

2019 ANNUAL REPORT



CENTER FOR DEVELOPMENT AND INTEGRATION

The Center for Development and Integration (CDI) is a Vietnamese non-governmental and non-profit organization working for the rights of the disadvantaged groups to build a society in equity, solidarity and sustainable development.

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CDI AT A GLANCE

VISION

The Center for Development and Integration (CDI) aims to provide socio-economic development and good governance to build a society in which the marginalized women, men, and children are respected and treated fairly in the context of rapid economic integration in Vietnam and Asia.

MISSION

To make a contribution in narrowing the social gaps and finding solutions to the emerging issues of the society through supporting activities, advocacy and capacity building.

CORE VALUES



Xây dựng niềm tin - Tôn trọng - Hòa nhập -
Cống hiến - Phát triển - Công bằng

HIGHLIGHTS OF THE YEAR 2019

Message from the Founder - Director

CDI is a Vietnamese Non-Government Organization (NGO) dedicated to working for the rights of the disadvantaged groups to build a society of equity, solidarity and sustainable development. Whilst economic growth has provided opportunities for many Vietnamese to lift their standards of living, not all citizens have benefitted from the trend to the same extent.

Since its establishment, CDI has worked in three main program areas: Labour Rights, Good Governance and Inclusive Growth. The threads running through these three main programs are: recognition and support for human rights, grass roots engagement to improve the capacity of Vietnamese citizens to share in the benefits conferred by rapid economic growth and a focus on those with least economic power.

During 2019, CDI has supported thousands of factory workers to better understand their rights and empowered them through education and training to advocate for those rights via trade union engagement. CDI has also engaged with many small scale farming communities to promote the establishment of co-operatives through which education programs have been implemented to improve productivity sustainably and market access.

Special thanks are due to CDI's capable and committed staff who execute and manage the projects and to the funding bodies, international organizations and foreign governments, whose foresight and commitment to the development project make it all possible. Thanks are also due to the government agencies and elected representatives at all levels who support CDI projects directly, through their participation, and indirectly through their endorsements.



Ms Ngo Minh Huong, Founder- Director

Message from the Managing Director

2019 is a special year in CDI's journey of working for development in Vietnam. It is the critical time before the final year of the current strategy (2015-2020). Throughout the year, CDI continued to develop new ideas and implement on-going projects under three programs with the light of its mission and core values. The programs' results and lessons learnt in this year are inputs for us to review the current strategy and discuss ideas for the new strategy in a changing context.



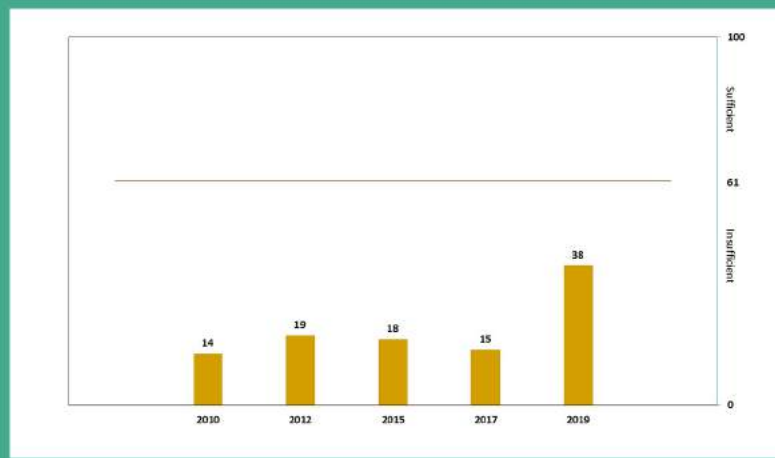
Despite many challenges during the year, including limited funding resources and shortage of human resources in a certain time, CDI has continued to support the community groups and actively participated in advocacy activities at national level. We are so proud that recommendations from communities and groups we work with have been submitted or channeled to policy-makers, particularly during the process of Labor Code revision in 2018-2019. Other recommendations also contributed to the increased transparency of the state budget, which can be seen through the change of Vietnam's score in the Open Budget Index 2019.

As for me, 2019 is even more special as it is the first year of mine with the role of CDI's Managing Director. Step by step, learning from doing, with the valuable support of CDI team, the Founding Board and other supporters, I have become more and more determined on our works and our team.

On behalf of the CDI's Management Board, I wish to express my sincere gratitude to CDI staff, interns and volunteers, donors and partners and friends for your commitment, support, contribution and solidarity in working together for better social changes.

Ms Kim Thi Thu Ha, Managing Director

Good Governance program



How has the Open Budget Index (OBI) for Vietnam changed over time?

The Good Governance Program has contributed to increasing budget transparency in Vietnam: According to the Open Budget Survey (OBS) 2019, Vietnam's scores increased in all three pillars, i.e. transparency, public participation, and budget oversight. In particular, the significant improvement in budget transparency score has helped Vietnam rank 77 out of 117 countries and territories, by 14 places from 2017.

Notably, Vietnam has published 7 out of the 8 key budget documents, of which the Executive's Budget Proposal and Audit Report have been timely published for the first time.

Based on results from the Provincial Open Budget Index (POBI) 2017, 2018, the Ministry of Finance (MOF) have issued The Official Letter No. 3949/BTC-NSNN dated 5/4/2018, on open budget in accordance with the State Budget Law and The Official Letter No. 9067/BTC-NSNN dated 8/8/2019 on continuing to promote the open state budget.

Output/Outcome

58 training courses & workshops

5 research projects

7 publications

131 recommendations submitted to the government at all levels

55 recommendations of community groups submitted to the local authorities and other stakeholders

14 recommendations accepted by the government

Total **1,947** people directly participated in the training and workshop sessions, of whom **936** are Women, **874** are Government Staff.

Story of Change _ Good Governance

“Monitoring public investment projects are difficult, but not impossible”

“The women in the village and I have never thought of women participating in monitoring public investment projects. This work is usually done by men. We all think that we are not knowledgeable about construction, building design, cement, sand, and gravel, etc., so monitoring is impossible.”- said Ms. Dang Thi Thu Thuy, Head of the Tan Hoa village community group, Tan Lien commune, Huong Hoa district, Quang Tri province.

At the end of 2018, Thuy was invited by the provincial Women’s Union to participate in a training course on developing community monitoring plans and evaluating public investment projects with social audit tools. The training course helped her understand public works funded by the state budget that are contributed to by people. Moreover, these types of construction are designed to serve the community.

At that time, in Tan Hoa village, two roads were under construction with a total length of 240m. These Roads were unpaved, overgrown with trees, and often slippery in the rainy season. These underdeveloped roads affected the daily life and travel of local people, especially for the pupils. Other roads in the village were basically concrete but it was seriously degraded after only a short time of operation. With the encouragement of the Chair man of the Commune Women’s Union, she and some other women in the village actively practiced monitoring the construction of these two roads in order to ensure the quality of the roads.

With a small investment capital, the Commune People’s Committee (CPC) assigned the village to be responsible for construction. The person who received and signed the contract is the Head of the village who is also a member of the village community monitoring board. The construction was going well with quality assurance according to the design. However, after the road was paved, the number of people and vehicles passing through has increased significantly. The concrete road surface is 4m wide but only 13cm thick. Despite being constructed in accordance with the design, with a lot of traffic, especially large vehicles, the road would be quickly degraded.



Story of Change _ Good Governance



The community group gathered opinions of people and discussed with the CPC and the project owner and proposed a regulation on vehicle tonnage, and to erect a barrier to prevent large trucks from passing through to ensure traffic safety and road quality. This recommendation was acknowledged and implemented. A signboard has been placed at the beginning of the road section, stipulating that only vehicles with a tonnage of less than 3.5 tons can pass through. Participation in project monitoring has brought about practical results, which help women in the community group understand more about public investment and their responsibilities in the process of monitoring and promoting the role of women in the public space.

IMPLEMENTATION OF THE LAW OF ACCESS TO INFORMATION IN BAC ME DISTRICT

Bac Me district, which is home to the biggest mining firm in Ha Giang and endures side-effects of mining, has been the focal area of the project “Transparency in mining in Ha Giang and Quang Tri” since 2017. Officers of Bac Me authorities have joined Ha Giang Union of Science and Technology Association (USTA) and Ha Giang Fatherland Front in oversight meetings and dialogues several times. Most of the time, Bac Me’s officers came there to brief about the situation of mining in the district, the allocation of environmental protection fees and responded to local community’s concerns about the effects of mining. As the community raised their concern and requested more information and responsibility from the authorities in addressing side-effects of mining, such annual oversight meetings mostly occurred in a stressful atmosphere. Efforts of Bac Me’s authorities were seemingly not acknowledged. Sometimes, even criticism towards them was made.

It was December when CDI, Ha Giang USTA and Fatherland Front had a meeting with Bac Me authorities to conduct the second assessment on the implementation of Law on Access to Information in the mining sector in Ha Giang. The first one had been carried out in February, 2019. Both of the assessments were conducted in an effort to explore how the Law had been implemented and support the practice of transparency of information concerning the mining sector. As it was the objective agreed among the researchers, the assessments were conducted in a different manner from the above oversight meetings. Before the assessments, a questionnaire together with an assessment checklist were sent to every government agencies including Bac Me authorities, so that the agency could undertake their own review. They were the first to know the result of the assessments. Officers of Bac Me People’s Committee showed their enthusiasm in sharing what they had achieved. And the issue of task assignment was discussed for months.

Story of Change _ Good Governance



“After talking to you about Law on Access to Information in February, we started researching the Law and assigning the tasks to the officer of the Division of Culture and Information to publish approved documents online”, said Thang, Deputy of Bac Me People’s Committee Office. But Tuan, officer of the Division of Culture and Information added, “I read the Law, then told Thang that implementation of Law was not the work of the Division of Culture and Information alone. Other divisions’ participation to implement this Law is essential”.

“Many documents await to be posted as the size of documents on a website must be under 2 Mb, and the speed of uploading was slow. We sometimes have to wait for two hours to post one document. We are confused about some articles in the Law and what should be posted in the folder of ‘Access to Information. Some documents were posted repeatedly in both folders including administration documents and access to information on website”, Tuan shared.

Talking about mining issue, Huyen, the officer of the Division of Finance and Planning said, *“We made some adjustments to the templates to collect data concerning the allocation of the environment protection fees sent by Ha Giang USTA. The amount of environmental protection fees and its allocation became clearer. We uploaded them in the folder ‘Access to Information’ on our website”.*

As such, information on environmental protection fees, which used to be disclosed in oversight meetings and dialogues only, was now accessible on the official website of Bac Me People’s Committee. Local officers’ confusion in understanding the Law and limitation in infrastructure were obvious. Their proactiveness and efforts to implement the Law after the first assessment was no less apparent. What we could do was to acknowledge the change in the practice of Bac Me People’s Committee. After this, knowledge of the Law and even laughter was shared among those in that December’s meeting. Tension had not been eased until that moment.

The second exchange was such a rare opportunity that we saw a different possibility of oversight meeting or assessment. As it was an opportunity for a meeting among actors from different backgrounds, listening and sharing should be embarked and most importantly, each other’s efforts should be embraced.

Labour Rights program



6 projects have been implemented in 2019 under the Labour Rights Program in project areas of Hanoi, Ho Chi Minh city, Hai Phong city and Dong Nai, Hai Duong, and Bac Ninh province.

Direct beneficiaries: approximately **8,000** workers and other participants, who directly participated in or benefited from project activities and events.

Communication activities on labour right issues (including social media, website; TV; online newspapers, etc) have attracted about **30,000** visitors

Workers

(particularly domestic migrant and female workers in industrial parks and sub-urban areas) are at heart of all Labour Rights projects.

A network of textile, garment and electronics workers with about 100 core workers and 1000 members have joined actions to improve working condition and better access to social protection, of which 30 worker groups have regular discussions in Hanoi, Hai Duong, Bac Ninh, Hai Phong, and Dong Nai.

Together with workers' groups, a plan to promote the autonomy of the workers groups in Dong Anh district (Hanoi city) and Hai Phong city was developed before the projects ended in June and July 2019.

Core workers keep maintaining key activities with other group members through online channels and meetings. Core workers actively participated and voiced up on national and local forums to recommend on labour policies, particularly the revision of the Labor Code.



Labour Rights program

CDI has been working with a wide range of relevant stakeholders at international, national, provincial and grassroots levels, including the international organizations and Vietnamese NGOs, Vietnam National Assembly, the Ministry of Labor, Invalid and Social Affairs (MOLISA), the Vietnam General Confederation of Labor (VGCL) and Labor unions at provincial level, the Vietnam Chamber of Commerce and Industry (VCCI), businesses, public service providers at local level, mass media, local authorities and landlords.. to contribute to the improvement of working conditions and labour rights in Vietnam.



Policy advocacy

National level:

A CSO joint submission of recommendations for the Labour Code revision was sent to over 200 National Assembly delegates before the plenary discussion of the draft Labor Code revision on 10 June, 2019. After that, recommendations by a group of 30 CSOs and individuals were consolidated by CDI and submitted to the MOLISA on 27 June 2020.

The consolidation includes **75** specific recommendations of 5 topics including general principles, wages, workers' organization at grassroots level, policy for female workers, anti-discrimination and access to remedies.



Local level:

33 recommendations were submitted to local authorities and companies to improve working condition and better access to social protection for domestic migrant workers.

Workers actively join into the policy advocacy campaign for the Labor Code 2019:

- **1.000** workers joined the campaign, of which a core worker in Hai Duong directly sent his recommendations through the official websites of the MOLISA and the National Assembly.
- More than **800** workers raised their opinions in the CDI quick surveys on retired age, over time and living wage
- 5 workers leaders directly raised their recommendations at the consultation workshops for draft of Labor Code 2019 organized by M.net & MOLISA and FES & VGCL.



New methods of social dialogue have been introduced to pilot factories, which aim at increasing the participation of workers and improving communication between the management and workers. For example, in Hai Phong, about 800 workers benefited from a successful collective bargaining in an electronics enterprise.

Story of Change _ Labour Rights

A woman worker leader who inspires and shines

Ms. Nguyen Thi Van, a female 34 year - old worker from Thai Binh, has been working for nearly a decade for an electronics company in the Nomura – Hai Phong industrial zone. She has two children and lives with her whole family in a rented room near her workplace.

Ms. Van started participating in the project for domestic migrant workers implemented by CDI and the Trade Union of Hai Phong Economic Zone after a training course on Labor Law in December 2018. After the training, she felt excited as *"it helped us gain many things new"*, then she said to herself *"let's go for a try"* and found that *"people are very enthusiastic!"*. Since then, she herself has made many positive changes. *"I am also enthusiastic! I try to arrange adequate time to attend all training sessions despite how it is near or far"*. Referring to the project activities, she remembers almost all of them and does not miss anything. She remembered the group meetings; a series of training on the Labor Code and skills on how to well manage group activities at their living areas. In particular, she remembers the most when participating in the dialogue among local authorities, service providers and representatives of migrant workers on electricity and water prices, education, and medical examination and treatment for their children. The first time that workers like her met and exchanged directly with the government representatives and many local staffs, she felt free to raise her problems and also many migrants' ones such as *"our children are unable to go to public schools as there are not enough seat to them, or migrant workers have to pay higher electricity prices than the regulations"*. All questions were answered by local multi stake-holders right there. She felt that her participation was *"majestic and important"*.

After being trained on occupational safety and health (OSH), she strongly recommended issues of OSH to the company managers, particularly the open electrical wires. She said *"I work in the quality-checking department. It is estimated that there are nearly a hundred production machines that operate every day. Every time of checking, my workmate and I must turn on the lights, then turn it off to save electricity. One person per day must check all the devices to make sure that there are nearly two hundred times of turning on and turning off the light. The checker must all be in direct contact with the power switch. Many of us see that open electrical wires are extremely dangerous, can lead to serious accidents and then tell other people to pay attention and precautions against incidents. Seeing that, I immediately took photos as evidence to send to my supervisor. At the same time, I collected everyone's opinion and requested a dialogue with the company managers. Our one common message to the managers was that the images reflect too clearly the danger, we refused to work until the problem was improved."*



Story of Change _ Labour Rights

Immediately after that, there were calls to the person in charge of electricity to replace the new wire and periodically check the equipment to ensure the safety of the workers”.

Also since that time, she felt much more confident and understood that being active and proactive in bringing opinions to business management contributes to making the workplace of hers and many other friends more secure and safer.

Sharing another story she said, “Once I met the police at the community level requiring the temporary residence book. They did not support us and required many unreasonable things such as the Certificates of Land Use Rights. Moreover, the fee was also quite high. Normally, when you do not know the regulations, you will have to pay a high fee. It may come up to several million VND. But thanks to participating in the project, through group meetings and training sessions, I understand quite clearly the regulations and procedures for the temporary residence book. I talked to the police. In the end, the book was still made and the fee was significantly reduced, from 1 million Vietnam dong to 300,000 Vietnam dong”. Besides this, she found herself actively helping other workers to understand the Labor Law. Occasionally, she invited her colleague to come to her home. Here, they have open discussion and share knowledge that she learned from the project training sessions and seminars. Sometimes, while taking a break or talking to colleagues at the company, she told some stories about the workers' lawsuits which were shared in the training courses on Labor Code. Through stories, many workers know more and also want to learn more details about the Labor law.

In December 2019, after the end of the project in Hai Phong, she proactively set up a group right at her renting house area and mobilized some enthusiastic friends from the neighbors to join. Some of the group members are new people and had not joined training sessions before. Most of the time of the group meetings, she shares her knowledge and experiences with the members.



She is very happy when the members say that they keep sharing with others at their companies. She emphasizes that in any case that workers need, they may contact directly and ask for help from the trade union of the economic zone.

Van never claims herself as a leader but she is actually a change agent, a potential worker leader. She always promotes and shares what she has learned to other workers, which inspires others to spread the spirit of solidarity and build the autonomy of workers.



Inclusive growth

12 provinces engaged in the programme to support farmers through workshops and trainings on standard system for sustainable agricultural production;
70 producer groups and cooperatives comprising c.500 farmers were trained on various topics and benefited from the programme;
Over **100** cooperatives were trained on how to access to market through VietFarm standards in Son La, Bac Ninh, Dak Nong and Dak Lak province
6 small producers groups with 128 members of ethnic minorities (36 women), were trained and adopted VietFarm standards.
Total of **6** products (3 teas, 1 garlic, 2 coffee) are produced in finished and branded packs to sell in market. 9 farmers' products are sold in Noi Bai International airport.

The new Vietnamese agri-food standard, to be known as '**Vietfarm Standards**' was established in 2018 and has been continuously developed in 2019. It follows a 'pro-poor' orientation and supports small-scale farmers to align their products with international standards.

Producers/farmers are supported to become more resilient by adopting good social and environmental practices.



84 cooperatives were introduced about VietFarm Standards, of which
32 cooperatives showed their interests in engaging with the standards.
15 cooperatives and producer groups applied for VietFarm Standards in 2019
9 cooperatives in Son La and Dak Nong provinces have been provided trainings and monitorings to improve agricultural practices, towards the implementation of VietFarm standards

The **VietFarm training school** in Moc Chau district, Son La has organised 2 training courses on food processing for young ethnic people including Thai, H'Mong, Muong from Phu Yen district, Yen Chau district, Moc Chau district of Son La province.

The **experimental agricultural training center** is newly established in Quoc Oai, Hanoi that plans to provide training on high-tech agriculture.

8 market link events were organized: Moc Chau fair, Trade links in Hoa Binh and Dak Nong province, Daklak Coop Fest with Vietnam Association of Retail, IA Event, Ha Giang Shan Tea Conference, TechFest 2019 and Taiwan Agriculture Fair.

5 clips and 7 e-learning videos on good agriculture are completed and upload on Youtube channel of VietFarm Standards.



**VIETFARM AWARD
2019** PRIDE OF VIETNAM

The VietFarm Awards in its 2nd year was organised for over 20 selected applicants with 10 awardees from 10 provinces.

Story of Change _ Inclusive growth

TAN LAP-MOC CHAU PRODUCER GROUP: Changing farming practices to go to market



Located in the highland of Son La province, Moc Chau district is the ideal place for agriculture and tourism. However, in Tan Lap commune, many farmers who are H'mong People relocated by the resettlement plan from Son La hydropower do not enjoy the land resources. They started using many chemical pesticides and fertilizer on land that destroy soil fertility. They grow vegetables, fruits and rice but had been paid very poorly by many middle traders in the area.

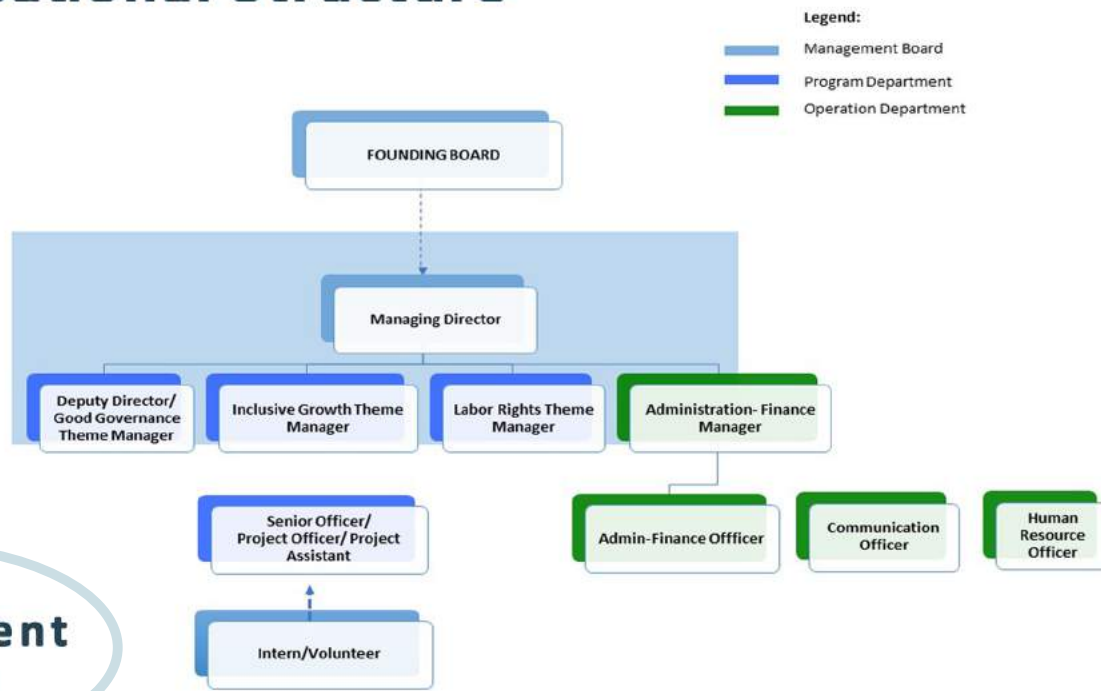
The farmer members of Tan Lap-Moc Chau agricultural cooperative group tried to form the group in order to become the core for change. They were supported by CDI through the Moc Chau Farming School. Since they learn to make clean and safe farming, by making and using organic fertilizer, farmers are now fully aware of the harmful effects of using pesticides and chemical fertilizers. Members of the cooperative only use microbial fertilizers and organic products on their land, following the requirements and adopting VietFarm standards on their farms. This has not only resulted in safer, more environmentally sustainable agricultural practices but has also increased the profitability of the crops significantly. These training courses have been integral to the spread of vital information as well as the spread of clean agricultural practices in the region. Mr. Pham Su Ha, the group leader stated *"We are committed to planting clean vegetables, first of all to protect our own lives, then social responsibility. We will continue to learn from*

The cooperative group with the support of CDI and IrishAid through the Embassy of Ireland in Vietnam has been able to expand and diversify their model of business. The products of cooperative groups are diverse and varied, such as plums, vegetables, cabbage, cucumbers, strawberries etc. The wide variety of products has been gaining greater overall recognition of quality from the distributors and are now qualified for retail chains in Hanoi and labelled with VietFarm standards.



ORGANISATIONAL DEVELOPMENT 2019

Organisational Structure



Management Board

- **Founding Board:** consists of 6 members who established CDI in 2005, including the CDI Director. The Founding Board plays an advisory role to advise on CDI's development strategies and programs in certain periods. The Founding Board is not paid by CDI.
- **Management Board:** consists of CDI's management positions (Managing Director, Deputy Director, Theme Managers and Administration - Finance Manager), who are responsible for managing all CDI's operation and programme.

The Management Board is a new structure, starting from 2019, to ensure better participation and representation of all departments/teams in CDI. Among the Board members, the positions of Managing Director and Labor Rights Theme Manger are newly appointed in the year. The Management Board receives the wages and benefits according to CDI's Salary Scale. Except for the difference in salary level and steps, all of the Management Board enjoys the same social welfare (holiday bonus, 13th month-salary, health care insurance, meal,) as other employees in CDI.



People

CDI staff (including Management Board)

- Total number of employees in 2019: 18 employees (3 men and 15 women)
- Number of employees who left CDI in the year: 5 employees (1 man and 4 women)
- Reasons of leaving: Personal development (3 employees), contract termination (1 employee) and changing of work (1 employee).

CDI interns

- Total number of interns in 2019: 12 interns (9 Vietnamese and 3 foreigners)
- Duration of internship: from 1 month to 6 months
- Main tasks:
Conducted thematic researches (which are related to their thesis) Support CDI's programme works (Good governance, Labor Rights, Inclusive Growth, VietFarm standards, etc.). Support CDI's communication activities

Volunteers

- Total number of volunteers in 2019: 23 students, working for Labor rights and Inclusive Growth programme.
- Main tasks:
Support the workers to facilitate workers' group meetings (prepare the content and agenda, organize group work, summarize the meeting minutes, etc.)
Logistic support for CDI's workshops and training
Participate in community events (collecting garbage, supporting for Moc Chau Run-Unmask and Clean-up event, etc.)

Workers' representation

- There is no formal Trade Union or Workers' Council at CDI. However, all CDI staff can connect with the higher level of Trade Union (District level) if needed, according to the Trade Union Law.
- Head of each theme/programme or Department will represent their team in decision making process at CDI.
- All policies at CDI must be consulted with all CDI staff before it comes into effect. This has been proven during the consultation process of development of different policies in 2019.

Capacity building and Team building

In order to share knowledge and experiences, each month, CDI organizes an internal sharing session called "Happy Hours" with a pre-selected topic/theme. CDI also promotes learning opportunities for all staff and supports the staff to join various training courses, both online and offline ones.

During the 2019 staff retreat, unlike other staff retreats in previous years, CDI team spent most of the time to review the program results and develop a vision of CDI by 2025. We also discussed the changing context, worked on the SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis and identified the priorities of the new strategy. 2 days of brainstorming not only helped us to develop the new strategy but also helped CDI team to dream and dare-to-do together.

Integrity policy

Since 2019, CDI has started to develop a number of policies to handle with inappropriate behaviour, including:

- *Anti-Corruption policy*
- *Regulation on Protection from Sexual Exploitation and Abuse (PSEA) and Child Protection*
- *Grievance policy and procedure*

CDI also revised the *Regulation on Human Resources and Organization Development (HROD)* to better regulate the rights and responsibilities of the employees. After thorough consultation with donors, partners and all staff, CDI has launched these policies and they are effective from the 1st January 2020. All staff were introduced about these policies and signed an Annex of Employment contract which states that they are fully aware and agree with these policies. All employment contracts were handled following the current laws and there was no dispute during the year.

PARTNERSHIP DEVELOPMENT



On 25-26 May 2019, a workshop on partnership and self-reliant, sustainable group development was held in Vinh Yen city, Vinh Phuc province. For the first time, representatives of local partners and core groups from the nine working project areas of CDI had the opportunity to meet and exchange experiences, assess what they have done as well as discuss possibilities for a sustainable group development. For over 15 years of working, CDI has implemented a bunch of projects and programs in 39 provinces and cities nationwide and supported a wide range of target groups including community groups, the poor, migrant workers, young

people, small farmer households... Since 2010, in addition to direct interventions, CDI has initiated partnership and jointly carried out activities with partners in Ha Noi, Bac Ninh, Hai Duong, Hai Phong, Dong Nai, Quang Tri, Ha Giang, Son La, Lai Chau, Dak Nong, etc. Human right-based approach has been applied in which local people and communities are the center focus in implementation of various activities such as core groups establishment, capacity development for core members so that they are able to claim their rights as well as bridging them to policy making process and promotion of good enforcement and practice among communities.

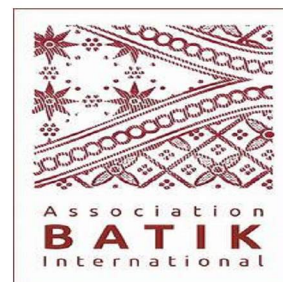
At the workshop, partners and core groups have reviewed what has been done in the last 10 years by three priority programs: Labor Rights, Good Governance and Inclusive Growth Program. Accordingly, core groups established in the past years have upgraded themselves with capacity building (knowledge and skills), vital skills in group management and operation, networking; or learning by practice (with new technology introduction and practice among farmer groups) initially took part in dialogues with stakeholders (workers) or local monitoring activities (community groups), etc. They are actively involved in the policy advocacy process related to public disclosure of state budget or public investment monitoring; or some policies on wages, working conditions and social security, etc.

In a pride of what has been done, the partners and groups also discussed difficulties and challenges in current context, including limited resources (time, budget, human); upcoming new issues, regular technical support requirements, disrupted communication among partners on information and plans or geographic barriers, etc.

On the basis of context, opportunities – challenges analysis, stuck to sustainable development goals (SDGs), partners and core groups propose solutions to better program implementation in the future. Key proposals are: more extensive collaboration with researcher networks, scientific evidence and data collection, continuation of capacity development for disadvantaged groups, support to initiatives and inability of opportunities for groups to involve in dialogue and advocacy, promote social responsibility in business, application of technology in program management and implementation; development of prestigious standards, etc.

In addition, CDI and the partners spent time sharing and discussing core values, which are considered guiding principles in partnership work and program implementation practiced by CDI, including building trust, respect, integration, dedication, growth and equity. The workshop is also an opportunity for CDI's founding members to share with partners and core groups about CDI's vision, mission and desire *"Towards a fair, solidarity and sustainable development society."*

DONORS





**LIÊN MINH
KHOÁNG SẢN**

KEY INTERVENTIONS

Evidence based research
Capacity Building
Policy Advocacy
Access to opportunities
Alliance and Coalition to take actions for changes

CDI is a member of:

Network of Action for migrant workers (M.net)
Budget transparency, accountability and participation (BTAP)
Vietnam Mining Coalition (VMC)
Asian Network for the Rights Of Occupational and Environmental
Victims (ANROEV)
Mekong Migration Network (MMN)

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