOLISA-PMU: Official letter No.45/BVCSTE-BQLDA ENHANCE (18/09/2017): Re. Comments on the Training Material on prevention and elimination of child labour *Bộ LĐTBXH-BQLDA: Công văn số 45/BVCSTE-BQLDA ENHANCE (18/09/2017): V/v góp ý tài liệu tập huấn về phòng ngừa và giảm thiểu lao động trẻ em.*	Vietnamese
96.	MOLISA-PMU: Official letter No.45/BVCSTE-BQLDA ENHANCE (7/7/2017): Re. Comments on the Technical Proposal for and Assessment on Occupational Health for Children Working in Identified Sectors *Bộ LĐTBXH-BQLDA: Công văn số 34/BVCSTE-BQLDA ENHANCE (7/7/2017): Góp ý đề xuất kỹ thuật đánh giá sức khỏe nghề nghiệp của lao động trẻ em trong một số lĩnh vực được xác định*	Vietnamese
97.	MRRI: Report on Assessment of mass media communication of child labour in Vietnam (Final report) Hà Nội , 2017 *MRRI (Mekong Development Research Institute): Báo cáo Đánh giá truyền thông trên các kênh truyền thông đại chúng về lao động trẻ em tại Việt Nam). Hà Nội , 2017*	English & Vietnamese
98.	Report on an Assessment of Access to Education in Project Locations of An Giang Province (draft report, December 2017) (Dự thảo Báo cáo Đánh giá tiếp cận giáo dục của học sinh tại địa bàn tỉnh An Giang, tháng 12/2017)	English & Vietnamese
99.	Report on Policy Impact Assessment (1st draft report) *Báo cáo đánh giá tác động của Nghị định quy định xử phạt vi phạm hành chính trong lĩnh vực bảo trợ, cứu trợ xã hội và bảo vệ, chăm sóc trẻ em thay thế nghị định 144/2013/ND-CP ngày 29/10/2013 quy định xử phạt vi phạm hành chính trong lĩnh vực bảo trợ, cứu trợ xã hội và bảo vệ, chăm sóc trẻ em.*	English & Vietnamese
100.	Technical Proposal: The Rapid Assessment on Education Accessibility and Mapping of Educational Service Providers for the project's targeted children in An Giang	English
101.	Vietnam Association for Occupational Health (2017): Research Proposal: Assessment of OSH among Children Working in Identified Sectors	English