

Vietnam

Improvement Plan

Thematic window: Gender Equality and Women's Empowerment

Programme Title: Vietnam Joint Programme on Gender Equality

Improvement Plan - Joint Programme on Gender Equality based on Mid-term Evaluation Recommendations

Evaluation Recommendation No. 1

Organize a planning workshop for all JPGE partners to:

- Clarify expectations of what the JPGE can achieve, using Gadjja's typology (Figure 1) as a basis for discussion. Promote development of a shared vision for the JPGE.
- Redefine the JPGE's outcome level targets, based on a capacity development results chain (see section 8 of this report).
- To promote coherence, discuss moving some JPGE activities to one or two 'pilot' Provinces so as to develop a plan for implementing the GEL and DVL, including required resources to develop adequate capacities for this. See below for further details.
- Set up Results Groups for each of the three Joint Outcomes to clarify the objectives of each outcome and how they fit with the overall objectives of the JPGE. This is recommended by the MDG-F Guidelines (p. 12) "...where joint programmes either have a large number of implementing partners and/or a large number of outcomes /outputs. They are composed of the implementing partners working on that specific component, outcome or output and usually chaired by the relevant national counterpart..." Seek information from the MDG-F as to the functioning of these groups in other countries.

Response from the Joint Programme Management

Agreed and the workshop was held on Monday, 29 November 2010 at UNFPA Conference Room. See Annex 1 for the draft agenda.

Disagree to move some JPGE activities to one or two pilot provinces as it is not feasible at this point of JPGE implementation. However, we agreed to work towards greater coherence by re-establishing JPGE principles through clarifying outcome/outputs statements at the planning workshop.

Disagree to set up Results Groups because there are already many existing groups where JPGE are discussed (e.g. JPGE Taskforce, GBV Sub-working group, and Gender Equality/Gender Mainstreaming Sub-working group). JPGE Members have already worked to clarify objectives of each outcome at the workshop on 29 November 2010. This was a priority addressed in response to the draft report.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
1.1. Plan and implement the planning workshop	29 November 2010	Aya in consultation with JPGE colleagues, especially Ingrid, Patricia, Hong, and Alwin	See Annex 1 for agenda of the planning workshop and Annex 2 for its notes for file. Ingrid (UN Gender Advisor) and Alwin (UN RBM Advisor) provided technical support.	Done on 29 November 2010.

1.2. JPGE colleagues to read background documents	Before the workshop on 29 November 2010	JPGE colleagues	Documents are: <ul style="list-style-type: none"> • Capacity assessment report (sent by Patricia) • Project Document (sent by Aya) • Mid-term evaluation draft report (Everyone has already) • Monitoring reports (sent by Aya) • Draft national strategy on gender equality (sent by Patricia through Ly) 	Done.
1.3. JPGE colleagues to prepare information related to activities done so far in terms of geographical location, and participants (where and which agencies they are from)	Before the workshop on 29 November 2010	JPGE colleagues	See Annex 3 for the template to prepare for mapping.	Done.
1.4. JPGE colleagues to brainstorm on how they may clarify statements	Before the workshop on 29 November 2010	JPGE colleagues		Done.

Evaluation Recommendation No. 2

UN Heads of Agencies should have a dedicated meeting on the JPGE to assess coherence, progress and results every three months.

Response from the Joint Programme Management

Disagree with the recommendation as it is not feasible for UN HOAs to have a dedicated meeting on JPGE every three months. UNCT instead will utilize and improve the existing structures for HOAs to assess coherence, progress and results. The existing structures that have been utilized so far, and will be improved for effectiveness are:

- 1) **National Steering Committee (NSC) of the MDGF Joint Programmes: NSC meets twice a year. All HOAs involved in JPGE are requested to participate as observers. In case there are problems to be addressed, they will be raised at the NSC meeting and then referred to the appropriate body and would be discussed at the HoA level, this may be through email or existing monthly meetings where the JPGE is often discussed.**

- 2) **Programme Coordination Group (PCG) on Gender has a standing taskforce on the Joint Programme for Gender Equality. This taskforce has been meeting monthly and has presented PowerPoint and written reports for the previously bi-monthly Gender PCG meetings. Copies of these reports are available upon request. Outstanding issues from here may be referred to HoA if and when necessary.**
- 3) **Gender Action Partnership (GAP), a quadripartite policy forum promoting gender equality, convened by National Committee for the Advancement of Women (NCFAW) with support from JPGE through UN Women: Meets three to four times per year. JPGE progress is shared with this wider audience of donors, national and international NGOs, government and research institutes to have improved coherence.**

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
2.1. Ensure JPGE key issues are shared with HOAs in advance, and included in the agenda items for discussion among HOAs in these meetings mentioned above.	From Early 2011	UNFPA Senior Management and JPGE Gender Specialist.	UNFPA as Managing Agent (MA) to take lead in raising issues to be discussed at the above-mentioned meetings. UNFPA as MA, and UN Women, the co-convenor of the Gender PCG suggest as appropriate to discuss JPGE issues among HOAs at monthly UNCT meeting.	On-going.

Evaluation Recommendation No. 3

Consider options for streamlining hiring practices, for example pre-qualifying consultants, or working through one or more consulting companies with expertise in capacity development which can bring in relevant consultants.

Response from the Joint Programme Management

Disagree with the recommendation as it is not practical to have one company to help us in all technical areas. In some areas, there are already good contacts with excellent consultants. Therefore, some agencies would like to be able to select consultants based on their previous experience, and not by another consulting company. Challenge regarding identifying and securing competent consultants on gender in Viet Nam is a larger problem, and not specific only to JPGE. JPGE already has a roster of both international and national consultants, from which agencies can select consultants who have had experienced with Gender programme. In order to improve the current system, JPGE will include feedback section to the roster.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
3.1. Include feedback in the current roster	Early 2011	JPGE Gender Specialist for international consultants' roster, and UN Women for national consultants'		On-going

		roster		
3.2. Share the enhanced consultant roster/database among agencies	Early 2011	JPGE Gender Specialist.		Once the revision of the roster has been completed

Evaluation Recommendation No. 4

During the planning workshop (see above), clarify the roles of PMU and CPMU.

Response from the Joint Programme Management

Agree. A session to clarify roles of PMU and CPMU was included in the planning workshop on 29th November 2010.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
4.1. Include a session to clarify roles of C/PMUs in the planning workshop.	29 November 2010	Aya	See Annex 2 for the planning workshop notes for file	Done at the workshop on 29 November 2010.

Evaluation Recommendation No. 5

Prioritize the recommendations of the capacity assessment report, develop a capacity development plan, and determine resources and timelines for recommendations and the plan. Ensure that the focus of the capacity assessment plan is at the institutional level. Training and study tours should make up one part of this capacity development plan.

Draw on expertise on capacity development from the UN Regional Office in Bangkok if required.

Response from the Joint Programme Management

Agree. The Prioritization exercise took place at the planning workshop on 29 November 2010.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
5.1. Prepare for a session for the prioritization exercise at the workshop.	Before 29 November 2010	JPGE Gender Specialist	See Annex 2 for the planning workshop notes for file	Done, and recommendations prioritized at the workshop on 29 November 2010, and used in the process of Annual Work Plan 2011 development.

Evaluation Recommendation No. 6

Develop a common methodology for the UNCT for assessment of training, based on the commonly used four point typology developed by Kirkpatrick. <http://www.kirkpatrickpartners.com/>

Response from the Joint Programme Management

Agree to further collaboration amongst UN agencies in the JPGE and the Viet Nam UN Monitoring and Evaluation Working Group on this methodology.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
6.1. UNFPA and UN Women to discuss further to develop a mechanism which would be consistent for all agencies within the JPGE.	Mid June 2011	UNFPA and UN Women	This can be done in consultation with UN M&E Working Group	Ongoing

Evaluation Recommendation No. 7

Review methods for assessing results of training in government institutions and determine if they are applicable to JPGE training activities.

Response from the Joint Programme Management

Agree.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
7.1. Seek more information from VWU	December 2010	UNFPA (Thuy)		Thuy contacted VWU for information. A meeting to be scheduled after Vietnamese new year.
7.2. Seek more information on good practices on assessing results/impacts of training	Early 2011	JPGE focal points from Participating UN Organizations		On-going.
7.3. Discuss how JPGE can apply good practices at JPGE Taskforce	Early 2011	JPGE taskforce		On-going.

meeting				
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Evaluation Recommendation No. 8

Determine how capacities to be left with government and other counterparts at the end of the JPGE will be sustained, and develop a handover plan for all activities to the government.

Response from the Joint Programme Management

Agree. JPGE will plan a brainstorming and planning workshop in the 2nd half of 2011 to support the government in identifying priorities for continued/further support.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
8.1. Prepare/Plan for the workshop to develop an exit strategy	Mid 2011	UNFPA as Managing Agent and PMU	Government will identify priority areas: <ul style="list-style-type: none"> - Which areas can be sustained by the government? - Which areas require continued support from UN? - Which are priority areas that they need further support? 	The plan included in the Annual Work Plan 2011.

Evaluation Recommendation No. 9

Meet regularly (e.g. every 4-5 months) with donors and other international stakeholders such as the World Bank and Peace and Development, to discuss progress of the JPGE and potential interest in building on JP activities.

Response from the Joint Programme Management

Agree with the recommendation. While there has been mechanism to share JPGE information with civil society organizations and donor organizations (GAP). However, their participation in GAP meetings has not been consistent, which contributed to partial knowledge of the JPGE by civil society organizations and donor organizations.

Key actions	Time frame	Person responsible	Follow-up	
			Comments	Status
9.1. Meet with civil society and donor organizations regularly	Regularly starting January 2011	Aya	JPGE will try to include civil society organizations in more activities in the second half of JPGE	On-going.
9.2. Continue information sharing at GAP	Every 2 nd GAP meeting	UN Women		On-going.

9.3. Invite civil society and donor organizations to PMU meeting as observers	Every quarter	PMU		On-going.
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Annex 1: Agenda for the Planning Workshop

Joint Programme on Gender Equality: Planning Workshop Monday, 29 November 2010 @ UNFPA Conference Room

Objectives

By the end of the workshop, we will have

- Clarified roles and responsibilities of the Programme Management Unit (PMU) and Component Project Management Unit (CPMUs)
- Clarified outcome and outputs statements as well as targets with clear linkage between JPGE overall objectives and outcomes, outputs and activities
- Principles and plan for implementing activities in increased coherence.

Agenda

Morning

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|-------------|--|
| 8:30-8:45 | Opening (PMU & UN)
Introduction of participants and workshop objectives (Aya) |
| 8:45-9:15 | Clarification of roles and responsibilities of PMU/CPMUs (PMU) |
| 9:15-10:30 | Mapping exercise to review activities done so far (geographical coverage, and types of participants) and to identify key target provinces for the 2 nd half of the JPGE (Aya) |
| 10:30-10:45 | Tea Break |
| 10:45-11:00 | Presentation of key recommendations from the Capacity Assessment Report (Patricia) |
| 11:00-12:00 | Prioritization of CA report recommendations (Plenary) |
| 12:00-13:30 | Lunch |
| 13:30-14:30 | Developing a shared vision and principles (Ingrid) |
| 14:30-15:15 | Clarifying outcome, outputs and targets (Ingrid, Alwin, Aya) |
| 15:15-15:30 | Tea Break |
| 15:30-16:00 | Continue with clarifying outcome, outputs and targets (Ingrid, Alwin, Aya) |
| 16:00-16:30 | Discussion on how to promote linkages/coherence based on clarified outcomes/outputs/targets (Ingrid & Aya) |
| 16:30-16:45 | Discussion on finalizing new timeline for finalizing the Annual Work Plan 2011-2012 (Aya) |
| 16:45-17:00 | Summary & Conclusion (PMU & UN) |

Annex 2: Notes for File

**Joint Programme on Gender Equality: Planning Workshop
29 November 2010 @ UNFPA Conference Room
8:30-16:30**

1. Participants

Name of Participants	Organization	Telephone No	E-mail
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2. Introduction

Upon completing 18 months of implementation, the mid-term evaluation of the Joint Programme on Gender Equality was carried out by the International Consultant, Tony Beck, in October 2010. The evaluation assessed progress and identified number of areas for improvements to be addressed in the 2nd half of the JPGE. One of the recommendations was to organize a planning workshop for all JPGE partners to clarify expectations of what the JPGE can achieve, redefine the JPGE's outcome level targets, and promote coherence. In this background, a planning workshop for the key JPGE stakeholders was organized on 29 November 2010 at UNFPA Conference Room. The objectives of the workshop were to:

- Clarified roles and responsibilities of the Programme Management Unit (PMU) and Component Project Management Unit (CPMUs)
- Clarified outcome level targets to promote more coherence in joint implementation
- Principles and plan for implementing activities in increased coherence.

3. Key results of the meeting

The participants discussed various issues raised in the mid-term evaluation and developed set of principles to be applied for implementation of the 2nd half of the Joint Programme on Gender Equality to improve coherence and effectiveness.

3.1 Clarification of roles and responsibilities of PMU/CPMUs

The mid-term evaluation pointed out that the roles and responsibilities of the Programme Management Unit (PMU) and the Component Project Management Units (CPMUs) were not clear among some partners involved. Therefore, the participants reviewed the roles and responsibilities of PMU and CPMUs as stated in the JPGE project document and clarified key points as follows:

- MOLISA, State Management Agent for JPGE, is the overall coordinating partner from the Government
- UNFPA, Managing Agent for JPGE, is the overall coordinating agency from the UN
- PMU, consisting of 1 Director, 1 Deputy Director from MOLISA, 1 Senior Official from MOCST, 1 Senior Official from GSO, MOLISA staff, and other staff (coordinator, administrative cum interpreter, and accountant), is responsible for coordinating management and implementation. Specifically, PMU coordinates management and implementation of the National Steering Committee and PMU meetings, and consolidation of the Annual Work Plan and budget
- There are three CPMUs, one each in MOLISA, MOCST, and GSO. Each CPMU is responsible for coordination of activities under their component
- The coordination role of the UN Coordinating Agencies (UN Women, UNFPA, and UNDP) needs to be strengthened. While they contributed significantly by coordinating and consolidating the development of the quarterly work plans and annual work plan, it was agreed that the Coordinating Agencies need to have increased understanding of activity contents in their component for better coordination.

3.2 Mapping of activities done so far: geographical coverage, and types of participants

The participants shared information of JPGE activities under their component in terms of geographical coverage and the types of participants so that the JPGE partners can use the information for further planning of JPGE activities in the 2nd half by building on these activities done so far, and making better linkages between past and up-coming activities. See Annex 2 for the details. The key points from the mapping exercise were as follows:

- Many activities so far took place in five provinces of Dong Nai, Hanoi, Binh Duong, Thai Binh, Ha Nam. These five provinces are the provinces selected by MOLISA at the beginning of the JPGE. JPGE partners should continue to plan and implement JPGE activities in these five provinces as much as possible
- In addition, activities have taken place in Bac Kan and An Giang (for ethnic minority study), Hai Duong, Dinh Duong, Quang Ninh, Hochiminh City, and Lao Cai
- JPGE partners should take into account the geographical coverage of JPGE activities so far to plan for future activities to promote coherence and effectiveness.

3.3 Prioritization of Capacity Assessment Report recommendations

JPGE carried out a Capacity Assessment (CA) exercise under coordination of MOLISA and with technical support from UNIFEM (Part of UN Women) in 2009, and the CA report was finalized in November 2010. In plenary, participants reviewed and prioritize general recommendations from the CA report to reflect in the development of the JPGE Annual Work Plan 2011-April 2012. The participants agreed that the recommendations that could not be addressed by the JPGE within its project scope would be shared with other development partners such as donors and NGOs at upcoming GAP meetings.

CA Recommendations	JPGE Follow-up
Institutional arrangement	
Identify all the loopholes in the decrees	Labour legislations and selected employment programmes have been reviewed already (MOLISA/ILO).

	Additional support to identify loopholes will be coordinated and provided by Gender PCG.
Clarify roles and responsibilities within and across organizations	Try to clarify roles and responsibilities within and across organizations through implementation of on-going activities: DVL Collaboration framework, M&E Framework for DVL and GEL (info sharing btwn MOLISA & MOCST), UNODC Training Manual for Law Enforcement Officials, MOLISA/ILO Gender Mainstreaming Guide, etc. Try to promote coordination through increased involvement of CFAW members in various JPGE activities (training, and GAP meeting). UNIFEM (Part of UN Women) will request a list of CFAW members from NCFAW.
Create ministerial-level coordination between the two laws and amongst key organizations: Gender Focal point in line ministries	
Identify focal points and cultivate champions for GEL and DVL	Continue to involve key gender colleagues from the government in capacity building activities (Mdm Hong from MOLISA and Mdm Thu Ha, and Mr. Van from MOCST).
Recognize the crucial role of Organizational and Personnel Departments in Ministries to sustain the capacity development response	Share this recommendation at GAP meeting for possible follow-up by other development partners.
Implementation	
Increase involvement of Women's Union in DV and GE implementation	JPGE will increase involvement of WU as participants/beneficiaries to training and other activities, e.g. GAP (ensure appropriate participants from WU).
Support National Programmes for GEL and DVL, National Strategy on GE, National Family Strategy, Action Plan by MOCST	JPGE supported drafting of the strategy and the programme. JPGE will plan how to support once they are finalized and approved.
Inter-agency coordination at the local level: Protocol for coordination	JPGE will support inter-agency coordination at the local level through implementation of existing activities including DVL Multi-agency collaboration framework. MOCST may prepare for bilateral or joint circulars (up to three or four ministries) to further clarify coordination issues.
Institution to hear complains A mechanism for imposing sanctions Sufficient resourcing – budgets and skills sets	Share these recommendations at GAP meeting for possible follow-up by other development partners.
Leadership	
Enhance leadership commitment: <ul style="list-style-type: none"> • Management training: specific capacity development goals in relevant ministries • Management support (page 43) 	This recommendation is important, but difficult to implement as JPGE does not include management training for leaders and many leaders do not participate in training activities organized by JPGE. Therefore, JPGE will continue to work with working level officials so that they will be able to better influence the decision related to gender equality and gender-based violence by leaders. For high level officials, JPGE organized several study trips to raise awareness and to increase commitment on gender issues.

Knowledge	
Clear understanding of GE and DV concepts: long-term rationale for training investment	All JPGE training activities should ensure basic concepts (sex, gender, DV, and DV acts) session in all training activities.
Gender training and skills development: flexible options, e.g. field visits to successful/model projects on GEL and DVL	JPGE partners will try to consider the location of JPGE activities (e.g. training workshops, and meetings) so that the training workshops and meetings may include a session to visit model projects as appropriate. Provinces with models projects are: Phu Tho, Ben Tre for DV, and Quang Nam for GE, according to the participants. More models should be identified.
M&E	
Align M&E framework with Plan of Action	JPGE will reflect in the process of developing MEF
Single coherent reporting system	While MOLISA and MOCST are developing monitoring and evaluation frameworks for GEL and DVL respectively, they will coordinate to ensure coherence between GEL MEF and DVL MEF.
Accountability	
Review administrative mechanisms, procedures, regulations, systems and structures	Important, but may not be feasible in JPGE. Share these recommendations at GAP meeting for possible follow-up by other development partners.

3.4 Developing a shared vision and principles

The mid-term evaluation identified that the JPGE results framework demonstrates weaknesses that hindered coherence and the development of an overarching conceptual framework. The report also pointed out that there was no shared vision of what a joint programme should look like and what it should achieve, which resulted in the discrepancy in views of evaluation respondents concerning the coherence of the JPGE. Therefore, the participants, with technical support from Ms. Ingrid Fitzgerald, UN Gender Advisor, UNRCO, discussed and shared ideas on what a joint programme should achieve by April 2012. Once ideas were shared, the group also discussed its feasibility.

The vision defined by the group includes:

- Improved information and awareness raising: Yes
- More partners (civil society, mass organizations, academia, donors, etc) are involved: Yes
- Duty bearers have more comprehensive response integrating views of various stakeholders to GE and DV/GBV through engagement of various stakeholders: Yes
- Budget is available and allocated/increased resource mobilization including human resource (No. Not feasible for JPGE alone to achieve): Increased commitment from duty bearers (Yes)
- Strengthened capacity of duty bearers: central & provincial levels: Knowledge, and application of knowledge in their work (yes)
- Implementation of selected targets of national strategy with JPGE support: (yes)
- Selected Gov't agencies have Action Plans for Gender Equality with budget (including GSO): (Feasible for MOET, MOH, MOCST, and MOLISA)

- Duty bearers are monitoring and reporting GEL and DVL and further adjusting policies and programmes: Could be feasible at a later stage as MEF are in place (output level)
- Better coordination between SMAs: Yes/Discuss further.

In addition, the participants reviewed the JPGE principles in project document and discussed other principles that should be applied in JPGE implementation. Key principles from the project document are:

- Joint implementation and collaboration
- Rights based approach to implementation
- National ownership
- UN support and technical assistance
- Building national expertise and capacity
- All agencies responsible for i) implementation and ii) ensuring coordination – especially MOLISA/UNIFEM; MOCST/UNFPA; GSO/UNDP

Other principles shared and agreed by the participants are:

- Closer coordination: UN and NIPs, PUNOs, NIPs
- Information sharing: Internal, external, between partners
- Planning well, meeting deadline
- Strengthening follow-up
- More actively involved JGPE colleagues
- Hire competent/quality consultants: share notice with many people (and later, give feedback)
- Strictly follow-up on recommendations/agreements from today's workshop
- Strengthen coordinating role of 3 UN coordinating agencies
- Revise JP Specialist TOR (1 suggestion) – needs to be discussed with management. Hire a national coordinator? Or Revise TOR of Gender Specialist?

3.5 Clarifying outcome targets

Based on the results of the discussion on developing a shared vision, the participants then worked on redefining outcome targets for up to April 2012 with technical assistance from Mr. Alwin Nijholt, Planning/RBM Advisor, UNRCO, so that the JGPE implementation in the 2nd half can be done with increased coherence.

The redefined outcome targets are as follows:

- Joint Outcome 1:
 - SMAs and line ministries are implementing GEL/DVL, and monitoring/evaluating/reporting the implementation of GEL and DVL for further adjustment of policies/programmes
- Joint Outcome 2:
 - SMAs' response to GE and DV/GBV reflect inputs from various stakeholders such as line ministries, mass organizations, UN and donor agencies, civil society organizations, and academic institutions
- Joint Outcome 3:
 - Policy makers and other development partners use gender data for policy formulation and implementation
 - GSO develops/has a system of and produces set of gender statistics indicators in 8 fields in Viet Nam (required by the government, with support from JPGE existing activities)

3.6 Discussion on how to promote linkages/coherence

The group agreed that redefined targets for joint outcomes, results of discussion on shared vision and principles, capacity assessment recommendations, and mapping exercise would be the basis for the

development of the Annual Work Plan 2011-April 2012 as well as for the implementation of the JPGE in the remaining period.

3.7 Discussion on finalizing new timeline for finalizing the Annual Work Plan 2011-2012

The group reviewed the key timeline as follows:

- Planning by PUNOs and NIPs: 1-12 December 2010 (AWP including budget and budget transfer from)
 - MOLISA: 3 December 2010
 - UNFPA: 4 or 10 December 2010 (to be finalized) @ UNFPA
 - UNDP: 6 December 2010 (Afternoon) @ GSO
- Due by UNFPA as MA: 13 December 2010
- PMU meeting: 20 December 2010 (now moved to 28 December: as of 10 December)
- Final documents due by UNRC office on 27 December 2010
- Monitoring Report: on-going in December for submission by 15 January 2011.

4. Conclusion

The workshop was a good opportunity to discuss some of the recommendations from the mid-term evaluation and the Capacity Assessment report so that the JPGE can be implemented with increased coherence. Number of Participating UN Agencies (UNICEF, UNESCO, UNODC, UNIDO, and WHO) did not send their representative to join this important planning meeting (Only UNESCO had informed their absence in advance). While the scope of their involvement in the 2nd half of the JPGE may be reduced due to reduced number activities, their absence poses challenges in efforts to promote coherence and effective implementation of the JPGE, which was the topic of this planning workshop. Therefore, participation of focal persons from all Participating UN Organizations (PUNOs) should be ensured.

Annex 2: Template to prepare for mapping exercise

Name of the Agency: _____

Questions	Answers			
1. Which provinces have you been implementing activities so far?	Identified provinces so far: Dong Nai, Hanoi, Binh Duong, Thai Binh, Ha Nam			
2. What activities have been implemented so far in each of those provinces (e.g. capacity building on GEL, capacity building on DVL, capacity building on data, networking, etc)? And who have been participating in these activities (geographical coverage and organization)?	Provinces	Types of activities	Participants' geographical origin: Provinces	Participants' agencies: Name of agencies, and level (central, provincial, district, etc).
	Binh Duong (ILO)	Training: - Gender Mainstreaming - DV - Sex disaggregated - Implementation of DV Law Awareness raising, advocacy workshop	MOLISA, DOLISA, VGCL, VCCI, VCA, Business Associations, Women Union, local authorities, police, VWU,	
	HCMC (ILO)			
	Hai Phong (ILO)			
	Dong Nai (ILO) (UNIFEM) (IOM)			
	Hanoi (ILO) (UNIFEM) (IOM)		MOLISA GSO, ISEE, Women Parliamentarian, DOVIPNET, NEW, GEncomenet	
	Hai Duong (ILO)		DOCST:	
	Thai Binh (ILO) (UNIFEM) (IOM)			
	Ha Nam (UNIFEM) (MOLISA) (MOCST)			
	Lao Cai			
	Quang Ninh			
	Bac Can			
	An Giang			
Australia, Spain, Philippines, Malaysia	Study Tour	MOLISA, MOCST, GSO, MOJ, MPS, VWU, DOLISA, Women Parliament NA		
3. Surveys				
Sex workers	National DV Study	Capacity Assessment	Domestic Workers Study	Gender and remittances

Questions	Answers			