



Evaluation Summaries

Promoting more and better jobs for young women in Viet Nam

Quick Facts

Countries: *Viet Nam*

Final Evaluation: *December 2003*

Mode of Evaluation: *independent*

Technical Area: EMP/CEPOL

Evaluation Management: *ILO-Hanoi*

Evaluation Team: *Anne Reerink, Hoang Thuy Lan (national consultant), and Mr. Nguyen Bao Cuong*

Project Start: *Jan 2002*

Project End: *December 2004*

Project Code: *INT/02/57/NET*

Donor: *Netherlands*

Keywords: *Employment creation, woman worker, gender equality*

Extracted from the Introduction to the full report

During its two week mission, the team evaluating the ILO Project on “Promoting More and Better Jobs for Young Women in Vietnam” has concluded that the project strategy was and remains relevant to the situation of young women in Vietnam and that the design is generally clear and logical. The team notes a number of weaknesses in the formulation and design stage which have led to several problems in implementation and sustainability. These are detailed in the relevant sections of the report, and have resulted in specific lessons learned as well as general recommendations that included

towards the end of this report. Implementation of the project’s activities suffered from significant delays which affected the delivery of outputs. Where outputs were delivered, they were in turn affected by the lack of time available for suitable follow-up action.

Notwithstanding these difficulties in project implementation, the evaluation team recommends that the ILO pursue the formulation and design of a new project that can deepen and build on the achievements of the current project. These achievements are the development of new training materials, establishment of a network of new trainers, and a growing awareness among CES staff on the need to promote gender equality in youth employment. A possible new project should attempt to work with a new counterpart organisation.

Technical activities should aim to deepen the current project’s strategies, such as young women’s legal empowerment, improvement of training systems and curricula, or promotion of entrepreneurship, and to extend these strategies to a wider target group, in particular to young rural women and potential female migrants. This can be done in combination with new strategies, such as introduction of gender-sensitive job counselling, establishment of a network of master trainers, exploration of new complaints procedures, and promoting the role of young women in industrial relations mechanisms.

Evaluation mission

Purpose of the mission was to carry out an independent final evaluation of the ILO project “Promoting More and Better Jobs for Young Women in Vietnam” (initially INT/00/62/NET, now under INT/00/57/NET, an umbrella code for “Action Plans on More and Better Jobs for Women”). The project is executed by the Gender Promotion Programme (GENPROM) and funded under the Netherlands Partnership Programme. The objectives of the evaluation mission were to assess the delivery and impact of the project against its stated objectives (specifically concentrating on the project relevance, effectiveness, efficiency, and sustainability of results), and to provide concrete recommendations on any follow up action for the project, thus contributing to the design of a possible new project phase.

The final evaluation was took place between 1 December – 14 December 2003. In the course of the two weeks the evaluation mission held meetings with the main implementing partners of the project, including MoLISA’s Department of Labour and Employment (DLE), General Department of Vocational Training, Department of International Cooperation and Research Centre for Female Labour; Viet Nam Youth Union (VYU); Viet Nam Women’s Union (VWU) and Centre for Women and Development under VWU; Viet Nam Chamber of Commerce and Industry (VCCI).

Provincial Departments of Labour (DoLISAs) and Centres of Employment Services (CESs) run by DoLISA, VWU, VYU, and export processing zones in Hanoi, Ho Chi Minh City, and Binh Duong Province were also visited. The evaluation team had the opportunity to observe in part three pilot training courses on gender equality and life skills organised under the project and carried out by newly trained trainers, in Ho Chi Minh City and Binh Duong province. Lastly, the evaluation mission met with the Director of ILO Office in Hanoi, project coordinators of other ILO projects in Viet Nam and other relevant staff in ILO

Hanoi Office (the detailed schedule of the mission is attached as Annex 1 of the report).

Brief overview of objectives and activities

The project started in July 2001 with the designed duration of 12 months. However, this was mainly due to budgetary purposes of the ILO and done with the understanding that it could be extended. After the first year, the project was extended until the end of 2003. Because of a sudden change in the donor priorities and resulting delay in the ILO project proposal process (TC Ram) for the biennium 04-05, the project was given an extension of two months to the end of February 2004, using the existing funds.

The project focuses on the critical issue of youth employment in Viet Nam. The project acknowledges that while many young people experience obstacles in gaining decent work after school, young women are more often in particularly difficult situation. Therefore, the project aims to facilitate the school-to-work transition of young women and improve their opportunities for decent employment. To achieve this objective, the project adopted a capacity building approach. The project’s immediate objective is therefore to have enhanced the capacity of national and local level labour institutions and women and youth mass organisations to provide training and information to young women for facilitating their transition from school to decent work (see annex 2 for a list of expected outputs and activities).

The project started with a Survey on the School-to-Work Transition to learn about the experiences and needs of young women and men and of employers of young people regarding access to training and employment. The survey was conducted by the Centres of Employment Services (CESs) of the project partner organisations, and covered 1,200 young people and employers of youth in 8 provinces in the north, south and centre of the country.

A second major activity was the development of an awareness-raising and training package consisting of three modules. The modules, each of which was prepared by a local consultant or consultant team, cover gender issues, life skills, health and wellbeing education; women workers' rights; and business start up. To date, pilot training courses for young women and men are being held using the training material on gender issues and life skills in selected CESs.

Several national workshops have been held by the project in relation to the abovementioned activities: project planning workshop; workshop on the findings of the School-to-Work Transition Survey; workshop on testing and validating the training modules; and training of trainers workshop(s). Activities still to be carried out include conducting another training of trainers workshop on women workers' rights and business development, and official launching of the Vietnamese version of the school-to-work transition report to further publicise the issue of youth employment in Vietnam.