



TRUNG TÂM PHÁT TRIỂN VÀ HỘI NHẬP
Center for Development and Integration

2020 annual report



YEARS

towards a
society of
equity,
solidarity and
sustainable
development

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Message from the Founder - Director



The year 2020 marks the 15-year journey of establishment and development of CDI. From its inception with ideas and activities to support development for the poor and disadvantaged communities in Vietnam, up to now, CDI has developed into a strong social organization in such fields as Good Governance, Labor Rights, and Inclusive Growth.

The CDI team, with expertise and enthusiasm, has strived to make change from advocacy for law and policy formulation to capacity building and livelihood development, helping community groups, workers, migrant workers, small farmers in all regions change their lives.

Over the past 15 years, CDI has had effective cooperation from many local partners and the participation of beneficiary communities. With a participatory and empowering approach in project activities, CDI has continuously built the trust of partners. This is the key to the success and good impact of the programs that CDI has implemented.

In the coming years, Viet Nam will increasingly integrate into the world, and at the same time will face a number of new challenges. The crisis caused by the pandemic still poses many effects on the economy, employment and livelihoods. Society needs to emerge into a "new normal" where the balance between people, the environment and the market plays an important role in creating sustainable development. The vulnerable are at risk of being left behind. Therefore, civil society organizations like CDI will need to transform further to create integrative and sustainable development, contributing to establishment of the foundation on which institutions and policies are built for effective participation of all parties, with a balanced and sustainable mechanism.

With lessons learned, CDI team will keep building on our strengths and expertise to embark on a new journey with upcoming challenges. CDI is proud of its partners and communities for the shared values and beliefs towards positive change. CDI would also like to thank the organizations and donors who always support CDI's values and activities for the development of Viet Nam.

PhD. Ngo Minh Huong, Founder - Director



Message from the Management Board



2020 has been and will be mentioned in history as a year of difficulties and upheaval, associated with the COVID-19 pandemic, causing serious damage to people, the economy and society around the world. However, difficulties encourage us to hold on to our core values and strive to rise with courage, solidarity and hope for the future. With CDI, we want to talk about 2020 like that!

In the context of common difficulties caused by the COVID-19 pandemic, most of CDI's activities in coordination with local partners were halted or adjusted. Besides, the new urgent problems, stemming from the needs of the community such as the groups of workers affected by the pandemic, the community groups affected by storms and floods in the Central region, etc. required emergency assistance and quick action. Regularly keeping in touch with groups, investigating problems and assessing needs, connecting and appealing to stakeholders (governments, businesses, landlords, mass organizations, donors, collectives and individuals, etc.) are how CDI contributes to help alleviate the difficulties of community groups. Despite limited resources, in a short time, CDI has attempted to support a number of groups of workers affected by the COVID-19 in Bac Ninh, Hai Duong and directly support storm- and flood-affected people in Quang Tri. In addition, CDI continues to implement a number of successive activities in three priority programs, namely Good Governance, Labor Rights and Inclusive Growth, to contribute to the development goals of CDI.

2020 is also a particularly important year, marking 15 years of establishment and operation of CDI. For a social organization, that number 15 years contains so many Desires - Efforts - Challenges and Pride!

15 years of building Trust!

15 years of relentless efforts towards a society of equity, solidarity and sustainable development!

15 years of supporting communities and groups of migrant workers, young people, ethnic minorities, women and girls, farmers, cooperatives and small-sized producers, etc.

The past 15 years are not just a journey of CDI, but a journey of connecting the community and all parties for a better future!

In retrospect, we would like to extend our deepest gratitude to the community and all the agencies, organizations and individuals that have accompanied CDI! Thank you to the Founding Council and CDI Team for your commitment to development and social good!

Looking forward, in the new context, CDI will continue to make efforts and change, to operate more effectively, contributing to creating more values in the development of Vietnam.

Mrs. Kim Thi Thu Ha - Managing Director

CDI in a 15-year journey

Center for Development and Integration (CDI) was established in 2005 when Vietnam was actively preparing to join the World Trade Organization (WTO) and began to integrate deeper into the global economy.

Starting with poverty reduction and capacity building programs for localities and communities in the period 2005-2010, CDI expanded with many research programs, policy evaluation, networking and support access of the more disadvantaged groups of society to favorable opportunities, towards a just and equal society. Since then, CDI has carried out activities to promote good governance, labor rights and inclusive growth in collaboration with partners and communities. Over the past 15 years of establishment and development, CDI's programs have put footprints in over 39/63 provinces and cities nationwide.

With an approach in which communities are key player in the decision-making and development process, CDI has always focused on building community capacity and connecting stakeholders. The programs including training, communication, support in implementation of recommendations and initiatives have contributed to the

positive changes in the locality: improved the quality of grassroots healthcare services, increased efficiency of budget expenditure in the grassroots public investment projects, improved working conditions and access to social security for migrant workers in industrial zones, and sustainable agricultural production, etc.

Along with the community-based recommendations, CDI also conducts research and analysis to contribute to the development of good policies and practices at the central level. Some recommendations have been acknowledged during the development of the Law on Occupational Safety and Health (2015), revision of the Labor Code (2019), Law on State Budget (2015), etc., as well as in related guiding documents and policies.

109

community groups
supported

500

trainings for migrant
workers, women and
community groups

Every story of change of the communities and partners is the inspiration for us to maintain our beliefs and to strive relentlessly for "a fair, united and sustainable society".

We invite you to review the encouraging and proud results of CDI's 15-year journey. Also, a sincere thanks to the communities, our partners and those who have been with us the past 15 years.



“The Women's Union of Quang Tri is grateful for the opportunity to cooperate with CDI. With CDI's support for the Union at all levels, we have considerable experience on public participation. Any activity derived from the demand of the people at grassroots level, for their interests and with their participation, will have people's consensus and thus will be effectively implemented.”

Mrs. Do Thi Ly, Chairwoman of the Women's Union of Quang Tri province.

“Labor Union of Hai Duong Province has cooperated with CDI since 2010. Over the past 10 years, we highly appreciate the role of CDI in effectively promoting, connecting and supporting activities for a large number of workers. Activities of groups of workers comprising formal and informal workers are useful forums for them to share their concerns and improve understanding of labor law. Through such activities, we feed workers' opinions back to stakeholders with the aim of solving problems, ensuring social protection for migrant workers and workers so that they are empowered and better enjoy their rights.”

Mr. Do Van Sanh, Head of Communication Department, Labor Union of Hai Duong province.



QUẢNG TRỊ ƠI!



Quang Tri province is where many activities promoting budget transparency and community participation started. Here, we are inspired by people dedicated to good local governance. In October 2020, with information from our partners and local community groups as well as news in the media about the historic storms and floods in Quang Tri, we quickly made an emergency relief plan - "Quảng Trị ơi!".

Implementation was adapted due to complicated progression of storms and floods. Thanks to support of the People's Council of Quang Tri province, Women's Union of Hai Lang district; the cooperation of organizations such as Keep Hanoi Clean, Star Montessori School, Thanh An Joint Stock Company, Amifarm Moc Chau; and support of hundreds of friends, we promptly delivered relief packages to people in Quang Tri province.

472



relief packages including essentials, medicines, hygiene products, etc., to households severely affected by the floods in Quarter 2, Ward 5, Dong Ha City; Hai Dinh and Hai Thuong communes, of Hai Lang district



60

sets of school supplies



116

net beds for children of Pa Nang Primary and Kindergarten in Dakrong district

In addition, CDI connected community groups in Hai Lang district, Quang Tr; Tra Son commune, and Huong Son district, Ha Tinh; and Truong Xuan Commune, Quang Binh Province with Francophone International (OIF) to restore livelihoods post natural disasters.

# of individuals and groups provided support	Support in cash from Star Montessori School
140	22,650,000 VNĐ
Support via bank transfer	Total amount
133,353,839 VNĐ	156,003,839 VNĐ

"The Women's Union of Hai Thuong commune would like to thank friends from CDI Vietnam for giving 200 relief packages to help flood-affected people to overcome the hardship".

Ms. Phan Thi Hue , Women's Union of Hai Thuong Commune

CDI's companion with workers in response to COVID-19



The COVID-19 pandemic has presented certain effects on groups of workers in both the formal and informal sectors. In that context, the Government, businesses, social organizations and individuals all joined hands to support workers.

CDI actively implemented a number of supporting activities including:

- Conducted a rapid assessment of the impact of the COVID-19 on workers' life and employment in the textile and electronics industry
- Coordinated with the Labor Confederation of Bac Ninh and Hai Duong provinces to carry out communication activities to mobilize inn owners to reduce the rentals for workers
- With Oxfam and the Network of Action for Migrant workers (M.net) advocated for the Government's 62 trillion VND support package
- Coordinated with the Budget Transparency Coalition (BTAP) to monitor the effectiveness and transparency of the implementation of the Government's support package to workers

- Disseminated information about the COVID-19 pandemic and prevention measures to workers through online channels
- Mobilized a number of businesses to join hands with the Government to support workers (encouraged businesses to support 50% of the minimum salary for workers)
- Provided legal advice to workers on employment and healthcare post COVID-19
- Documented a number of initiatives supporting workers in responses to COVID-19.

9

Landlords in Nam Sach - Hai Duong industrial zone, Yen Phong and Que Vo industrial zones of Bac Ninh reduced rentals, electricity and water charges for workers in April, May & June 2020

270

Migrant workers benefited from these decisions of the owner, each room is reduced from VND 100,000 to 250,000/month, the total amount is reduced by about VND 20,250,000/month

The report "Initiatives On Social Security To Support Workers Affected by COVID-19" by CDI was shared at three national workshops and one international workshop (Asia People's Forum - APF 2020). Relevant stakeholders appreciated the recommendations of the report and enthusiastically discussed not only stopgap measures to support workers in response to COVID-19, but also long-term measures with which workers have the capability to respond to other unexpected shocks.



PROGRAM ACHIEVEMENTS



36

Training workshops



8

Sharing workshops



16

Meetings and dialogues
for policy advocacy



4686

Attendances (44% -
female)



60

Firms and business joined
activities to improve work-
ing conditions and gover-
nance of mining



14

Initiatives on social protec-
tion, budget oversight and
development of farmers-
market network



199

Recommendations to
government agencies at
central and local level



80

Recommendations
acknowledged and
implemented

Good governance program

Progress in disclosure of state budget documents according to the 2015 State Budget Law

A number of state agencies including the Ministry of Finance - MoF (at central level) and local authorities in Ha Giang and Quang Tri demonstrated their commitment to transparency of budget information in 2020.

In July 2020, CDI - a member of the Budget Transparency Alliance (BTAP) discussed with the State Budget Department of the Ministry of Finance the recommendations from the results of OBI, POBI, and MOBI 2019 indexes to promote budget transparency in Vietnam. The MoF acknowledged the limitations and agreed with CDI on possible improvements in the time to come.

In October 2020, the MoF disclosed the Executive's Budget Proposal for 2021 on its website and consulted with people on the document. Representatives of the State Budget Department were present and explained at the Seminar "State Budget in the new normal".

In December 2020, a transparency report in mining based on EITI of Quang Tri province was announced by the Provincial People's Council. This is the first time that mining information at local level has been synthesized and reconciled among government agencies including the

Department of Tax, Department of Natural Resources and Environment, and Department of Finance. The People's Council issued Official Letter No. 06/HDND-KTNS dated January 2, 2021 to the People's Committee of Quang Tri province on the implementation of the proposal based on the results of the report.



"Given the fact that a number of units have not followed the regulations on transparency, the Ministry will discuss with such units to explore the reasons and challenges they might be facing. In addition, the Ministry of Finance will review its instructions in terms of feasibility and clarity."

Mr. Nguyen Minh Tan - Deputy Director of the State Budget Department (Ministry of Finance)

(1) OBI: Open Budget Index, MOBI: Ministry Open Budget Index, POBI: Provincial Open Budget Index. CDI, together with partners have carried out these indexes for several years with a view to measuring the transparency of budget information at national, central and provincial level.

(2) EITI: Extractive Industry Transparency Initiative

With the public investment criteria toolkit, the state budget in Quang Tri province has been used more effectively

The medium-term public investment selection criteria toolkit which was one of the piloting initiatives was institutionalized in Quang Tri province in 2016. With the application of this toolkit, 10 public investment proposals for the period 2016-2020 were dropped out.

In 2020, the proposal of constructing barracks for the Fire brigades in some districts in the province was not selected because it accounted for a large amount of public investment capital, and more importantly, the proposal did not satisfy required

procedures and the criteria of suitability and feasibility.

In 2020, the People's Council of Quang Tri province consulted experts from the Ministry of Planning and Investment, departments and districts in Quang Tri on the set of criteria and implementation process of the toolkit. After reviewing, the Standing Committee of the Provincial People's Council will issue guiding documents on the assessment and selection of medium-term public investment annually in the period of 2021-2025.

People confidently participate in the management of state budget

12

Monitoring initiatives over state budget-funded projects, programs and policies were implemented by community groups and community investment supervision boards in Quang Tri and Ha Giang. Many findings which helped local authorities and related departments perform better were highly appreciated.

97

recommendations
sent by the groups
to stakeholders

60

were included in the
implementation plan



Story of Change

About a group of Tan Xuan sisters with care for the community

The community group in Tan Xuan village was established in September 2016 with 15 female members, known by local people as individuals actively participating in village public work and communal affairs. Mrs. Mai, a member of the group proudly told us: *"This group has never had a quarrel in the past 4 years. Sisters are always willing to help each other. We meet regularly every month, except for COVID-19 period. Members go on trips together every year. Our group is the face of the village. Local authorities give praise to this group in every meeting."*

One sister in the group sincerely shared: *"In the village, there are 119 female members, of which about 25-30 women only listen to the meeting without giving their opinions. Most of those who voice opinions are educated, broad-minded, experienced and their families have conditions, so they can speak boldly. The poor and disabled only sit listening in meetings, and do not dare to speak partly because the meeting is crowded and partly because they think they are lowly."* Then she went frankly, *"I was like that 4 years ago. Now I'm more confident, knowledgeable and braver."*

Up to now, Tan Xuan group has carried out the monitoring in terms of transparency and quality of the communal health station's service and the red book issuance service. The beginning of each monitoring mission was challenging. Members in the group were bewildered with the oversight process. Some people in the village questioned the legitimacy of the group. Mrs. Luan, the group leader, laughed and said: *"The women's movement in the village and commune flourishes thanks to members of the group. We are determined that making a living is a lifelong affair, but joining the women's movement and doing community's oversight, etc., stems from our care for the community. To do such work, group members must not be selfish and afraid of colliding with those with power. We can't help anyone if we are afraid of conflicting with others. We don't want to lead a timid life without raising our voice. What we are doing is for the sake of the community. It is rewarding to have knowledge and skills since we joined CDI's projects. Now, sisters practice participation in earnest."*

The talk with Tan Xuan sisters helps us realize that this is the model of a group with solidarity and care for the community that we have sought and built for years.



Labor Rights Program

The group of core workers have actively maintains group activities and collect opinions of members to send to stakeholders

COVID-19 left many workers in a precarious situation in which they experienced a deep decrease in income and the risk of job loss. In addition, they had difficulty in accessing direct support from all stakeholders due to the social distancing in April 2020. The context highlighted the role of the core workers in connecting and supporting group members regarding labor laws and regulations. The core workers' ability to manage group activities, collect and feed workers' opinions and issues back to relevant stakeholders has significantly improved. Many workers actively sought information, support, connection via group activities.

Through **162** group meetings in Hai Duong and Bac Ninh



70 core workers are capable of management and actively contacting relevant stakeholders.

The training program on United Nations Guiding Principles on Business and Human Rights was implemented

The training program included:

1

The development of a set of manual on Guiding Principles on Business and Human Rights, including 3 books for Trade Union, Enterprise and Lawyer, respectively and two guidebooks for business and social organizations

2

Conducting 4 training courses for Enterprises, Trade Unions, Lawyers and advisors on Business and Human Rights. During the training series, the participants discussed the necessity, benefits and potential actions to practice responsible business in their own operation and across brands' value chain.

The network of workers has strengthened

The network of workers in garment and electronics sectors with about 100 core members and 1000 members from seven provinces/cities (Ha Noi, Hai Phong, Hai Duong, Bac Ninh, Vinh Phuc, Dong Nai, Ba Ria - Vung Tau) has been strengthened, though it was established one year ago. Key members jointly implemented four initiatives and gained valuable lessons in networking:

1 Rental bills reducing

Core workers in the Bac Ninh and Hai Duong project areas mobilized inn owners to reduce rentals, electricity and water bills, and extend rent payment due dates.

2 #EachforEqual

Core workers in four regions (Bac Ninh, Hai Duong, Hai Phong, Hanoi) together with CDI participated in a global campaign with the theme #EachforEqual to respond to the International Women's Day on March 8, encouraging that even small actions can contribute to gender equality.

Within 15 days of the campaign, messages supporting equal values, non-discrimination from CDI staff and workers in the project areas were widely shared via Facebook channel, attracting many to interact and comment.



The network of workers has strengthened

3 Equality in access to clean water and toilets at work

Core workers in seven regions (Bac Ninh, Hai Duong, Hai Phong, Hanoi, Vinh Phuc, Dong Nai, Ba Ria - Vung Tau), joined the campaign to raise workers' awareness of equality in access to clean water and toilets at work.

-> 30 workers from seven provinces participated in an online survey on access to clean water and toilets at work.

-> A series of media posts were shared among the network of core workers from five project areas (Bac Ninh, Hai Duong, Hai Phong, Vinh Phuc, Hanoi) within 12 days of the campaign.

4 Monitoring compliance with labor standards & law

Core workers in the network joined the initiative on monitoring compliance with international labor standards and Vietnamese labor law, which aimed to improve working conditions of workers in the garment and electronics industry. This initiative covers a series of activities in 2020 and 2021.

Initially, 35 core workers from six project areas took part in training on international labor standards and jointly developed the idea of workplace compliance monitoring.

After the training, each core worker returned to their own area, built the group by themselves and together with group members monitored labor standards compliance at their factory.

CDI is currently developing a mobile application which will be a useful tool for workers to self-monitor and assess their working conditions.

**BÌNH ĐẲNG
TRONG TIẾP CẬN
NƯỚC & VỆ SINH
TẠI NƠI LÀM VIỆC
LÀ QUYỀN CỦA
NGƯỜI LAO ĐỘNG**

Mục tiêu phát triển bền vững số 6 nêu rõ đảm bảo quyền tiếp cận vệ sinh & vệ sinh đầy đủ, công bằng cho tất cả mọi người; chấm dứt sử dụng nhà vệ sinh thô sơ; đặc biệt chú ý đến nhu cầu của phụ nữ và trẻ em gái và những người dễ bị tổn thương (Liên hợp quốc, 2015)

NHÀ VỆ SINH PHẢI ĐẢM BẢO:

- Sẵn có
- Dễ dàng tiếp cận
- Phân chia theo giới tính
- Đủ số lượng cho nam, nữ
- Có đủ xà phòng, nước sạch
- Được dọn dẹp thường xuyên
- Đảm bảo an toàn khi sử dụng

Tiếp cận nước và vệ sinh đầy đủ, công bằng đem lại nhiều lợi ích!

- Tăng cường sức khỏe
- Góp phần giảm thiểu các trường hợp ốm đau, bệnh tật gây ra do thiếu vệ sinh
- Đáp ứng nhu cầu chăm sóc sức khỏe sinh sản của lao động nữ
- Cải thiện điều kiện làm việc
- Nâng cao năng suất lao động

Thiếu nước, nhà vệ sinh sạch sẽ gây ra nhiều vấn đề sức khỏe!!!

- Không uống đủ nước, nhìn đi vệ sinh trong nhiều giờ gây viêm đường tiết niệu, sỏi thận, bệnh về gan, thận, đường ruột...
- Sử dụng nhà vệ sinh bẩn, thiếu nước làm gia tăng các bệnh tiêu chảy, bệnh ngoài da...
- Lao động nữ dễ mắc các bệnh viêm nhiễm đường sinh sản, về lâu dài sẽ ảnh hưởng tới sức khỏe sinh sản

Nguồn thông tin: <https://www.unwater.org/>; <https://www.un.org/>; <https://apps.who.int/>; <https://www.osh.gov/>



Training workshop about labor standards & law for workers

Workers take the initiative to respond to Covid-19

Mrs. Phong is the leader of the group of workers in Hai Duong, and has been involved in project activities for about three years. Due to the COVID-19, the work of her and many of her neighbors were affected. Decreasing income greatly affected their life. Realizing the difficult situation they were coping with, she persuaded other workers who were staying at the same living quarters with her to jointly mobilize the inn owner to reduce rentals. She convinced the neighborhood: *"If only one person goes talking, the inn owner won't listen. It will work if everyone goes together"*. So everyone living in the same neighborhood joined her to discuss with the landlord. People shared the difficulties they were facing, how some lost their jobs, some had working hours reduced, and finding a job was very difficult, while they were loaded with rental, food and electricity bills. The workers could not bear this situation for up to 2 months if it remained. They had to resort to going home. After the first talk, the landlord agreed to reduce the rentals by VND 200,000/month for each room in April and May. After two months, everyone was charged the original room rate, about VND 650,000/room.

However, after May, the workers were still extremely difficult, without a job, the company cut allowances, and many people left to find other jobs. She encouraged other workers in the living quarter: *"Stay strong, everyone. There is no place having such a deep rental reduction as this place"*. The situation was getting worse. More and more people had to quit their jobs or work for 2-3 days/week. Their income was not enough to pay for food, rental & other living expenses. Seeing that, Mrs Phong called everyone to join her to persuade the landlord to reduce the rent one more time. When she first tried to talk to the landlord, she didn't immediately agree. *"Whoever can live, then stay, if not, then leave"*, she said. When the landlord disagreed like that, Mrs. Phong was so disappointed. But she did not give up, she kept talking with her. Everyone also persuaded her: *"There are less workers now. If you don't reduce the room rate, everyone will move to other places"*. Then, the landlord continued to reduce the rent for everyone that June.

Rentals for the workers in this area have been reduced three times so far. This living quarter is had the deepest decrease and in the longest period of time compared to the living quarters of 10 other groups of workers in Hai Duong.



Inclusive Growth Program

Improve production capacity for smallholders through adopting the VietFarm standards to promote good and sustainable practices in agriculture.

Many farms, cooperatives, agricultural processing households, and traders joined the VietFarm program.

63

cooperatives

2372

farmers

13

provinces

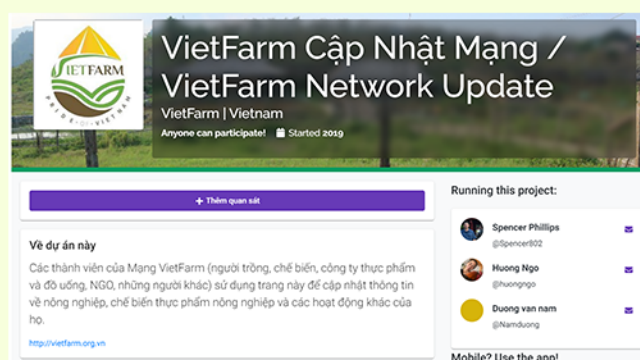
A network of 29 collaborators in 16 provinces was established to conduct training and assessment according to VietFarm standards to promote good practice in the localities.



VietFarm's system and standards are in the process of assessment of both national and international standard agencies (International Organization for Standardization - ISO).

Products with the VietFarm label are certified to meet quality and sustainability criteria under the European Union - Vietnam Free Trade Agreement (EVFTA).

VietFarm develops an information sharing and monitoring platform (**Anecdota - VietFarm Network Update**) with more than 60 members including producers, farmers and officials providing agricultural extension services.



In addition, CDI provided technical support to enhance capacity for newly established cooperatives to improve their production capacity.

Creating opportunities to link the value chain and access markets for agricultural products through a system of certification and labeling

Starting in October 2020, CDI established VietFarm to Table Network (VF2TN) with producers and consumers through a platform and system that directly provides goods to consumers. Through the platform Vietfarm2Table.net, supplies from producers and farms are checked and monitored according to standards and will be ordered by users.



Different commodities (coffee, tea, vegetables, rice) have been produced under the manufacturer's standards and labeled with the brand names. Currently, this system has more than 30 members supplying and consuming products.



VF2TN's customer network has up to

600

Units and households in the first year.

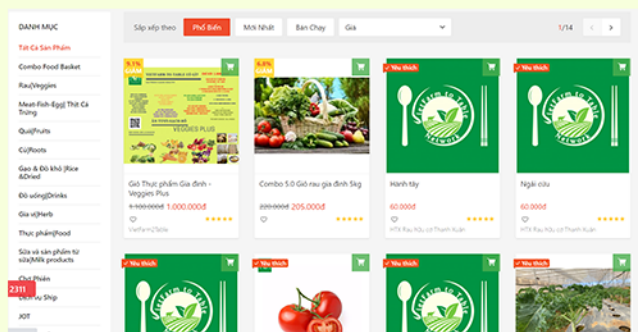
02

Market fairs in Hanoi in December 2020 and January 2021

30

Agricultural producers with a value of more than 120 million VND

Through VF2TN, many VietFarm certified products from small producers had access to the kitchens of restaurants and retail stores.



Linking to export markets: CDI and Green Fair Trade have maintained the Alibaba business-to-business (B2B) channel to bring Vietnamese agricultural products to the global market since 2017. In 2020, 64 products were posted with 360 quotations and inquiries. However, the COVID-19 pandemic from February 2020 up to now has caused difficulties in overseas shipment.

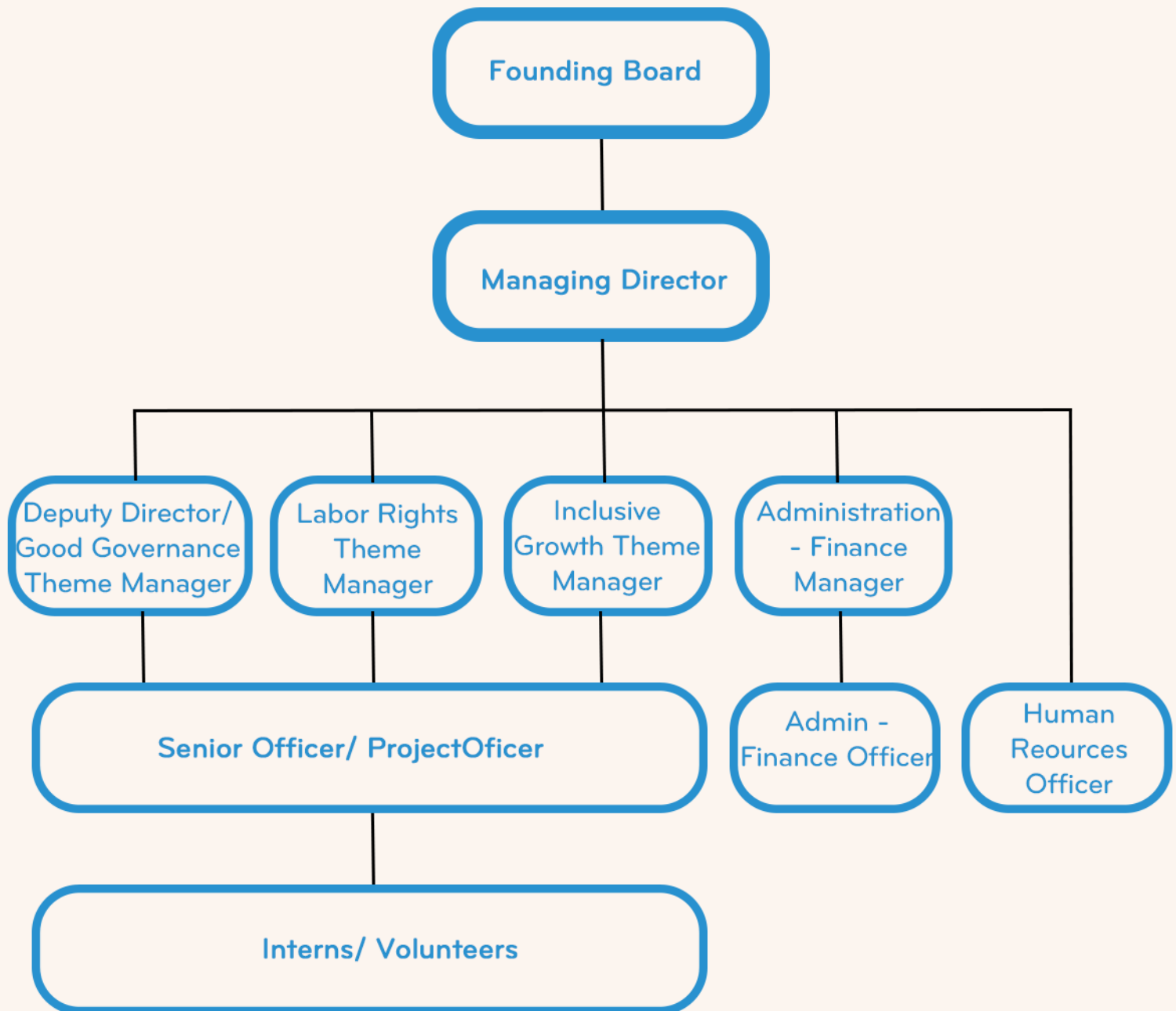
The Tan Lap-Moc Chau cooperative

The Tan Lap-Moc Chau cooperative was formed from a group of seven household farmers in Tan Lap commune, Moc Chau province in May 2020. They were supported by the Center for Development and Integration through the Moc Chau Farming School. Since then, they learned how to farm safely and how to make and use bio-fertilizer. Members of the cooperative only use microbial fertilizers and biological 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 also increased the values of the crops significantly. From single crop production, the group now can produce from 8 to 10 vegetable and fruit crops such as cabbage, beans, tomatoes, winter melon, plum and peach. These crops have shorter seasons and can help to increase values for household incomes.

The cooperative encountered difficulties caused by the COVID-19 such as weather-affected crop loss, transportation difficulties. The average loss of households was about 16 million VND/1 ha land/month and the price reduced sharply because they did not have transportation to market. Now, the cooperative recovered its production of high-value produce including strawberry, plum and vegetables. All products are certified with VietFarm labels and QR codes and sold at retail shops for higher values. Mrs. Doan Thi Thuy, the cooperative director, shared: "The cooperative also made production cooperation with two other groups in Moc Chau to enhance their supply capacity. The wide variety of products have been gaining greater overall recognition of quality from customers and have qualified for high-end retail chains in Hanoi".



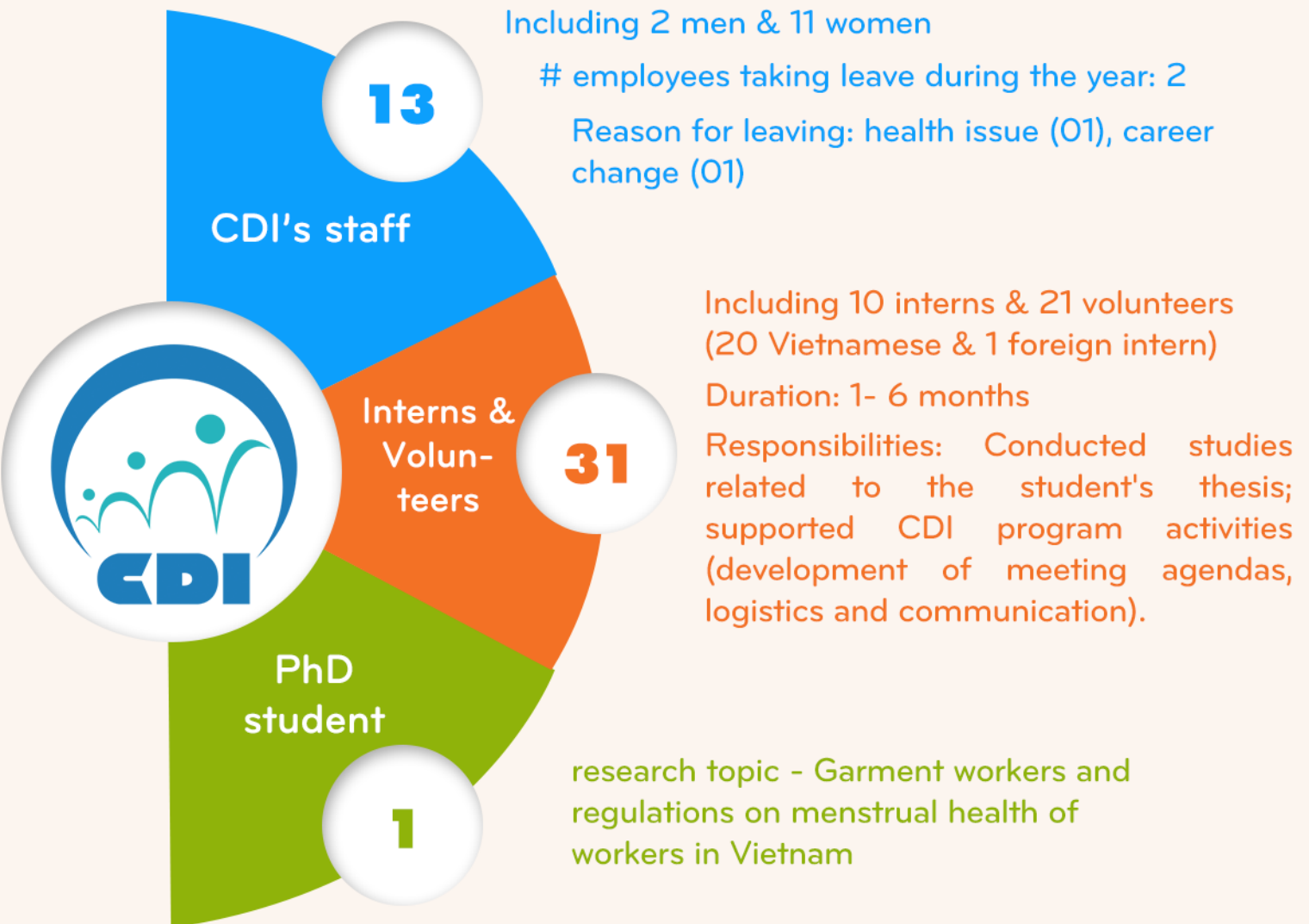
Organizational structure



The Founding Board with 6 members, including CDI's Director, established the organization in 2005. The Council serves as an advisory board on the organization's strategy and program in certain periods. The Founding Council does not receive salary from CDI.

The Management Board which comprises managerial positions of CDI (Executive Director, Deputy Director, Manager of Departments and Manager of Administration - Finance Department) is responsible for managing all activities and programs of CDI.

Human resources



Workers' representation

All CDI employees can contact the Trade Union at district level if necessary, by the Law on Trade Union.

The Manager of each department will represent their staff during the decision-making process at CDI.

All policies at CDI are subject to consultation with all CDI staff before they become effective. This was demonstrated in the consultation process to develop CDI's policies in 2020.



Organizational development

CDI's strategy for 2021 - 2025

2020 is the final year in the strategy for the period 2015-2020 and also marks the 15 years of CDI's establishment since 2005. After two consultations with CDI staff about the new strategy in 2020 and with the thorough consideration of the context, CDI has agreed on program priorities in the coming period.

Updated policies

After careful consultation with all staff in the organization, donors and partners, CDI officially issued and applied seven newly developed/ revised policies from January 1, 2020.

- 1 Regulations on anti-corruption
- 2 Human resource management and organization development regulations
- 3 Regulations on project finance management
- 4 Regulations for partners on finance management
- 5 Child protection and prevention of sexual harassment and abuse policy
- 6 Regulations on complaints mechanism
- 7 Guidance on monitoring and evaluation of CDI's programs and projects

In the process of applying the above policies, CDI recognized the effectiveness of these policies with CDI's practices. This resulted from a thorough study of the organization's practices as well as careful consultation with CDI's stakeholders.

CDI keeps updating the changes of relevant laws as well as constantly learning the good regulations of other organizations to ensure the legality and suitability for the organizational policies.

Happy Hours & Staff Retreat

In 2020, CDI continued to hold monthly internal sharing sessions (Happy Hour) for all staff in the organization. 10 Happy Hour sessions with a variety of topics were an opportunity for staff to share their knowledge and experience as well as together learn new knowledge and sharpen their skills.

Staff retreat is an annual activity of CDI. Participating in this activity, all CDI staff reviewed and evaluated the activities implemented in the past year and came up with new ideas. CDI's strategy for the period 2021-2025 was one of the most important discussions during staff retreat 2020.



Donors do not only fund

Donors also make decisions to connect and become partners, supporting in a variety of ways by sharing information, co-developing strategy, co-designing operational plans, co-identifying objectives, promoting cooperation, providing funds and technical guidance, and sharing difficulties. Donors also JOIN hands in implementation with partners and communities.

Over the past 15 years, we are proud to connect with such donors and have their support!

We sincerely thank our partners for their support to make positive changes, for a fair, united and sustainable society.



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