

INTERNATIONAL LABOUR ORGANISATION
ILO/JAPAN REGIONAL PROGRAMME FOR CAPACITY BUILDING OF OCCUPATIONAL SAFETY
AND HEALTH IN AGRICULTURE

VIETNAM CHAPTER

MID-TERM EVALUATION REPORT

PROJECT ON CAPACITY BUILDING OF OCCUPATIONAL
SAFETY AND HEALTH IN AGRICULTURE - VIETNAM CHAPTER

(RAS/04/M01/JPN)

INTERNATIONAL LABOUR OFFICE
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PROJECT ON CAPACITY BUILDING OF OCCUPATIONAL
SAFETY AND HEALTH IN AGRICULTURE - VIETNAM CHAPTER
(RAS/04/M01/JPN)

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ABBREVIATIONS

PAC	Project Advisory Committee
PMU	Project Management Unit
ILO	International Labour Organization
OSH	Occupational Safety and Health
IESD	Institute of Environment and Sustainable Development
MoLISA	Ministry of Labours, Invalids and Social Affairs
MoH	Ministry of Health
MoARD	Ministry of Agriculture and Rural Development
WIND	Work Improvement for Neighborhood Development
PSC	Provincial Support Committee
WIND/TOT	WIND/Train-of-Trainer
DoLISA	Department of Labours, Invalids and Social Affairs
DoH	Department of Health
DoARD	Department of Agriculture and Rural Development
BSW	Bureau for SafeWork
FU	Farmers' Union
WU	Womens' Union

Foreword

The project on “Capacity building of Occupational Safety and Health in Agriculture - Vietnam chapter” (RAS/04/M01/JPN) was executed by the International Labour Organization, ILO, and implemented by the Ministry of Labours, Invalids and Social Affairs, as the main representative of the Government of Vietnam, over 3 years from May 2004 to May 2007. The project aims to strengthen national efforts to improve OSH in agriculture in Vietnam and is particularly focused on the formulation of the legal framework, national policies and development of the training mechanism to achieve OSH improvements. With direct involvement of local farmers and related authorities, the project also contributes to poverty reduction, hunger alleviation and gender equality in rural areas through improvement of working and living conditions and OSH in agriculture.

As stated in the schedule and requirements of the project, the ILO Hanoi Office, in collaboration with the Institute of Environment and Sustainable Development (IESD), has conducted a mid-term evaluation of the project. The objectives of this evaluation are: to evaluate the progress toward and impact on achieving the objectives of the project between May 2004 and December 2005; to draw lessons and experiences through defining the strengths and points needing to be improved for related agencies; and to define the solutions and methods to ensure the sustainability of the project.

The evaluation was conducted between 4th December 2005 and 20th February 2006 in Hanoi and in target communes of the 4 provinces: Can Tho, Hau Giang, Ha Nam and Nghe An. Apart from the IESD evaluation team, whose Team Leader was the Director of the IESD, participants in the evaluation included representatives from donors, ILO specialists from the Sub-regional Office, Project Management Unit (PMU) members and Provincial Advisory Committee (PAC) members. Two project staff in Vietnam worked as information providers. Following the evaluation, a workshop was held on 3rd March 2006 to share the evaluation results, to reach an agreement and to receive comments on the action plan for the period 2006-2007.

This report is based on the findings of the evaluation team from the site visits to the target communes and attendances at the achievement workshops in target provinces.

The report is divided into 4 parts in the following order: Part I is a General introduction to the project and the contents of the Terms of Reference. In part II, the report mentions all contents needing evaluation including project design, implementation and management activities as well as evaluating other impacts of the projects on the environment, gender issues, the project effectiveness and sustainability, the suitability and single and multilateral effects of the project. Part III summarizes and evaluates the impacts of the project, its strengths, points that need to be improved and experiences or lessons learnt. Part IV

includes recommendations to support the better implementation of the project in the next phase.

The evaluation team would like to express our sincere thanks to the PMU, PAC, ILO Hanoi Office, ILO specialists, colleagues and farmers in the 4 target provinces of the project who have actively created favorable conditions for the team to attend the workshops, discussed and provided information so that our team could successfully complete our work.

**Ha Noi, February, 2006
On behalf of the evaluation team
Associate Prof, Dr. Ha Huy Thanh**

PART I

GENERAL INTRODUCTION

I. INTRODUCTION OF THE PROJECT

1. General situation

Agriculture is increasingly playing a vital role in the socio-economic development of Vietnam. Modernization of agriculture and the increase in its productivity and efficiency are essential for poverty alleviation and upgrading the quality of life of local farmers. These changes will provide opportunities for local farmers to participate in the dynamic process of socio-economic development. Together with this process, there is an increasing need for improvements in the protection of farmers' health and safety to ensure sustainable development.

OSH for agricultural workers is being paid more and more attention all over the world. In 2001, the ILO adopted Convention No. 184 and Recommendation No. 192 on OSH in Agriculture requiring member countries to develop and regularly review their policies on OSH in agriculture. According to the regulations of the Convention, national legislation should assign one functional agency to be responsible for implementation of the policy and legislation on OSH and for establishing inter-ministerial or inter-sectoral cooperation framework among concerned agencies. It can be said that the Convention is an effective reference for improvement of OSH in Vietnam.

In Vietnam, OSH in Agriculture has been taken up by the Government. Vietnam was the first Asian country to ratify Convention 155 on OSH. OSH in agriculture has also been instituted through the policy and guidelines and integrated into other Government programmes over the last few years. With the technical support of the International Labour Organization (ILO) through different action programmes and projects, the MoLISA has strengthened its activities to develop the policy on enhancement of OSH in agriculture on a step by step basis. In particular, Instruction No 20/2004/CT-TTg dated 8th June, 2004 of the Prime Minister on enhancement of the management and guidance of OSH in agriculture and the progress of the development of the National OSH Programme has stimulated the attention of different agencies on OSH in Agriculture. Managers and top-ranking experts on OSH evaluated that the Instruction No. 20 created the legal framework for OSH in Agriculture. Based on the Instruction No. 20, related agencies including the Ministry of Agriculture and Rural Development, Ministry of Health, Farmers' Union, Woman's Union" have reviewed, consolidated, supplemented and issued the guiding documents, the standards and norms, developing their own programme on OSH in agriculture"¹.

¹ *Speech by representative of PMU in Achievement workshop on OSH in Agriculture in Nghe An, 19th Jan, 2006*

To support the efforts of the Government of Vietnam, a new ILO technical cooperation project on “Capacity building of Occupational Safety and Health (OSH) in Agriculture in Vietnam (RAS/04/M01/JPN)” was launched on 17th May 2004 with the financial assistance of the Government of Japan.

2. Objective of the project

The objective of the project is to strengthen OSH in agricultural production in Vietnam. To achieve this objective, it is the duty of the project to provide technical support to formulate the legal framework and national policies on OSH in agriculture in line with ILO’s labour standards. This includes technical consultancy and support for the development of materials, training tools and the training mechanism with direct involvement of the local farmers and agencies involved in improving OSH in agriculture. The project is also aimed at activities and methods to accelerate gender equality and contribute to poverty reduction and hunger alleviation in rural areas by increasing labour productivity and improving the quality of life through improvement of OSH in agriculture.

The project has three main objectives, including:

Firstly, to provide technical support for the development of national policies and a legal framework for the improvement of OSH and working conditions;

Secondly, to develop a sustainable support mechanism for farmers’ self-help initiatives to improve OSH; and

Thirdly, to enhance the capacity of local farmers for continuous improvement of health and working conditions in agriculture.

3. Strategy of the project

The strategy of the project is to create the resources and practical tools (information, simple and easy to understand/easy to implement training materials) and a sustainable mechanism for step by step implementation of the objectives of the project.

4. Beneficiaries of the project

Indirect beneficiaries include agencies and organizations in both State and Private sectors at all levels from central to local communities. Direct beneficiaries are farmers.

5. Management structure of the project

The Ministry of Labours, Invalids and Social Affairs is the implementing agency with a tripartite mechanism and inter-ministerial cooperation to ensure close collaboration.

6. Co-implementing agencies

Co-implementing agencies include Ministry of Health (MOH), Ministry of Agriculture and Rural Development (MOARD), Vietnam Cooperative Alliance (VAC), Vietnam Farmers’ Union and Vietnam Women’s Union, which cooperate with MoLISA at central

level, and DoLISAs and other relevant agencies in targeted areas for implementation of the project.

7. Target provinces of the project

Selected provinces include Ha Nam, Nghe An, Can Tho and Hau Giang. Each province selected one or two target communes for implementation of the activities of the project in the first stage.

8. Activities and products of the project

8.1. Activities of the project

Activities of the project are those needed to achieve the outputs specified in the strategy of the project. These activities include:

- (1) Organizing meetings and workshops with the participation of the related agencies involved in the implementation of the project to discuss the contents and implementation methods of the project, the development of the National OSH Profile, and provision of technical support for the development of the National OSH Programme from the central to local levels; training workshops for trainers, volunteers and farmers on OSH based on the WIND methodology;**
- (2) Developing the action-checklist, training materials, good examples books and other information materials for dissemination;**
- (3) Carrying out the national survey on OSH in agriculture and reviewing the current regulations on OSH in agriculture;**
- (4) Conducting a Feasibility study and establishing the Taskforce for preparation of the ratification of the Convention 184;**
- (5) Establishing the Provincial Support Committees in the 4 provinces of Ha Nam, Nghe An, Can Tho and Hau Giang;**
- (6) Establishing the training mechanism to ensure gender equality;**
- (7) Collecting good and typical examples through visits to trained farmers;**
- (8) Providing technical assistance and equipment for the Project Management Unit and Provincial Support Committees. Supporting WIND farmer volunteers to conduct training workshops on OSH in agriculture based on the WIND methodology.**

8.2. Products of the project

The products of the project are the results achieved through the technical and financial support directly from the project or partly from the contribution of the project. These activities are listed in the objectives as well as in the strategy of the project. Products of the project, such as the National OSH Profile or the National Programme on Labour Protection and Occupational Safety and Health, once completed and approved by the Government, will

become National products and the implementation of the policies will be the responsibility of the nation.

The evaluation of one product of the project will focus on (1) Roles and effects of the project in the development of the product, and (2) Effect of implementation of the products in achieving the objectives and strategy of the project.

Main products of the project include:

- (1) Technical and financial support for the development of the National OSH Profile
- (2) Technical support contributing to the development the National OSH Programme.
- (3) Support in the preparation and provision of recommendations to concerned agencies toward the ratification of Convention 184.
- (4) Development and issuance of training and information materials.
- (5) Establishment of a functional network in provinces to provide technical and managerial support to farmers.
- (6) Collection of good examples in localities.
- (7) Farmers trained in improving OSH and working conditions in agricultural production.
- (8) Farmers trained to maintain OSH improvements in provinces.
- (9) Establishment of a trained farmer network to share experiences and receive further technical assistance.

9. Activities conducted between 05/2004 and 12/2005

According to the work-plan of the project for May 2004 to December 2005, the project had to, as soon as possible, establish the organizational and supervision structure of the project, set up the initial framework and implement the project activities. The specific tasks were:

- (1) Establish the project office and select the project staff;
- (2) Brief project staff on the project;
- (3) Establish the Project Advisory Committee; provide project orientation to members of the PAC and other related counterparts on objectives, strategies and procedures for implementation of the project;
- (4) Organize workshops to develop the national action programme on OSH;
- (5) Conduct pilot WIND workshops in 4 target provinces;
- (6) Develop the training and information materials on OSH in agriculture, including the website of the project;

- (7) Organize Taskforce meetings to develop and consolidate the National action programme on OSH in which OSH in agriculture would be strategically tackled;**
- (8) Conduct a feasibility study for ratification of Convention No. 184**
- (9) Organize the national workshop on preparation of Convention 184;**
- (10) Organize WIND/TOT for selected provinces;**
- (11) Support WIND farmer volunteers to conduct mini WIND workshops based on the WIND methodologies for farmer groups who were willing to make improvements in working and living conditions.**

II. SCOPE AND FOCUS OF WORK

Based on the Terms of Reference for the Mid-term evaluation, the Project Document and the Service Contract between the Director of the ILO Hanoi Office and the Director of the Institute of Environment and Sustainable Development, the evaluation of the project was comprehensively carried out on all activities conducted between 17 May 2004 and December 2005.

1. Scope of evaluation

The Mid-term evaluation focused on the roles of the Project in the implementation of the following outputs and activities:

- (1) National OSH Profile;**
- (2) Support for the Draft of the National OSH Programme;**
- (3) The information and training materials on OSH in agriculture;**
- (4) The training for PSC members (TOT courses);**
- (5) The training for WIND farmer volunteers using WIND methodology, conducted by PSC members;**
- (6) Mini WIND workshops implemented by farmer WIND volunteers in target communes;**
- (7) The performance of trained farmers in making improvements on OSH.**

2. Objectives of the mid-term evaluation

The evaluation is mainly aimed at:

- (1) Assessing the overall performance against the immediate objectives (making and implementing plans, meeting the requirements set out in the Project Docs, implemented activities, outputs);**
- (2) Evaluating results and preliminary impacts of the Project including unexpected results;**

- (3) Identifying best practical good models of the project, experiences, successes and challenges;
- (4) Identifying the opportunities which can contribute to the success of the project;
- (5) Identifying difficulties (if any) which may have a negative impact on the effectiveness of the project;
- (6) Provide practical recommendations for further improvement in the project activities.

3. Expected outputs

The report must reflect the objectives of the evaluation. The report should provide information on the project's effectiveness, links and sustainability. It should include main findings, lessons learned as well as recommendations. The effects of special concerns such as the application of international labor standards, the promotion of the tripartite cooperation, the impact of the project on gender equality and on the environment should also be assessed.

4. Evaluation methodology and evaluation team

4.1. Evaluation methodology

The evaluation methodology focused on study of the project documents, observation, participation and site visits (participating in the achievement workshops in all target provinces; observing the work of volunteers as mass media communicators; observing PSC members delivering the WIND/TOT programmes to WIND farmer volunteers).

- *Studying documents.* The evaluation team studied the project documents including progress reports, workshop report, training reports and other project products. The study was mainly carried out during 4-14/12/2005.
- *Group discussion:*
Discussion with the Task force on the development of the National OSH profile with the people involved in development of the draft National OSH programme, the information documents and other documents; group discussion with the trainers, with WIND farmer volunteers on WIND/TOT, with trained farmers (some couples in provinces) or untrained farmers.
- *Thorough interview* and group discussion with targeted groups (beneficiaries and implementers) of the project.
- *Site visits to farmer households.*
- *Examining* *pictures.*

4.2. Evaluation team

Mr. Ha Huy Thanh	Team leader
Mr. Hoang Van Hung	Independent consultant Team member
Ms. Nguyen Thi Ngoc Thanh	Team member
Mr. Le Manh Hung	Team member

Mr. Nguyen Van Theu and Ms. Ha Thi Minh Duc, two project staff, are providers of information and support for the evaluation activities.

Also participating in the mid-term evaluation were two ILO OSH specialists, Mr. Tsuyoshi Kawakami and Ms. Yuka Ujita, as technical advisers of the project, Mr. Taiju Sasaki - representative of the Donor, Ms. Doan Minh Hoa - Director General, Bureau for Safe Work, Head of the Project Advisory Committee, Ms. Doan Thi Ninh □ on behalf of the Farmers□ Union, and members from PMU including Mr. Vu Nhu Van □ Head of PMU, Mr. Pham Toan, Ms. Nguyen Thi Thu Huong and Ms. Nguyen Thi Minh Nguyet.

Part II

CONTENTS OF EVALUATION

I. Evaluation of the effectiveness of the project through the implementation of the objectives of the project

Evaluation of the effectiveness of the project is based on the level of completion of the objectives of the project and its impact on the target groups in the project document as well as on the objectives of Vietnam in enhancement of OSH in general and OSH in agriculture in particular.

1. Evaluation of the implementation of the first immediate objective of the project

According to the project document, the first immediate objective of the project is *to support the development of a national policy on OSH in which the programme on OSH in agriculture is clearly addressed*. To achieve this objective, the project conducted many activities including workshops, forums, providing documents with experiences of other regional countries in the development of their national policy on OSH. Through the project, the global strategy of the ILO on OSH was also introduced. Three technical assisting activities which have been *highly appreciated and considered in the project's products include technical input to the National OSH Profile, development of the policy on OSH, and technical assistance to the Government of Vietnam for pre-ratification of Convention No. 184*. The evaluation of the first immediate objective of the project will focus on these three main ones.

1.1. The National OSH Profile

The National OSH Profile - the most important data base on the current situation of OSH in Vietnam² - was completed in December 2005. In the National OSH Profile, for the first time, the Government of Vietnam has provided the most basic information on the current situation of OSH in Vietnam. This profile provides Vietnam's managers and policy-makers with scientific bases for developing the policies and programmes. Significantly, the National OSH Profile will be published in English which will enable the international community to be informed on the current situation and the policies of OSH in Vietnam.

Although there are certain limitations related to inconsistent data, some out-dated information and some technical errors during the printing process (due to the urgency in terms of time), according to OSH experts, the OSH profile is a well-prepared and developed document with many top ranking OSH experts involved from 18 functional agencies and

organizations.³ The National OSH Profile can therefore be considered to have an integrated nature and comprehensive contents.

According to the evaluation of the technical adviser, ILO's senior OSH expert, Mr. Kawakami said: "The regulations on OSH in Vietnam were previously not collected by a related agency. The National OSH Profile is a collection of the legislation on OSH.

The National OSH Profile of Vietnam was developed with contributions from many concerned agencies, which represents a very good collaboration. This is also a way to promote the support in OSH from these agencies in the future. I am responsible for and assisting 5 countries in the development of their profiles, among which Vietnam and China have considerably strengthened their OSH legal frameworks, while Cambodia, Laos and Mongolia are developing basic infrastructures and capacities in OSH. The National OSH Profile is the summary of the current situation of OSH in Vietnam, which also helps to inform other countries. It is a measure of the development of OSH as well as of the country. For example, at present we already have this first version, and in the next two to five years, we will continue to update it. After some time, we will be able to see how each country has made improvements in OSH".

It can be said that the publishing of the National OSH Profile is a great effort of the concerned Government Agencies as the first step to establishing the National OSH Programme. In addition, the contribution of the project is very important. When interviewed, all experts said that the project contributed significantly to making the policy and guidelines of the Government a reality. The comprehensive evaluation of the role of the project in this product is presented in Item No. 1.4 of this report.

1.2. Technical assistance to the draft of the national OSH programme

Development of a coherent national OSH policy is a requirement stated in Article 4 of Convention No. 155 on OSH and the working environment - Vietnam was the first Asian country to ratify this Convention. The National OSH policy is also mentioned in Article 95 of the Labour Code. The development and implementation of the national policy on OSH is therefore both the national responsibility and international commitment.

With the efforts and determination of the Government and the technical support from the project, the draft National Programme on Labour Protection was submitted to the Ministry of Planning and Investment (in December 2005) and then to the Prime Minister for approval. Thus, the launch of the National OSH Programme is only a matter of time. The National OSH Programme for 2006-2010 meets the requirements in implementation of the legislation of Vietnam and of Convention 155 of the ILO ratified by Vietnam. In addition, the development

² Evaluated by Ms. Doan Minh Hoa - Director General of the Bureau for Safe Work - Labours and Social Affairs Newspaper, no. 157-158 dated 1/1/2006 page 10 titled "Capacity building of OSH in integration process"

³ Ministry of Labours "Invalids and Social Affairs issued the decision no. 104/QĐ-LĐTBXH dated 01/02/2005 in establishment of the Task Force including 21 individuals from 18 functional agencies and organizations to develop the National OSH Profile

of the National OSH Programme is one of the activities in the Global Strategy on OSH. The launch of the national programme on OSH will attract technical assistance from the ILO and other countries with concerns in this issue. According to experts on OSH, the national policy on OSH was meticulously and scientifically developed to include the national OSH programme. The national OSH programme is an integrated programme as it was referenced against other programmes of other countries. The national OSH programme determined the priorities of the Government with particular activities and budget for implementation. However, funds from the Government only focus on the legislative framework and policy, so the carrying out of the priorities needs strong support from external resources of the international community. This opens new ways for technical cooperation. Future activities of the project need to focus on the new priorities stated in the national programme on OSH.

“Development of the national OSH programme is a way to improve OSH in Vietnam as this programme prioritized many fields and action plans which can help employers, workers as well as Government to further advance OSH for better and clearer improvement in OSH by the Government”⁴.

1.3. Support to the preparation and recommendations to concerned agencies with a view to ratification of the Convention No. 184.

The ILO Convention No.184 on OSH in Agriculture, together with recommendation No. 192, were adopted by the ILO in 2001. The Convention was translated into Vietnamese and broadly introduced in Vietnam through many workshops organized in the framework of the many other ILO projects prior to the launch of this project. This Convention is a precious reference for development of the Government's Instruction No.20 on enhancement of guiding and implementation of OSH in Agriculture. The consolidation of the National policy on OSH and ratification of the ILO conventions on OSH are supportive of each other.

⁴ Interviewed Mr. Kawakami, ILO's senior expert on OSH on 14th Jan, 2006



PAC meeting

Activities of the project



Achievement Workshop on OSH in Agriculture



MEETING AND WORKSHOPS

The support of the preparation and provision of recommendations to the concerned agencies toward ratifying Convention No. 184 is a practical activity of the project. However, ratification of the International Convention also needs to follow certain procedures. If a country wants to ratify one international convention, it needs to meet two requirements: the suitability of the legal system to the requirements of the Convention and the mechanism for ensuring compliance to the legal system. The extension of the project activities to more provinces is a necessary action to meet one of the requirements aimed at preparing for ratification of Convention No. 184.

1.4. Evaluation of the role of the project and the levels of objective completion

The technical support to the three above-mentioned products are activities logically and strategically carried out. All products are aimed at supporting the Government of Vietnam to complete the national policy on OSH in line with Vietnam's socio-economic development strategy to ensure its comprehensiveness and integration. The project created an environment for cooperation among concerned agencies through activities to achieve the national goals and strategies on OSH.

The key contributions of the project include:

- (1) *Creation of a forum*** to attract and gather policy-making agencies and senior OSH experts to be involved in the provision, collection and development of the National OSH Profile, the National OSH Programme.
- (2) *Creation of incentives and bases*** for persuading different levels and sectors to believe in the necessity as well as the effectiveness of the development of comprehensive policies on OSH. By providing reference documents on the models from other countries, legislation, the necessity of the national OSH profile in policy-making processes, an integrated and international profile is created. Through the assistance of the project, the National OSH Profile of China was introduced to Vietnam which was a living proof as well as an incentive for promotion of the national activities.
- (3) *Support for a study to develop the national policy*** on OSH and increase its integrated nature. The project collaborated with experienced international experts on OSH to provide consultancy to the development of the OSH Profile, sharing experiences in development of the National OSH Programme, support to the consolidation of the National policies on OSH. This activity of Vietnam is of a highly-integrated nature.
- (4) *Support for the improvement of OSH activities*** of the Government of Vietnam to a higher level. The project's product, such as the National OSH Profile, will be published in both English and Vietnamese versions which will assist other countries, particularly the regional countries, to understand the policies of Vietnam and will then create opportunities for cooperation and exchanges of experiences in promotion

of OSH activities in Vietnam. The OSH Profile is a benchmark of Vietnam's OSH and socio-economic development.

(5) *Contribution to the creation of the consensus and general voice* in development of the National OSH Programme. Contribution to raising the awareness of policy-makers through updating information of OSH nationally and internationally.

In general, it can be evaluated that the technical support for the development of the national OSH profile and the programme on OSH, as well as for the feasibility study for preparation for ratification of Convention 184, has been the most important factor in completion of the first immediate objectives. These activities are in line with the strategy of the project. The progress was a bit slower than scheduled, but considered from a quality aspect, this flexibility has been necessary in ensuring the long-term use of the products, especially considering that the National OSH Profile is an official and legislative document. Similarly, the National OSH Programme also requires funding and support from the Government. With the above results, it can be said that the project is moving in the right direction to achieve its first immediate objective.

Evaluation by Mr. Kawakami, ILO senior specialist on OSH, technical adviser of the project: "I think that, up to the present, the project has nearly fulfilled its task as scheduled, though some activities were delayed for some months, but the results are acceptable and effective. There are many reasons for the delay, the first being our internal busy workload. From my position as technical adviser of the project to the National Project Coordinator to the secretary - all of us are very busy as we have so much work to do. Secondly, during the development process of the National OSH Profile, as well as the support to the National OSH Programme, we needed to consult many agencies related to OSH, so the process needed many opinions and contributed recommendations as well as appraising procedures.." ⁵.

2. Evaluation of the implementation of the second immediate objective of the project

According to the project document, the second immediate objective of the project is *to develop the sustainable mechanism for farmers initiatives in localities to improve OSH for farmers*. To achieve this objective, the project focuses on 3 main products, which are: 1/ Establishment of a management network from the central to local levels and a network at grass roots level consisting of farmer volunteers and farmers; 2/ Technical support; 3/ Development of documents on OSH in agriculture and other related documents for dissemination.

2.1. Establishing the management and implementation network

2.1.1. Central level:

⁵ Interviewed ILO's senior expert on OSH in Can Tho on 14th Jan 2006.

In the framework of the project, the network supporting the OSH improvement activities for farmers was established and includes: the Project Office in the ILO Hanoi Office, the Project Advisory Committee (PAC) and the Project Management Unit (PMU). These organizations have been closely cooperating with each other to implement the activities of the project.

2.1.2. Local level

Provincial level:

In 4 target provinces, 4 PSCs have been established. Each PSC includes 6 or 7 members who are representatives from related agencies and organizations in which representatives from the DoLISAs act as focal points, while others from Farmers' Union, Women's Union, Department of Health (DoH), Department of Agriculture and Rural Development (DoARD) are members. These members work for the project as well as continuing their normal work duties. These PSCs work under the management and coordination of the PMU and Project office. They are responsible for management and provision of technical support to the commune, the WIND farmer volunteers and the farmers. The management mechanism is always very flexible according to each PSC. For example, in Nghe An, each member of the PSC is responsible for 4 volunteers while others do not divide thus. Nghe An PSC has 1 member less than the others but the activities of the project in the province seem to be going well. The PSCs collect the monthly report from the commune level collaborator to summarize and report to the PMU and Project Office.

Communal level:

At each commune level, there exists one commune supporting committee, the main person responsible often being the Chairman or Vice Chairman of Commune's People's Committee. They are under the direct supervision of the PSC and also work in their other tasks. Their main responsibility is to supervise and support the farmer volunteers in their responsible areas. In addition, based on the monthly summary and reports of the volunteers, they need to collect and summarize the data, clearly report the improvements in technical items in a report to the PSC. In the report, they also need to record the outcomes of the meeting of WIND farmer volunteers for the project. According to the evaluation of the local PSC members, it is impossible to effectively conduct the project activities without support from the commune supporting committee as well as from the mass organizations, especially the Women's Union and Farmers' Union.

The primary trainers of the project are members of the PSC, who were trained by the Project in the first TOT and the advanced TOT courses. They were also provided with training materials and visual equipment and have developed the training programme for WIND farmer volunteers based on the sample training.

The secondary trainers are WIND farmer volunteers who, after the WIND/TOT, were able to organize the mini WIND workshops for farmers (training for 5 other farmer households) and who act as grass root trainers for other local farmers.

WIND farmer volunteers are selected by PSCs in collaboration with the commune's Peoples' Committee. They are agricultural farmer households which are economically sustainable, literate and able to communicate effectively. After selecting more than 20 potential farmers, the PSCs will conduct site visits to directly verify that they want to join the programme. The final list of 20 volunteers will be given out in each commune in one province in 2005.

The organization structure for management and implementation of the project activities in 4 provinces are flexible and different. However, all provinces aim to organize a highly effective structure. In Can Tho, Hau Giang, Hanam and Nghe An, the staff of mass organizations or unions are encouraged to join the project activities and become actively involved in the implementation. Most of the WIND farmer volunteers are staff of the unions at commune level, including Chair or Vice chairperson of the Women's Union, of the Farmers Union, the communication staff of the commune' most of them are female.

However, the facts show that, after committing to work for the project, some volunteers need to quit the programme due to a force majeure. Up to the present, only Can Tho has retained the same 20 WIND farmer volunteers, while the situation is not the same in others: Nghe An has 17, Hau Giang 15 and Ha Nam 19. This has caused some impact on the implementation of the project activities in the provinces, though still within acceptable limitations and under the control of the project. The decrease in the number of volunteers is a common problem in programmes which relies on the spirit of volunteers. This fall in numbers will be supplemented by training more WIND farmer volunteers in the next stage.

2.2. Technical support

In the first days of operation, each province was provided with technical equipment for implementation of the project activities as well as for follow-up activities. As reported, each province was provided with 1 laptop, 1 printer, 1 overhead projector and 1 data projector as a set to conduct training and workshops. 1 digital camera was also provided to the PSC for recording training workshops and especially for recording local good examples, before and after pictures of farmers' improvements to supplement the training materials as well as to disseminate the programme.

It should be noted that the PSC members were trained to use the provided equipment skillfully. It can be said that the provision of equipment on one hand created conditions for effective implementation of the project activities but on other hand also contributed to the capacity building for local authorities and strengthened the cooperation network in provinces more effectively and professionally.

2.3. Development of the materials

2.3.1. Training materials:

Development of the training materials and improvement of the awareness on OSH are among important and concrete activities to support the sustainable spread of farmers'

initiatives. In the framework of the project, the developed training materials include: 1/ Training materials for trainers who will train WIND farmer volunteers⁶; 2/ Photosheet books with 179 good examples of OSH improvements in living and production in farmer households after they had attended the training workshops with practical, simple and easy-to-do examples of OSH in agriculture⁷; 3/ Training materials, for WIND farmer volunteers to use in the mini WIND workshops to train farmers and for farmers to use in the workshops, were fully provided to 4 provinces in 2005.⁸

According to the concerned agencies, this is a very practical training material package. These documents can be considered a good way to effectively improve the awareness of farmers on OSH at low-cost and with time savings. This support has shortened the awareness-raising time for farmers to orient to a more modern file. Each technical session during the training workshops aims at convenience which reflects the daily lives and working conditions of farmers⁹.

The training material package is meticulously designed. As analyzed above, the training package was considered scientific with logical procedures and precise awareness. The book for trainers was designed with integration of both traditional and modern aspects aimed at the objective of spreading the project. Besides pictures of improvements in the normal environment in the daily lives of the farmers, each technical session contains the necessary information on improvements. The final notes are framed in the form of the folk-songs or poems which are *Simple - Joyful - Easy to remember - Easy to know by heart*. The training package makes full use of the methods for easy dissemination of the OSH programme, from taking pictures of the good examples to traditional oral communication which reflects the normal daily lives of the farmers.

However, the facts show that the PSCs in provinces as well as WIND farmer volunteers did not pay attention to this point. When interviewed, all volunteers said they did not popularize these poems in their mini WIND workshops, the main reason being shortage of time. The trained farmers, when attending the mini WIND workshops, did not know these

⁶ The training materials were designed in 3 parts suitable with the training procedures with 42 checklist points and good example pictures, proving the introduced examples could be carried out. These lively pictures were recorded from the trained farmer households and compared with the before pictures. The collection of good examples after the training workshops required a certain period for implementation after the training courses were conducted for provincial trainers to WIND farmer volunteers and then to farmers, as well as time for making the improvements. This document was completed in August 2005

⁷ This book is used for illustration and for reference and use in all mini WIND workshops or among volunteers with primary trainers, or among project staff and trainers in localities.

⁸ Each training material includes 5 technical sessions, each session represented by two pages of the A4 paper which is easy to read and carry. It starts with the objective of the improvement and then illustrates with pictures and clear guidance the suggestions for improvement. At the end of the technical sessions, there are key notes presented in the form of mottos for the farmers to remember easily aimed at improvement in the daily living and working conditions of the farmers.

⁹ Training materials for WIND farmer volunteers

poems, although they had composed some other poems about the activities of the project in the provinces. On the other hand, due to limited funds, these training books were delivered only to the WIND farmer volunteers, not to the trained farmers. The action checklists and the recording books for farmer households did not contain these kinds of poems or folk-songs, even though they are the final targeted group of the project. Consequently, one objective of the book was not paid due attention. There were some opinions that the most frequently used materials were the checklists and good example pictures. Even in the mini WIND workshops, attention was just paid to the illustrations or suggestions, as pictures in each province are different¹⁰. However, these opinions are not widespread. Most of the WIND farmer volunteers and farmers liked and carefully stored these materials. They often kept them in a separate place and limited lending them to others, even among the WIND farmer volunteers or the farmers in mini WIND workshop.

This should be noted when developing the training materials and methodologies in mini-WIND workshops.

2.3.2. Follow-up and recording books for monitoring:

There are four follow-up or recording materials which are attached to the training materials of each level: *improvement recording book for farmer households*¹¹; *improvement recording book for WIND farmer volunteers*¹²; *improvement recording book for Commune collaborators*¹³, *improvement recording book of for PSC members*¹⁴. In addition, there are some dissemination materials to raise the awareness and effectiveness of the programme¹⁵

¹⁰ Interviewing farmer WIND volunteers in Nghe An

¹¹ This book is delivered to each farmer household attending mini WIND workshop to record improvements in his/her family according to 50 check points

¹² Based in the action checklist, on the Improvement recording book for farmer households as well as on the site visits, the WIND farmer volunteers will collect the improvements and record them according to 48 check points to farmer households in their list and then send to the commune collaborators for collection of the data

¹³ This book helps commune collaborators to manage the activities of all WIND farmer volunteers they are responsible for. The lists of WIND farmer volunteers are fixed as codes for each volunteer. Through the book, the commune collaborators record the total number of improvements made by farmers under the responsibility of each volunteer from the monthly reporting sheets of the volunteers. There is some part for □Minutes of meeting with volunteers□ which is used for recording the notes of the meeting with volunteers on the summary of the monthly activities, difficulties and advantages and solutions, opinions of the farmers on the activities of volunteers, proposals of volunteers or the results for voting 3 best volunteers of the month. The commune collaborators need to summarize the data, clearly recording the improvements by check points and by technical items and submit to the PSCs.

¹⁴ Based on the monthly Summary of improvements in each commune sent to the PSCs by commune collaborator, PSC members need to record all improvements to submit to the PMU and the Project Office according to 50 check points.

¹⁵ Folders on the WIND programmes, project brochures, posters and leaflets of the project activities were printed to disseminate to target groups. The draft outline of the two technical films on OSH including the safe use of agro-machines and electricity as well as on the safe use of agrochemicals has been made.

The fact that *the book keeping and recordings* by the WIND farmer volunteers and the PSC members were not consistent and paid due attention lead to difficulty in checking and making full use of the book. The evaluation team was not adequately provided with all the recording books in Hau Giang and Can Tho. The evaluation teams managed to see the recording book of PSC members, however it can be said that the recording and follow-up book did not reflect the activities of the PSC members as reported. The situation was the same in the two Northern provinces, the records made were mainly for statistical purposes to review the schedules and work carried out by PSC members. The evaluation team needed to see the record of volunteers rather than to directly review the improvement recording book of PSC members themselves. The discussions and expectations from farmers in the mini WIND workshop have not been recorded as experiences for the next step.

The grass-roots level activities have been running for half a year but many parts of the recording books at provincial level were not used (except for the summary sheets) while the Improvement recording books for WIND farmer volunteers were full, but they had not been provided with new ones. However, the general points of these two books were that they were not used for recording difficulties, advantages and opinions or discussions in monthly meetings. This once more confirms that, to make the activities more effective, the project needs to pay attention to the management and monitoring activities in provinces as well as to the efficiency of the resources used.

2.3.3. Other guiding materials:

To make it easier for the provinces to prepare the financial reports in accordance with the ILO's requirements, the Project Office also collected and sent financial reporting forms to provinces in September 2005 for their use. The financial reporting form saves times for PSC members as well as the project staff. The Project Staff also made use of the characteristics of WIND programme which are: *Fast - Easy to use - Effective* in the financial issues of the project which have brought in positive results.

The training materials on OSH in agriculture: having a set of acceptable training materials on OSH in agriculture that are widely used by farmers is important for sustainable support to local farmers for OSH improvements in agriculture. These documents not only provide guidance but also create conditions for improving the initiatives of farmers, thanks to its voluntary and easy-to-implement nature.

2.4. Evaluation of the project's contribution and the level of objective achievements

As with the implementation of the activities to achieve the first immediate objective, the above mentioned products of the project have been achieved as planned and oriented to the development of a sustainable support mechanism for local farmers' initiatives to improve OSH in agriculture.

The core contributions of the project are:

- (1) *Creation of a concrete mutual network between the central and local levels and farmers in implementation of the policy and guidelines of the State on the enhancement of OSH.*** This cooperation mechanism in parallel also creates conditions for reflecting the initiatives and ideas from localities to central agencies.
- (2) *Capacity building for local authorities.*** Through the workshops and training, the local authorities have had an opportunity to learn lessons and to share professional and practical experiences with authorities at central levels, with international experts and with other authorities from other provinces.
- (3) *Attracting the attention of local authorities and creating motivation for enhancing OSH in agriculture***
- (4) *Creation of living examples for boosting the development and completion of the national policy on OSH, including OSH in agriculture.***

With analysis from the view point of achieving the objective of the project, it can be seen that the development of a sustainable support mechanism for the initiatives of local farmers to improve OSH in agriculture is a basic and important activity to achieve the second immediate objective of the project. The establishment of a single network to support the activities of the project is considered methodological with targeted task mechanisms. The sustainability is expressed in the voluntary action and the awareness of the community. This activity is in line with the strategy of Project, particularly the comprehensive training package which has been developed is a visual and visible tool (even for people with a low education).

3. Evaluation of the implementation of the third immediate objective of the project

According to the project document, the third objective is to build capacity for continuous improvement in OSH. To achieve this objective, the project has conducted two TOTs for PSC members using WIND methodology, trainings by the PSC members on WIND/TOT for WIND farmer volunteers, and mini WIND workshops by WIND farmer volunteers for farmers. The trained farmers are then used to disseminate the programme on OSH in agriculture and to develop good examples.

3.1. Training members of the PSCs (First TOT)

The two TOTs for PSC members: The first TOT was conducted from 13th to 20th September 2004 in Can Tho with the participation of 20 PSC members, 1 member from PAC and 3 from PMU. The TOT was successfully organized with the close collaboration of PAC, PMU and PSCs, the Can Tho Occupational Health and Environment Center, the Project Office with the active support from the International OSH experts from the ILO Sub-regional Office.

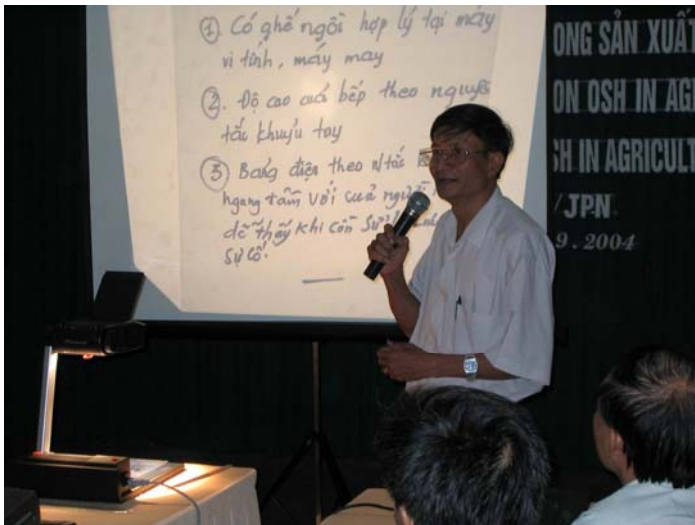
The trainings were conducted methodologically with adequate supporting tools for training and learning. The participants were trained in the method they needed to conduct the

training later. This training activity is considered the framework for raising the awareness and building the capacity of farmers.

In fact, on one hand, as the project was carried out by the PSC member additional to their normal tasks, sometimes the activities could not be conducted actively and were done later than scheduled. On the other hand, there is some inefficiency in cooperation due to the inter-departmental organization structure. While there are so many activities in the provinces, most of them were carried out by a few of the PSC members. This also partly affects the supervision and follow-up activities in the provinces. However, according the evaluation of the PSC members by Mr. Kawakami, he highly appreciates the efforts of both PMU and PSCs to achieve the objectives of the project as well as to meet the necessary requirements of the project.

□Particularly the PSCs, I know they are very busy with their own work. They need to work and carry out different tasks but still arranged to work for the project as required. They closely collaborated with the Project Office, with the NPC to implement the activities. In their current role, with the messages they send to the central level, their activities in provinces are very effective. Based on the central management role, PMU has carried out their task very well. I also appreciate PSCs very much as they have provided good advice to their local farmers thanks to their professional knowledge. However, in the initial stages when we started the project, there had been some issues due to lack of mutual understanding - they did not understand us, particularly in the participatory approaches taken in the project, while we did not fit their system, so we needed time to adjust to work more effectively and reasonably. Up to now, I think that we have worked together and there is nothing to complain about the implementation of the activities of the project□¹⁶.

¹⁶ *Interviewing Mr. Kawakami*



**SOME PICTURES OF THE FIRST TOT
IN CAN THO**

3.2. Pilot training for farmer households

At the end of 2004, with the support from PMU, PSCs in target provinces organized 8 pilot training workshops on OSH applying the WIND programme (2 workshops in each province) with the participation of 15 couples (30 participants in each workshop). Contents of the training workshops included practice of the checklist exercise and 5 technical sessions mentioned above in the training materials. The contents of the technical sessions were carefully prepared by PSC members with many good local examples which attracted the attention of farmers. With the participation of farmer couples, carefully prepared and easy to understand training materials and equipment, the farmers found it easy to compare with their current living and working conditions, propose action plans and present in front of the workshops which helped them to conduct the improvements easily. There were 275 improvements made after the training courses

3.3. Training trainers (2nd TOT) for PSC members

From 08-15/6/2005, in Cua Lo town, Nghe An province, *the advanced TOT on training WIND farmer volunteers* for PSC members from 4 provinces and 19 WIND farmer volunteers in Nghi Huong commune, Cua Lo town was held for the purpose of extension of the project activities to more farmers using the WIND methodology. The participants were guided with the methodology for training WIND farmer volunteers so that later, the volunteers can guide other local farmers in OSH in agriculture. The WIND farmer volunteers would act as focal points for dissemination of the information on OSH to other farmers in community following the WIND methodology.

3.4. Training WIND farmer volunteers

From 11/06/2005 to 21/08/2005, the project conducted training for WIND farmer volunteers on OSH in Agriculture in Nghe An (08-15/6/2005) (as mentioned above), Ha Nam (10-13/8/2005), Can Tho (18-21/8/2005) and Hau Giang (15-18/8/2005). These WIND/TOT workshops were conducted by PSCs in provinces under the guidance and support from the PMU and Project Office. 20 volunteers who were carefully selected from the active farmers and local staff participated in each course. With support from the local authorities, all WIND/TOT courses were successfully conducted.

The training for WIND farmer volunteers was conducted as planned, in fact, 71 volunteers (accounting for 91%) are still working for the project. Prior to the mini WIND workshops for other local farmers, they made many improvements which were good examples in their localities and were used to persuade other farmers to attend the mini WIND workshops they held.

3.5. Provision of training to farmers

From September to November 2005, that is after only 3 months, the WIND farmer volunteers conducted 636 mini WIND workshops with 5 farmers participating in each of 5 technical sessions. Each technical session was introduced in a separate workshop and each farmer household was trained in all 5 technical sessions, which were: materials transportation and handling; workplace organization; machine and electricity safety; working environment and control of hazardous chemicals; welfare facilities



**SOME PICTURE OF PILOT
WIND TRAINING FOR FARMERS**

“Since August 2005 until now, I have collaborated with my friends to open 40 mini WIND workshops for 43 farmer households. Until now, there have been 385 improvements. The lowest number of improvements in a farmer household was two while the highest number was 20. The farmer households who made numerous improvements are of Ms. Vo Thi Kim Hoang with 20 improvements, Ms. Nguyen Thi Ngoc Vien with 20 improvements and Ms. Vo Thi Ngoc Dien, Vo Thi Thuy Trang, Le Thi Ai Dan, Ho Thi Vui with 10-20 improvements. The families of Mr. Bui Ngoc Long, Mr. Nguyen Thanh Hoa made many improvements on the safe use of agrochemicals, clear passageway”¹⁷.

With the awareness and the knowledge gained, the WIND farmer volunteers spent utmost efforts and enthusiams of the volunteers to encourage the farmers to register their planed improvements. Many of them helped the farmers to conduct the improvements, so the results of living and working condition improvements were positive and very useful in terms of aspects such as safety, health, environment and productive improvements.

The organization of the mini WIND workshops by WIND farmer volunteers was initially not easy and required effort and enthusiasm.

“Being members of mass organizations with many additional tasks for farmers’ union, women’s union, population and self-managed farmer group, I myself have the ability to work closely with the farmers. When attending the WIND/TOT on OSH, I felt like I had been given wings and attracting other farmers to be involved in the implementation of the WIND programme was not difficult for me. Based on the number of 50 responsible households, I made the cluster map, categorizing the target groups and finding suitable technical sessions for each group, with support from the PSC members.

Prior to the opening of the mini WIND workshops, together with my family members I made 20 short-term improvements such as safety in the use of electricity, first aid box, ventilation and natural light, clear passageway and multi-level racks, labeling the spice bottles... After that, I invited the farmers to come to see the improvements.

Thanks to the integration of many activities and my responsible area being just nearby the road, everyday on my way to work, I rode the bicycle to visit each farmer household, the purpose being to check the improvements, but did not make the farmers feel uncomfortable. On the contrary, the farmers were very excited, some even saw me stop riding and came to me and asked me to come to see some new improvements made by them. During my site visits, whenever I saw any farmer household with many good improvements, I always praised them in the group meeting. The farmers, if knowing some farmer households that have made some improvements, asked to go to these houses to see them, and of course, after that, they would then make better and more improvements, which created a groundswell of movement but very lively and active. After the training workshops, many female farmers told other family members of the contents. The family members asked to borrow the pictures and take them to

¹⁷ *Speech in Can Tho achievement workshop of Ms. Le Thi Hieu Dan*

their houses. Some farmers are busy, so I took the training materials directly to their houses and trained the family members. Seeing the women in the house had made tidy improvements, the men in the house started helping them to make the improvements which the women were not as good as the men at doing, such as the safe use of electricity and agrochemicals, clear passageway, maintenance of agro machines .”¹⁸.

In general, the activities of the project have been applauded by the farmers. In fact, although the project has only just reached most of the farmers over the last two or four months of 2005, there have been more than 4,000 improvements in OSH made by farmers. Many farmer households who did not benefit from the project activities also saw the usefulness of the project activities. This fact shows the suitability of the project activities to the expectations of the farmers, promoting OSH among farmers. The improvements also reflect the willingness of farmers to accept the project. The project has its own basis for sustainability as its means of expansion, promising the feasibility of the expansion of the project in the future. However, it should be noted that:

(1) *The time and organization of the mini WIND workshops* were different among provinces and there are many notes in the implementation of the activities. In fact, in provinces, the mini WIND workshops were conducted during free time or at night when the farmers did not need to work. At the moment, most farmer households do not live only on agriculture. In leisure time after the crop, they often have sidelines to increase the income for their families. So the time and length of each workshop was different - sometimes it was one hour or one and a half hours for one technical session, at other times, two hours for 5 technical sessions. In this way, instead of conducting 5 technical sessions in 5 separate mini WIND workshops for the same 5 farmer households, they combined them into one¹⁹. There were also some opinions that the number of farmer households should be increased per workshop to disseminate the programme more broadly, and to make use of the Cultural Hall or Meeting Hall of the communes to save time while disseminating to more farmer households²⁰. The facts show that this was effective. In Hau Giang, the WIND farmer volunteers admitted that they did not conduct the mini WIND workshop by themselves but collaborated with others to gather the farmer groups together for training in the programme. The results were that all farmer households made very good improvements in their homes.

(2) OSH improvements:

There have been numerous improvements but many of them were in living conditions and in their surrounding environment in their houses. In the next stage, the project needs to find out methods to encourage the improvements not only in their houses but also in working conditions or in some general conditions in the community²¹.

¹⁸ Speech in Can Tho achievement workshop by Ms. Le THi Hieu Dan on 13th Jan, 2006

¹⁹ Interviewing Mr. Hung, farmer WIND volunteers in Hanam

²⁰ Interviewing wind farmer volunteer in Nghe An

²¹ Discussed with Can Tho PSC, on 14th Jan, 2006

“There were many improvements but they mainly focused on the technical items no. 2-4-5. There were not many in items 1 and 3 and there were not any special, breakthrough improvements; most of the improvements were imitations of others”²².

²² *Speech by the farmer WIND volunteers, Ms. Le Thi Hieu Dan in Hau Giang achievement workshop*

Activities of the project



**MINI WIND WORKSHOP CONDUCTED
BY WIND VOLUNTEER**



According to the evaluation team, during the site visits after the achievement workshops, the operation of the project was on time to promote the improvements of each family to be conducted faster and in a more scientific manner. Together with raising the awareness of the farmers on improving their living conditions, the attention to OSH in agriculture has also increased.

The facts show that *Initially, many households conducted the improvements, but after some time, the situation remained the same*²³, which happened in all 4 provinces. This is an unavoidable problem due to the living habits of the farmers. However, this should be noted, and improvement actions need to be regularly encouraged by PSC members and unions and organizations at grassroots level to ensure the sustainability of the project activities.

3.6. Reviewing the training programmes

In April 2005, the PMU organized achievement workshops in 4 provinces to evaluate the results of improvements after the 8 pilot training courses. Around 50 representatives from related agencies, districts and communes conducting the pilot training courses participated in each province's workshop. Two farmers with many good improvements presented the results and experiences in conducting their improvements in the workshop. Representatives from districts committed to support the project once the project activities had been conducted in their localities.

In November 2005, two national workshops were conducted in Hai Phong and Khanh Hoa to evaluate the implementation of Instruction no. 20 20/2004/CT-CP issued by the Prime Minister on Enhancement of the guidance and implementation of OSH in agriculture and the progress of development of the National OSH Programme.

In January 2006, 4 achievement workshops were conducted. Participants of the meetings included concerned agencies and project counterparts with 30 excellent volunteers and farmers presenting in the workshops (7 in each province and 9 in Nghe An). According to the evaluation by the PMU, PAC and the evaluation team, they praised more excellent volunteers and farmers than this number. In the workshops, the WIND farmer volunteers and excellent farmers with many good improvements actively discussed and exchanged experiences as well as registered improvements for future. After the workshop, the provinces also organized field visits to some farmer households participating in the activities of the project, and even to households who had not benefited from the project activities, to review and record the changes in the living and working conditions of the farmers since the operation of the project.

3.7. Evaluation of the impacts of the project and the level of achievements of objectives

The results of the implementation of the objectives of the project enable the comprehensive evaluation of the efforts and all other activities of the project.

²³ Speech by the farmer WIND volunteers, Ms. Le Thi Hieu Dan in Hau Giang achievement workshop

Key contributions of the project are considered as:

- (1) The project has gone to the heart of people, establishing a WIND farmer volunteer network □ a factor in the sustainability of the project. This is an expression that the farmers have accessed very quickly from the project. The WIND farmer volunteers and farmers have responded to the project activities and have been actively involved in the project, many registered to be volunteers of the project, many localities asked that training courses in OSH be conducted for their farmers...**
- (2) Creating a flexible and suitable mechanism for directly training farmers;**
- (3) Creating a living example of the ability to train a mass number of organizations with limited funds;**
- (4) Creating incentives for bringing the incentives into play and improving the capacity of farmers.**

With analysis from the aspect of implementation of the project, it can be seen that the development of a sustainable support mechanism for farmers □ initiatives to improve OSH for farmers is a basic and important activity for completion of the immediate objectives.

4. Conclusion for target finalization

Based on the set-up achievements, it can be evaluated that the project targets have been implemented successfully. Project activities are appropriate with the project □s targets and strategies. In spite of the project □s slow progression, all targets have been achieved as expected.

It is still too early to predict any long-term impacts of project. However, with its promising achievements, the project has made great contributions in improving OSH in Agriculture in Vietnam, with the main areas of focus on building up a legislative frame and national policy on OSH and a training module with the direct participation of local farmers and relevant agencies. Thanks to the upgrading of OSH in Agriculture, the relation between positive outcomes in poverty reduction in rural areas and working productivity has been identified in communities and in leadership boards. This issue will be discussed further in the next part.

II. Project management and organization Evaluation

A. STRONG POINTS:

This part discusses the strong points of the project in: 1/Project design, 2/ Implementation and 3/ Management

1. Project design

Firstly, regarding their appropriateness, four strategies of the project are appropriate with the completion of the project's objectives. This includes reinforcement of OSH in general, and OSH in agriculture in particular, with the main focus on building up a legislative framework and national policy on OSH related to the Convention on labour standards regulated by the International Labour Organization; setting up a training module for improving OSH in Agriculture with the direct participation of local farmers and relevant agencies.

The first strategy of the project, which is to support and contribute to the National policy, has become a reality. The results achieved through the development of the national profile, national programme draft and preparation of the feasibility study for ratification of Convention No. 184: the Government has made strong efforts in setting up a national policy on OSH, in which OSH in agriculture is valued by its comprehensiveness, possibility and appropriateness to the socio-economic development strategy towards the Millennium Development Goals on poverty reduction and sustainable development.

The second strategy of the project is to promote the capacity of the State agencies under the form of inter-ministerial and inter-sectoral mechanisms to deal with OSH issues in Agriculture, leading to a close collaboration among Central agencies, between Central agencies and local ones as well as among inter-sectoral agencies in the community. In fact, as OSH issues are of great concern to various agencies at all levels, interdisciplinary collaboration is required.

Thanks to the effective activities of the project, especially the consultative activities on policy promulgation and training modules, the inter-sectoral mechanism has been promoted in terms of both intensiveness and popularity. The participation of the Ministry of Agriculture and Rural Development, Farmers' Union, Women's Union, and other relevant organizations has created diversity in the project's implementation. This strategy has made a great contribution to strengthening the capacity for national and local agencies as well as other relevant organizations. The capacity promotion of such agencies through training and participation in practical activities in community has met the demand of technical knowledge.

The third strategy of the project is to promote the local initiatives to further improve OSH and working conditions in agriculture. This strategy has been implemented through the participatory training programme with the participation of habitants. It is a two-way training, targeting the local farmers, encouraging and valuing their improvements, relying on available resources, and directed by the norm: *Low cost-Easy to do-Practical*. It is the farmers' initiatives which have created the popularity, possibility and sustainability of the programme.

The fourth strategy of the project is to build up supporting tools and to train local trainers to maintain the project's activities. This strategy has also recorded promising achievements. The education programme on OSH in agriculture on the basis of the WIND programme is an effective training tool for the farmers. This strategy has also met the demand of: 1) a good model on poverty reduction through simple streamlining; 2) attracting the attention of

Governmental agencies and Unions on implementing practical and effective measures for the benefit of the farmers; 3) Achievement documentation should be paid more attention to make it more popular.

Secondly, the four strategies are closely linked and supportive of each other. Formulation of a national OSH framework and working conditions in agriculture as well as strengthening of inter-sectoral and interministerial agencies' capacity have created a basic foundation and sustainable legislative frame to which the State is committed. A comprehensive national policy is expected to create a legal corridor and a sustainable foundation for management procedures on OSH at national level. The promotion of local initiatives to further improve and set up supporting tools and training programmes for local trainers to continue upgrading activities is a grass-roots strategy to ensure the sustainability and policy completion, and vice versa.

Thirdly, the long-term orientation and multi-faceted collaboration of strategies have created an effective, flexible and sustainable collaboration mechanism. Strategies of the project are designated for collaboration among the Government agencies, between central and local, and vice versa. This multi-faceted collaboration creates an effective premise for the foundation of more effective implementation of OSH in agriculture.

2. Project Implementation

2.1. Project implementation at national level

The project has ensured the *effective and full participation of the State agencies, employer and worker organizations at central level*. Full participation is represented through a mainstream mechanism between commitment under the project framework and commitment under the duties and functions of involved agencies. Agreement and commitment in discussions is checked and identified through basic documentation on OSH, and editing process of national profile on OSH and national programme on OSH.

The project has ensured the participatory supervision of the Government agencies, employer and worker organizations at local and central levels, and the ILO in its activities, especially in the training and evaluation schemes.

The project has created favorable conditions for Vietnamese stakeholders to obtain the latest information on OSH in other countries through its consultation with international experts, sending Vietnamese stakeholders to international conferences and inviting international experts to domestic conferences organized by Vietnamese agencies.

The project has focused on implementing direct priorities of the Government and has created comprehensive and various interventions through the project budget and State resources. As a result, the draft documents relating to OSH have been paid special attention and are soon to be approved by the State. In addition, thanks to the precious support of the project, policies on OSH in general and OSH in agriculture in particular, have been disseminated widely.

International and national workshops and conferences which were organized under the framework of the project were of high quality and were in accordance with the project targets. The agenda of the project was targeted to the introduction of the policy on OSH as well as a specific scheme on the project implementation. Conferences have focused very much on addressing the Government's priorities on orientation and promulgation of a comprehensive national OSH programme as well as on detailed plans to implement the project activities. As such, the outcome of such activities was of high legal value.

2.2. Implementation in 4 target provinces

One of the strong points of the project is the strengthening of the *management and implementation capacity of local authorities* through setting and connecting relevant agencies from local to district levels. The local network activities are supported by a participatory training programme and technical assistance. This network has been mainstreamed into the current system. The staff involved are well-trained to review, supervise, evaluate and support WIND farmer volunteers who are trainers in their localities. In this way, sustainable development of the project activities can be created.

Another success of the project is the setting up of a trainer group in local areas, including staff from PSC and voluntary farmers.

Another strong point in promoting management capacity is *the participatory training model*. Trainees are able to self-study, which can empower their initiatives. Experiences in the training courses make them confident in the participatory methods and training techniques. As a result, they hope to adapt such skills in their community.

Training courses use the participatory method and improve the participation of the participants. In addition, they are encouraged to be involved in playing games, singing, reading stories, and citing poems, etc..., which can make them more confident and eager to study. Tools of such training courses are visible models with the main focus on practice. The majority of workshops are conducted in the rural areas, the best place for farmers to participate.

Practical and useful training materials have also contributed to the success of training courses.

Technical assistance and guidance of project staff, Central Project Management Board and experts are crucial to the training course organization. The attendance, evaluation and encouragement in training courses and important events by the Chairwomen of the PAC, head of PMU and ILO experts not only provides encouragement for participants but also shows the close and practical support at central level.

Another strong point is the follow-up activities after the training courses from which practical adaptations can be created. After the courses, trainers and trainees come to visit household families to encourage the initiatives for technical assistance.

Close collaboration among concerned agencies in districts and provinces is also crucial to the project implementation, leading to the success in mobilization of human resources, technical and financial resources.

3. Project Management

One of the most prominent strong points in the project management is the mobilisation of the available resources from central to local level through active participation of different unions, such as Youth Union, Women's Union, and Farmer's Union, Vietnamese Fatherland Front, etc...

The second strength is the close collaboration among Project Office in HN, PMU and PSCs, based on mutual support and self-responsibility. Frequent contact is made by email, letters and meetings. The Project Coordinator and Secretary pay field visits and participate in project activities. They also discuss any difficulties with the central and provincial project management boards and remove emerging problems by conducting short training courses. The Project Office in Hanoi and PSCs in local areas have collaborated closely to share experiences and deal with difficulties through regular supervision and exchange of information. The National Project Coordinator acts in a supportive role rather than as a supervisor or monitor. PSCs highly appreciate this relationship.

The third strength in management is the assistance of the ILO Office in Hanoi and supervision conducted by ILO experts in Bangkok.

The fourth is *the initial integration of the project activities with other social activities* such as building cultural villages, cultural communes and cultural family. As such, this works as a driving force for faster and more effective implementation of the project.

The fifth is *the close collaboration between PSCs and local authorities* in communes and districts

Another strong point is *the transparent and effective fiscal management*.

Pursuant to the project guidelines, no financial contribution is made for making improvements except for a small amount of money spent in mini WIND workshops. Thanks to good project leadership, financial management procedures of the project are effective and offer financial process guidelines. A collection of tables and implementation guidelines have been printed in English and Vietnamese to create easy to follow guidelines for provincial staff to carry out their financial duties as regulated by the ILO.

However, in some cases, the disbursement and transfer of funds have been late due to many administrative procedures for consideration and approval at different levels for single activity

B. POINTS THAT NEED TO BE IMPROVED

This section mentions the points that need to be improved, which are: 1/ project design, 2/ Implementation and 3/ Management.

1. Project Design

- *The responsibilities and activities of the Project Advisory Committee (PAC) should be strengthened.* Currently, the PAC hold meetings twice a year to review outputs and offer technical assistance for policies. However, the participation of PAC remains inadequate as they often send others on their behalf to attend the meetings. PAC members shared that they did not feel confident in sharing their technical assistance due to lack of information. They do hope to know more about the project through participating in more supervision missions and other activities. The project needs to consider and set up plans to make more use of the contributions of PAC, especially in the policy campaign. If the project decides to let the PAC members participate in the follow-up activities as well as site visits, careful design should be prepared as to what the members will contribute and what activities they need to do in the later stages.
- *Bringing into play and the strengthening of the Department of Labour, Invalids and Social Affairs (DoLISA).* At present, the staff of the DoLISAs only join the project activities based on the design of the project, which is to carry out the training workshops. Meanwhile, it is the responsibility and strength of the DoLISA to be State Management on OSH and poverty alleviation. The project therefore needs to pay more attention to the role by DoLISA in implementation of the policies. Frequent meetings between DoLISA and Unions should be conducted to exchange experiences and reach the final solutions, and integrating the existing programmes such as poverty reduction, building cultural villages and families, agricultural and forestry extension programmes, and medical programmes of the communes. OSH improvement in agriculture could make these programmes more effective.
- *However, attention should be paid to the effectiveness of the management structure of the project at the provincial and communal levels* to avoid them becoming cumbersome, rigid and wasting time. Human and financial resources should be controlled and the enthusiasm of the counterparts should be put to good use.
- *Communal authorities (chair person or deputy chair person, leaders of mass organizations or unions, if they are not the official participants)* should be invited to participate to become more aware of the programme for getting their later support and supervision.
- *Management decentralization to the commune level* should be done to make management more effective.
- *The support of the project could focus on the priorities set up by the Government in the National Programme on Labour Protection.*

- *Encouragement to extend the project activities to other provinces* meets with meeting the demands of the farmers and also supports Vietnam in its aim to ratify Convention 184.
- *Encouraging farmer couples to participate in mini WIND workshops* will have more intensive impact and consensus to be made in their families to make improvements in OSH.
- *The project could focus more on the comparison of results of decrease in occupational accidents and risks* between before and after the farmers' participation in the training workshops and making improvements in their working and living conditions. Improvements in working conditions will be more meaningful if specific evaluation criteria is available.
- Besides improvements in living environment and conditions, the project should *focus more on suggesting good examples in working conditions and OSH improvements* in production. This will help farmers become more aware of OSH.

2. Project implementation

- *Planning should be completed as soon as possible.* It should be based on the needs and advantages of the target communities to ensure the participation of the ILO experts and PMU. Such participation and support is very important to the success of the project. However, during the implementation, the plan has sometimes been changed due to the irrelevance of time of concerned agencies.
- *A participatory approach* should be applied in the decision-making process and demand study.
- *The selection of beneficiaries and volunteers* should be based on an approach to the poor in agricultural household families.
- *Although the majority of participants are farmers*, other participants who have joined the activities of the project do not work in agriculture, as set out in the project document. Their main incomes are generated from other jobs such as trainers, nurses or service providers. Most of these participants are in a good economic situation. They have greater influence on OSH in other household families, with their availability in terms of financial and time capacities. As such, the programme has been well-prepared with widespread popularity, and by the mid-term of the project, this model has been established in the majority of local areas. In our opinion, with the participation of agricultural household families including poor ones, the outcome evaluation and project sustainability is better and more objective.
- *A support plan for follow-up activities of the project* should also be instituted and include successive improvements in the training courses. Technical assistance and experience popularization for farmers is also crucial.
- *Project documentation should be disseminated on a broader scale.* Typical examples are printed in A0-sized paper for farmers to hang on their walls. Such

documentation can have a positive influence on extending the training course as well as bringing into play the results of the project after its completion.

- Farmer WIND volunteers should be well trained to be able to better collaborate with project principals to avoid conflict with them.
- Good examples should be multiplied, criteria for selecting such examples should be based on the income, agricultural specialization and individual capacity.

3. Project management

Patience is needed to create conditions for farmers to be aware of the usefulness and the necessity of the project so that they can voluntarily implement and maintain their improvements.

Integration of the policies of the Communist Party, the State, the National Fatherland Front Committee such as Circular no. 04 of the Vietnam's National Fatherland Front Committee on mobilisation of the whole people to build culture in their clusters, the movements for studying, working and creating to build happy family of the Women's Union and the movements of the Farmers' Union.

Methods for multiplication of the good examples should be created so that farmers can learn.²⁴

- *Activity collaboration at provincial level should be paid special attention.* The overload of work has a negative impact on the extension of training activities, especially when the project is in progress. Meanwhile, the role of Farmers' Union and Women's Union has not functioned well. Collaboration can be extended to other partners, such as the Elderly Association and the National Father Front Committee (as in the good examples of Nghe An province).
- *Promotion of the participatory supervision and evaluation at all levels should be made* especially the supervision and follow-up activities through book keeping for regular maintenance of the activities in implemented places. Bringing into play and encouraging the efforts of farmers in improvements should also be paid due attention.
- *The financial mechanism should be improved to ensure the progress of the project.* The disbursement of only 1/3 of the funds demonstrates the slow speed of disbursement. Though financial activities are conducted to ensure compliance with the principals, the management and approval of the financial issues case by case and through different levels will create inactivity in the implementation, especially at provincial levels. The consideration and approval on a monthly or quarterly basis will help increase the objective nature in arrangement and implementation of the plan in the localities, boosting the implementation to be faster and on time.

²⁴ Opinion of Ms. Le Thi Hieu Dan in Hau Giang's achievement workshop

- Financial assistance for organization of the training courses and classes for trainers as well as for volunteers should be increased and be more flexible to suit the geographic conditions. For example, in Hau Giang and Can Tho, travel is mainly conducted by boat or canoe due to the many rivers and canals. This takes more time and energy, so financial support should be reconsidered to suit the situation.
- *Financial support to the communal supporting committees* to implement the project activities should be paid more attention when there is a decentralization of the management responsibilities to communes.
- *Advertising activities should be more extensive.* Some provinces have broadcast the activities on the radio of the communes, which is very encouraging. However, it will be more useful if technical sessions could be broadcast suitably with seasonal crops. For example, the technical session on the working environment and management of poisonous chemicals which is broadcasted before pesticide spraying season will remind and attract more attention of farmers; or, nominating radio broadcasting staff as volunteer of the project is very useful, such as with the experiences in Ha Nam and Nghe An.

III. EVALUATION OF OTHER IMPACTS OF THE PROJECT

1. Impact on beneficiaries:

Management group (central and local levels)

- *The project contributed to the capacity building of involved staff in terms of both professional knowledge and integration on OSH* and organizational skills of concerned agencies. The project helped accelerate the progress to gain consensus in efforts of the Government in focusing on and enhancing the development of the National OSH Programme (including agriculture).
- *The project has been successful in creating close and effective collaboration among management officers* from the professional agencies under MoLISA with the Vietnam General Confederation of Labours, the Farmers' Union, the Women's Union, the Vietnam's Cooperatives Alliance, and ILO. All concerned agencies recognize the importance of collaborating with each other to obtain the general objective in development of a single National OSH Profile.
- *The project updated knowledge and international experiences of management of OSH*, especially in agriculture, from regional countries and other nations in the world.
- *The project updated the practical knowledge and experiences in OSH, especially in agriculture.* Through the activities of the project, the management officers were able to access models of OSH in agriculture. The improvements made by farmers, which were living examples of the positive changes, helped the policy-makers develop more practical policies and decisions.

- *The project helped improve the managerial skills for management officers of the related functional agencies.* Leaders of the concerned agencies are members of the PAC and PMU - directly involved in the management of all steps of the implementation, from making work plans to implementing, monitoring and evaluating each activity in particular and the project in general. Each management activity was a lesson learnt and through that, they were able to summarize it as a lesson for management of the project. The proof of this impact was the trend to extend the project activities to other provinces.
- *The project helped bring into play the sense and skills of learning of management officers at different levels.* All activities of the project were evaluated and shared with each other, following which all information was included in the activity report. This is the most effective method for continuing the initiatives with the new implementation approach being more practical and effective; the effective way was in parallel disseminated from one person to another and then, through documentation (report), transferred to more and more people.

Trainer group

- *The project contributed to capacity building and training and communication skills, especially the participatory methodology for trainers.* The trainers were trained methodically from detailed work such as analysis of the training needs to select appropriate content, arrangement of the seats, conducting other activities of the training' or development of the training materials such as designing the contents, structures, drafting or arrangement of meetings for comments, revision and supplements... helped trainers to realize that to be effective in their work, they should start from the objectives with careful preparation, analyzing comprehensively the issue with the participation of all concerned people/group work.
- *The project helped the trainers, who are managerial staff, realize the importance of the mobilization of farmers' initiatives for the improvement of OSH in agriculture.*

The project helped trainers to gain more knowledge to participate in the management and policy-making process as well as to advise the local concerned management agencies on solutions for improvement of OSH in agriculture.

- *The project trained a staff of auxiliary trainers on OSH in agriculture.* Most of the trainers did not have professional skills in training. After training in the project, all auxiliary trainers were able to use major of participatory training methodologies and skills, such as case studies, role playing, questions and answers, responding skills, listening and raising questions. Some trainers now have the self-confidence to design, implement, evaluate and develop the training materials. These skills and methodologies are also applied in activities such as chairing of meetings and workshops to create active and comfortable participation of all participants.

WIND farmer volunteers group

- *The project created opportunities for WIND farmer volunteers to bring into play their strengths in the community.* The selected WIND farmer volunteers are from farmer households which are in a comparatively stable economic situation, and are literate and communicate well. They are active and work voluntarily for the programme. The project creates opportunities for them to demonstrate their ideas officially. They take pride in devoting themselves to the community as well as to be acknowledged by them.
- *The project creates opportunities for WIND farmer volunteers to improve their knowledge and broaden their vision* to continue improving the living and working condition in their own families, and then in the community. Through the project activities, the volunteers have opportunities to exchange experiences and learn more, not only in their community but also in other provinces. With their capacities, the initiatives of the WIND farmer volunteers are applied faster and are more broadly pervasive.
- *The project provides the WIND farmer volunteers with more methodological training skills.*

Farmer group

- The project activities help *improve the awareness and capacity of farmers in improving OSH in agriculture and their living conditions.* The farmers are trained on approaches for improvement in working conditions, in safe and effective work methods as well as in the protection of their health and that of the community.
- The project activities *improve general welfare of farmers' communities.* The activities have gradually improved the productivity and effectiveness in production, through creating green natural environments, tidy living conditions, and making the community appreciate the better lives of the farmers.
- The project activities help farmers *improve the management capacity of the family's spending.* The project helps women farmers improve the management of their budgets. The farmers gradually acquire the skills to record the cost of improvements, their spending as well as their plans for spending money.
- The successful pilot training in the mini WIND workshops, creates the *desires/needs for studying and learning in farmers communities.* For many farmers, this is the first time they have participated in training workshops on improvement of their working conditions by their own initiatives at low cost. After participating in the workshops, the farmers have confidence in their learning capacity and initiatives to make improvements. These initiatives bring in benefits for their own families and become accepted and expanded to the communities. Thanks to this belief, they want to learn more.
- Having improved their capacity and skills for improving their working conditions in agriculture, the farmers *improve their productivity and quality of agricultural products.*

- *The improvements in productivity and the quality of products will lead to an increase in income for farmer households, the beneficiaries of the project. This is in line with poverty alleviation, the long-term objective of the project.*

“In our project, the involved farmers are very interested in their improvements, because these improvements contribute to increasing their labour productivity and quality of their lives. The improvements are considered as the infrastructure to improve their lives. If the farmers are not well or have occupational accidents, they lose part of their income and it causes difficulties for their families. They are self-confident with their improvements and from that confidence, they will make more improvements in their living standards and contribute to the socio-economic development of Vietnam”.

2. Effects of the project on tripartite cooperation and multi-party cooperation

- *Tripartite and multipartite mechanisms are applied to all activities of the project from the central to local levels.* The PAC at central level and PSCs at local levels were established in the framework of tripartism or multi party cooperation. All national workshops of particular themes were tripartite.
- *The project helps maintain the close cooperation in tripartite and multipartite activities.* In fact, tripartite relations have been formed and developed in the process of State management of OSH. That is the legislative cooperation and ensured by legislation. The activities of the project create the glue for that relationship as through the forums of the project, more collaborative and associated activities have been carried out. Many cooperative activities of the project are individual’s commitments rather than the legal responsibilities. When the project was first launched, all parties actively exchanged information, creating conditions so that all related parties participated in the activities of the project, such as training, workshops for capacity building, introduction of the counterparts to each other, helping improve the relationship network.
- *The project creates the development of tripartite and multipartite relations in terms of quality.* Through the activities of the project, all parties understand each other, creating a common voice and orienting to the integration of the action plan of the organization in implementation of the objective more clearly.
- *The project aids better tripartite cooperation for improvement of work effectiveness.* Through the project activities, the parties cooperate with each other, not only in handling the project activities but also other activities relating to improvement and enhancement of the management and implementation of OSH.

3. Effects on gender balance

- *The project pays attention to gender balance* through acceleration of the improvements of working conditions for both men and women. The project aims at the final objective which is to ensure OSH for all workers, especially both male and female workers in agricultural production. In training programmes for target groups, the OSH contents are applied to all groups without discrimination between men and women. Acceleration of the development and implementation of the national policy on OSH is therefore ensured to meet the typical needs of each gender.
- *The project creates balanced opportunities for both men and women participating in the project.* The selection of staff to be involved in the project activities, the trainers and farmer WIND volunteers is based on the objective evaluation of their capacity. Decisions in the project is not affected by gender.
- *The project acknowledges the contribution of men and women to the project activities.* There is no discrimination in viewpoints and evaluation of the contribution of men or women in the framework of the project.
- *The project activities also increase the role of rural women.* They are also the ones who take the initiative and maintain the improvements.

4. The project's effects on environmental protection

- *The project contributes to the protection of the environment* represented in the project objectives in orientation to the national policy on OSH activities, improvements in working conditions in the agricultural environment. One of the main contents of the training workshops is the work environment and management of agrochemicals. Through the improvements made according to this technical session, the living environment in general and the work environment in particular have been improved.
- *The project contributes to the protection of the environment through the introduction of practical models of experiences.* In the training materials and in the workshops organized by the project, programmes such as WISE (Work Improvement in Small Enterprises), WISH (Work Improvement for Safe Home), WIND, OSH Management Systems and practical tools have been introduced. These are useful tools in the improvement of the environment and ensure workers'safety. Many experiences, such as handling waste chemicals, proper use of chemicals to limit negative impact on the environment, have also been shared.

5. The project accelerates the application of international OSH standards

- *The project contributes to the introduction and acceleration of the ratification and implementation of the ILO Convention 184 on OSH in Agriculture* through workshops and trainings.
- *The project contributes to accelerating the application of international OSH standards, especially Convention 155 on OSH.* These standards have been included in the training

programme on OSH for workers. OSH training tools such as the WIND programme have also been introduced. In addition, the ILO Convention 184 on OSH in Agriculture has been talked about in the workshops and training, improving workers' awareness of international labour standards.

6. The suitability of the project

The suitability of the project is represented in the following aspects:

The project suits the needs of the farmers.

Vietnam's economic and social situation has changed and the requirement for higher living standards has therefore increased. The presence of the project at this stage has stimulated faster and better changes. In addition, the improvements brought by the project are low-cost, easy to do and make the lives of farmers more comfortable and convenient. The proof of this suitability is the objective and creative improvements made by farmers. The WIND farmer volunteers and the farmers have disseminated the activities among themselves, helping each other to make the improvements themselves. The support of the PSC is very effective, so local authorities have also paid attention to OSH in agriculture²⁵.

The project is in line with the economic development strategy of the Government of Vietnam, with poverty alleviation and ensuring sustainability towards Agriculture.

The objective of the project is in line with the priority of the Government of Vietnam to enhance the State management of OSH in agriculture. In 2004, Instruction no. 20 of the Government clearly defined the responsibilities of different agencies in the enhancement of OSH in agriculture. The project aims developing the national policy on OSH and that was in time and really appropriate with the above situation.

"In the project document, we talk about the objective coverage of Vietnam. Starting from the 4 provinces, we will expand to 10 other provinces. This is a natural requirement as the larger the coverage, the better the project is. This is also the clear proposal from the Government of Vietnam. As in my recent meeting with the Vice Minister of MoLISA of Vietnam, he requested us to extend the project to other provinces so that OSH will be extended to other people. I think this is also a requirement of the National OSH Programme. In regard to Convention 184, I do not say that this is directly related, but the extension of the project to other provinces will affect the ratification of Convention 184. According to Convention 184, it is necessary to expand OSH service in agriculture to the whole country. So this is one activity that will meet the requirement of Convention 184"²⁶.

The training workshops organized by the project meet the demand of the target group in terms of contents, methodologies and training materials.

²⁵ *Interviewing Mr. Kawakami, quoted*

²⁶ *Interviewing Mr. Kawakami*

The project collaborates with other activities out of the project's framework, creating a comprehensive effectiveness. The project keeps close contact with State administrative agencies and finds ways to collaborate with activities which improve the effectiveness of the agencies and of the Government.

7. The sustainability of the project

The project is sustainable in terms of the following aspects:

The project contributes to the completion of the National policy on OSH, especially OSH in agriculture. The launch of the National OSH programme will be proof of the renovation of the point of view of leaders.

Sustainable in terms of OSH management. Management experiences, prioritizing strategy; and meeting well the needs of target groups (by observing, studying, realizing and meeting the needs of OSH training for farmers; and other experiences will become long-term capacity for management agencies and will be passed to the next management generation.

The auxiliary trainer staff are qualified, capable and work voluntarily. The staff of auxiliary trainers trained by the project are now operating very well and will continue their important role in the next years, as the OSH training needs are very high in other provinces.

The training programme and materials on OSH are continuing to be used.

IV. WORKPLAN 2006

1. To conduct the national workshop “Achievement of the WIND training and support from localities” in the project provinces.

Purpose of the workshop was to review the results of the mini WIND workshops, to share information and experiences in conducting mini WIND workshops and enhance support from localities. About 100 participants, representatives for WIND farmer volunteers, trained farmers, local officials and PAC, PMU, ILO, donors, and the evaluation team, have attended the workshop.

2. To carry out the mid-term evaluation to evaluate the project after one and a half years from implementation.

The mid-term evaluation was combined with achievement workshops in the 4 target provinces. The Institute of Environment and Sustainable Development was selected for the evaluation. It started in December 2005 and finished before 15 March 2006.

3. To conduct 3 WIND/TOT in each province, with 20 farmers per WIND/TOT selected by the PSC members and the local authorities.

One excellent volunteer will be invited to the WIND TOT to share their experiences in conducting a mini WIND workshop. There will be a total of 12 WIND/TOTs.

4. To support volunteers to conduct mini WIND workshops:

Each WIND course includes 5 mini WIND workshops for 5 farmers, and each mini WIND workshop focuses in 1 technical session of the WIND programme. In total, there will be about 4,000 mini WIND workshops to be conducted.

5. To support WIND farmer volunteers in organizing mini WIND workshops:

Each PSC visit one commune twice per month. Each target commune will be visited twice per month by one or two PSC members to meet with WIND farmer volunteers and visit trained farmers' houses to assist with improvement activities.

6. To establish a network of WIND farmer volunteers in target communes:

Each target commune selects one volunteer to be a focal point to collaborate with PSC members and to pay regular visits during follow-up activities to support WIND farmer volunteers in conducting mini WIND workshops. Volunteers collect reports, summarize the data and reports for the PSC and distribute training materials for WIND mini workshops.

7. To conduct a survey on OSH in agriculture in 10 provinces, including the 4 target provinces.

BSW and MOLISA will carry out the survey in cooperation with labour inspectors in each of the 10 provinces, a total of 1,000 questionnaires to be distributed to 900 farmers and 100 commune staff. However, the survey should be costly.

8. To conduct an achievement workshop on Improvement of OSH in agriculture using the WIND programme in Vietnam in Nha Trang, Khanh Hoa with around 100 participants. Members of PSC, 3 volunteers and 3 best farmers will attend the meeting, together with 6 international participants from 3 neighboring countries.

9. To develop a video film on "Improving OSH in agriculture " WIND programme", a video on the safe use of electricity and machinery and a video on the safe use of pesticides.

10. To organize a national workshop to discuss extension of the project activities to 10 new provinces.

Ten new provinces will be selected including 5 provinces in the North (Nam Dinh, Thanh Hoa, Bac Ninh, Yen Bai, Hung Yen) and 5 others in the South (Dac Lac, Long An, Tra Vinh, Dong Thap, Tien Giang). Participants: representatives of provincial people's committee, DOLISA, DOH, DARD, WU, FU.

Scheduled date: May 2006, one in Hanoi and one in Hochiminh City.

11. To conduct the two WIND/TOT for provincial staff from 5 Northern provinces, including Nam Dinh, Thanh Hoa, Bac Can, Yen Bai, Hung Yen, and 5 southern provinces of Dac Lac, Long An, Tra Vinh, Dong Thap and Tien Giang.

The objective is to train the recourse trainers for approaching the OSH in Agriculture Project listed in the National OSH Programme. Each province will select 5 representatives

from DoLISA, DoARD, DOH, FU and WU. The trainers in these two TOTs will be members of the PSCs in Nghe An and Ha Nam (North) and Can Tho and Hau Giang (South).

12. To establish a website on OSH in agriculture to distribute relevant project information to farmers and concerned agencies and organizations (in combination with the website of BSW, MOLISA). This will be supported by Dr. Kogi.

13. Dr. Kawakami to develop the WIND guidebook: The purpose of the guidebook is to provide the necessary information on the WIND programme, including practical guidance on how to apply the WIND programme effectively.

14. To organize a national policy workshop on C184: to prepare for this workshop, a feasibility study on the ratification of C184 will be undertaken. The national plan of action on OSH in agriculture will be discussed in this workshop.

15. To arrange a study tour of target provinces: to exchange experiences among WIND farmer volunteers in the target provinces. Each province will select 5 participants, including 1 PSC member, 3 volunteers and 1 commune collaborator. Place: participants in the South will visit 2 target provinces in the North and vice-versa.

16. To arrange a study tour to Thailand.

Participants consist of 15 people including 3 participants from each of the 4 target provinces, 01 from PMU, 2 from project office. Time: September in 5 days.

17. To provide equipment for 10 new provinces: need to donor discuss more with donor.

18. To print training and information materials: to provide participants of the mini WIND workshops in target provinces with 2000 folders of the WIND programme, 2000 copies of OSH improvement recording books (for trained farmers), 2000 copies of action check-lists, and 2000 notebooks and ball pens; Re-publishing 5000 leaflets on OSH in agriculture (WIND programme) to distribute to participants in the workshops and 10 new provinces and 4 target provinces; Printing a 2007 calendar to show good examples of the 5 technical subjects of the WIND programme. To print the national OSH programme (if it is approved).

Part III

CONCLUSION

I. PROJECT'S EFFECTS ON TARGET GROUP

In general, it is concluded from the mid-term evaluation that this is a successful and well-managed project. The project provides important contributions in enhancing attention to OSH from central to local levels and its potential to be extended to other provinces. The execution of the project has been conducted very well and effectively. The collaboration among leaders of concerned agencies has also been good at both national and international levels. It is not necessary to adjust the objectives of the project. However, during the enhancement of the activities of the project, there is an increasing need for extension of the project activities to other provinces. In the context of limitation of funds, some activities and products should be adjusted when extending the project to other provinces to ensure its feasibility and to make full use of available lessons.

1. The project has created important impacts to the development of the national policy on OSH in Vietnam. By creating forums for attracting and gathering policy-making agencies and professional experts on OSH to be involved in the provision, collection and development of the National OSH Profile and the National OSH Programme, OSH for farmers has been enhanced and the objectives been oriented towards improving the living standards for farmers.

2. The project has created a strong motivated force and a basic foundation to persuade the Governmental agencies to believe in the necessity and effectiveness of a comprehensive and consistent policy on OSH: formulating an integrated national policy on OSH, promoting the Government's due effort, and strengthening the position of the Vietnamese Government in OSH activities relatively to other countries.

3. The project has also provided a consensus and common voice in formulating the national policy on OSH, as well as strengthening the capacity and knowledge of OSH policy-makers, who have enjoyed opportunities to update international information on various aspects of OSH.

4. The project has created a two-way network between central and local level, as well as farmers, in conducting the Government's guidelines on OSH. In addition, this mechanism is designated to reflect local initiatives to the central agencies.

5. The project has strengthened the capacity of local staff and created a consideration and commitment in local authorities to promote the OSH mission.

6. The project has created living examples of the capability to train many farmers effectively with a limited budget and to promote the formulation and consolidation of a national policy on OSH, including OSH in agriculture.

7. The project has created an appropriate and flexible mechanism to directly train farmers and encourage their initiatives and capacity.

8. The project has been taken to the hearts of those involved, establishing the WIND farmer volunteers as focal points of the project. It has also been pervasive, which is useful for its long-term objective.

II. PROJECT MANAGEMENT QUALITY

1. The strategies designed have proven to be appropriate to achieve the project objectives. Supportive and directive strategies have formulated a multilateral collaboration. They have also attracted collaboration at all levels among Governmental agencies with central and local areas. Multilateral participation has formulated a dynamic collaboration which is the premise for more effective OSH implementation in agriculture.

2. The project has been conducted well at local and central levels with full participation of Governmental agencies as well as employer and employee organizations at central and local levels. The project has created conditions for Vietnamese managers to obtain the latest information on OSH. The project has also assisted the implementation of the Government's direct priorities from various resources. In addition, it has strengthened the management capacity of local authorities by offering training courses for local trainers and adapting participatory training methods.

3. The project is well-managed, thanks to the mobilization of available resources from central to local levels. There exists a partnership between the project office in Hanoi, the Project Management Unit (PMU) and Provincial Support Committee (PSC). Although members of PSC have performed their duties effectively, the management mechanism at local level remains inadequate due to time limits and undue working conditions. More attention should be paid to the PSCs and there should be full participation of the members for better implementation, especially to avoid the possible insufficiency when the project is extended to other provinces with much more work.

4. The project has been monitored comparatively well through support activities for action plans following the training courses, through close cooperation among relevant agencies, and through guidance and technical assistance from project staff and the PMU. However, more attention should be paid to recording and summarizing improvements made by farmers and encouragement of their efforts over time.

5. The project has been supported by the ILO Office in Hanoi and supervised by the ILO's experts in BKK.

6. The financial process has been transparently, ethically and tightly managed.

III. Other aspects of the impact of the project:

1. The project has brought about comprehensive and direct benefits to beneficiaries in terms of improvement of knowledge, strengthening of management capacity as well as contributing to the community based on beneficiaries' positions and levels. Management

teams at central and local levels have been upgraded in terms of information and capacity with practical knowledge on OSH in agriculture.

2. The project helps trainers who are also managerial authorities to be more aware of the importance of mobilizing the initiatives of the local farmers in improving working conditions in agriculture, as well as in helping farmers to be involved in the management and policy-making processes to assist local authorities conducting effective OSH missions.

3. The project provides opportunities for volunteers to be equipped with useful knowledge to support their community as well as to continue improving working conditions for their families and the community.

4. The project improves the knowledge and capacity for farmers for self-improvement in OSH in agricultural production, in living standards and in social welfare for their community. This produces a need/demand for □learning□ in farmers□ communities. The improvements enable farmers to increase their labour productivity and their income. The project activities also empower the roles of rural women as they start and maintain their achievements.

5. The project promotes and strengthens tripartite and multilateral collaborations. The tripartite mechanism has been applied in all activities from local to central levels. Thanks to the project activities, the tripartite mechanism has been maintained and developed for more effective resolutions.

6. The project pays attention to gender equity. The project creates equal opportunities for men and women to participate in the project. All their contributions are recorded.

7. The project contributes to environmental protection through the objective to formulate a national policy on OSH, improving working conditions in agriculture, and introducing practical experiences and models on working conditions nationally and internationally.

8. The project contributes to promotion of the application of international standards on OSH, especially Convention 155 on OSH which also refers to OSH in agriculture. The project has also introduced and fostered the ratification and implementation of Convention 184 issued by the ILO.

9. The project helps civilizing the living and working conditions for local farmers.

iV. Points that need to be improved in project management

1. During the design of the project, the roles and responsibilities of PAC and DoLISA members should be promoted in the management structure.

2. Local authorities (chair person or deputy chair person, managing members from mass organizations if they are not official participants) should be invited to WIND/TOT courses so they can be aware of keynote activities and supervise in their implementation.

3. Flexibility is required in arranging times for mini WIND workshops. It takes time for local people to participate in 5 training courses in 5 days, especially in harvest season.

However, 5 training courses should not be conducted in one day only to secure quality of the training. For more intensive influence, couples should be encouraged to join the mini WIND workshops. The number of farmers attending each mini WIND workshop and allowing collaboration among WIND farmer volunteers were initiatives proposed by some volunteers.

4. The connection between the implementation of the project with that of other programmes should be paid attention to, for example, linking improvements in working conditions with the poverty reduction programme in local areas. It is more meaningful if there are statistics on how farmers' living standards have been improved.

5. Plans should be mapped out earlier for the benefit of the community and the full participation of experts. The participatory approach should be used more in the decision-making process and the needs analysis, and especially in the decisions of disseminating typical models and offering rewards to excellent individuals. The selection of the WIND farmer volunteers can be made with the point of view of approaching more poor people (and paying attention to farmers whose livelihood is from agriculture only).

6. Plans for supporting the follow-up activities should be set up and should focus on participatory methods.

7. The project document should be disseminated more widely. It is not necessary to print it so beautifully – this is very costly. Good examples of improvements can be printed in big - size paper to hang on farmers' walls or for use in mini WIND workshops.

8. Improvement activities of local people should be recorded and used to encourage the strong efforts of farmers in making improvements over time.

9. Good examples should be multiplied. Criteria for selecting beneficiaries should be based on income mainly derived from agriculture and their capacity.

10. Maximize the involved target groups in project management. The Nghe An's experiences, the responsibility of the Vietnam Father Front Land which motivates WIND farmer volunteers to participate in the project activities should be applied and introduced. One important conclusion from site visits to the provinces is that there are different ways to implement the programme, some good and some not so good. However, information on good examples has not been collected and disseminated to others. Information from the data bank can be a useful tool for promoting the safety mission in general.

11. Information exchange between the project office in Hanoi and MoLISA should be further improved. In the future, the ILO and Bureau for Safe Work should focus on improving the exchange of information.

12. Motivating enthusiasm and the distribution of work between the members of PSC.

13. Paying more attention to using the mass media for information dissemination in communes.

14. Training volunteers to supplement in cases of shortage of volunteers for conducting mini WIND workshops.

15. Management decentralization and technical assistance is required to commune managing levels.

16. Making more use of the strength of mass organizations, such as Women's Union, Farmers' Union and others.

17. More timely financial management and approval should be conducted. The approval of funds for quarterly plans will increase the initiatives for setting up work plans and implementation activities of the project.

v. Advantages

1. The project is strongly supported as well as closely supervised by Governmental agencies from central to local levels. The project activities are all guided by the Bureau for Safe Work, MoLISA, with special attention from authorities from concerned agencies and timely support from provincial to communal levels.

2. The project objective is one of the priorities for the socio-economic development strategy of Vietnam, creating commitment from the Government during implementation as well as possible extension of the project;

3. The project attracts WIND farmer volunteers who are active and enthusiastic in their work and appreciated by farmers;

4. The project is implemented in parallel with other projects of the MoLISA relating to OSH, as well as of other concerned agencies and international organizations. This provides opportunities for cooperation and to increase the resources for the projects;

5. The project is implemented in the context of widespread implementation of the ILO's Global Strategy on OSH with the attention and support from many countries;

6. The implementing agencies in Vietnam are experienced in the management and coordination of the project. In particular, the Chairperson of the PAC and head of PMU have strongly supported and created a link between the project objectives and the priorities of the Government;

7. The project is comprehensively implemented at central and local levels. The impact of the project is therefore relevant and long-term in terms of both quality and quantity.

Vi. Difficulties

1. Limitation in terms of human resources. The PMU staff and PSCs in provinces are working for the project as a supplementary task, so they could not devote much time to the project activities. There are still only a few WIND farmer volunteers and the programme is still new to farmers. It affects the implementation of the project;

2. There are a large number of target agricultural communes, and the means of transport are not good. That leads to limitations in implementation and supervision;

3. Some of the project activities, such as follow-up, evaluation, summary of data, lessons learnt or experience gained are still facing difficulties;

4. The products supported by the project, such as the National OSH Programme: the feasibility study of the possibility of ratification of Convention 184 on OSH in Agriculture requires complicated procedures to be approved by the Government and depends very much on the Government programme . This can affect the process and objectives of the project;

5. There is a great demand for extending the project to other agricultural provinces. This will require more staff or renovation of the execution and supervision of the project programme;

6. The project activities are numerous, especially the 2006 work plan which is very ambitious and need resources to implement it as it is the final step of the project.

VII. Lessons learnt

1. Attaching the project activities directly to the prioritizing programme of the Government which is in line with the objective and strategy of the project;

2. Creating the attention and support of the Government at both central and local levels through the organization and maintenance of the project forums;

3. Activity and flexibility in organization and implementation of the project to attract the cooperation and support from concerned agencies;

4. Creating consensus among concerned agencies in implementation of the project;

5. Developing and using the information network and strengthening the OSH expert network;

6. The important role of the head of the PAC in guiding and maintaining the project;

7. Closely supervising and providing timely encouragement during the implementation of the project activities.

8. Decentralizing the management levels to commune level and sharing the workload of PSC with the communal support committee;

9. A clear and rapid financial mechanism will increase the initiative and support for the project activities.

PART IV RECOMMENDATIONS

Based on the evaluation of the results and effectiveness of the project between May 2004 and December 2005, the mid-term evaluation team presents the following recommendations:

i. General recommendations

1. Increase the human resources for the project. With many activities, especially the extension of the project to other provinces, it is necessary to take into account the personnel of the project. The feasibility of the extension and leveling to other mass organizations or concerned agencies needs to be taken into account.

2. Emphasize the need for extension of the project activities to other agricultural provinces. This is an important activity to ensure the sustainability of the project. The extension should be considered comprehensively in terms of financial, personnel and operational approaches. A practical proposal for the extension should be distributed (include objectives, schedule, resources, activities, outputs, implementation indicators). These proposals should also include the long-term training capacity.

3. Provide technical support to the Government for approval of the National OSH Programme in the operation of the project. This will create sustainable opportunities for the project as well as mobilization of more resources.

4. In the training activities and training for farmers, it is vital that attention should be paid to guiding the practical work and that there is close supervision and evaluation of the improvements made. Enhance the supervising network (good neighbors) among farmer households.

5. Enhance social dialogue and tripartism.

6. Consider the needs and possibilities for dissemination of the training materials nation wide.

7. Conduct necessary approaches to ensure the possibility of ratification of Convention 184 during the operation of the project.

8. It is necessary to have an indicator to evaluate the improvements in OSH in agriculture against poverty alleviation.

9. It is necessary to update and supplement more information to the National OSH profile and for easy access to the information.

10. Review the time frame and assignment of management duties at provincial levels.

II. Recommendations for further activities

1. The work plan for 2006 is very ambitious. 2006 is the benchmark year for completion of the objectives of the project. It is therefore necessary to set up the methods and solutions for implementation of the 2006 work plan, including increasing the number of personnel or improving the organizational structure to extend the project. This solution should specify feasible solutions for the counterparts involved in the project activities, including the extension;

- 2. Develop the outline and programme for extension of the project to ten provinces; emphasize the need for extension to other agricultural provinces;**
- 3. Stimulate dissemination of the National OSH Programme through workshops and mass media;**
- 4. Provide practical guidance in the implementation of work;**
- 5. Develop tight supervision and evaluation procedures for improvements made. Enhance the supervising network (good neighbors) among farmer households;**
- 6. Establish a nationwide data bank of good examples and typical farmers who have created good OSH working conditions for evaluation;**
- 7. Develop a strategy to mobilize trained trainers after their training courses;**
- 8. Organize the training activities after extension of the project.**
- 9. Conduct a feasibility study of the ratification of Convention 184. This activity should start from the 2nd quarter of 2006. The project should have contacts with International Cooperation Department, the Legislation Department under MoLISA, the Ministry of Foreign Affairs and the Ministry of Judiciary to establish a framework to support the Government in ratification of Convention 184. It will be more advantageous if the Convention is ratified within the life of the project.**
- 10. Supplement the data bank relating to the National OSH Profile for publication to enable access for national and international study.**

IMPROVEMENTS MADE BY FARMERS



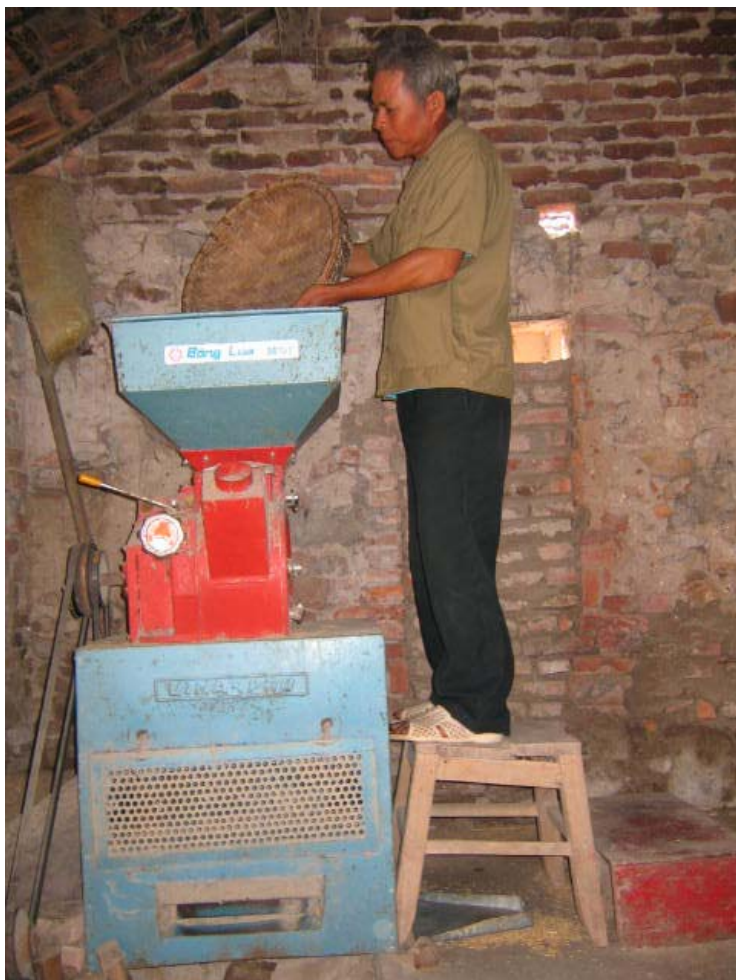
MATERIAL STORAGE AND HANDLING
Clear passageway



Homes for tools



Working at elbow rule

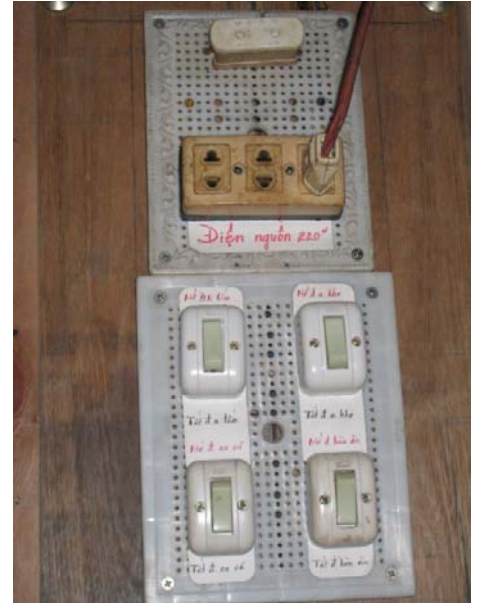
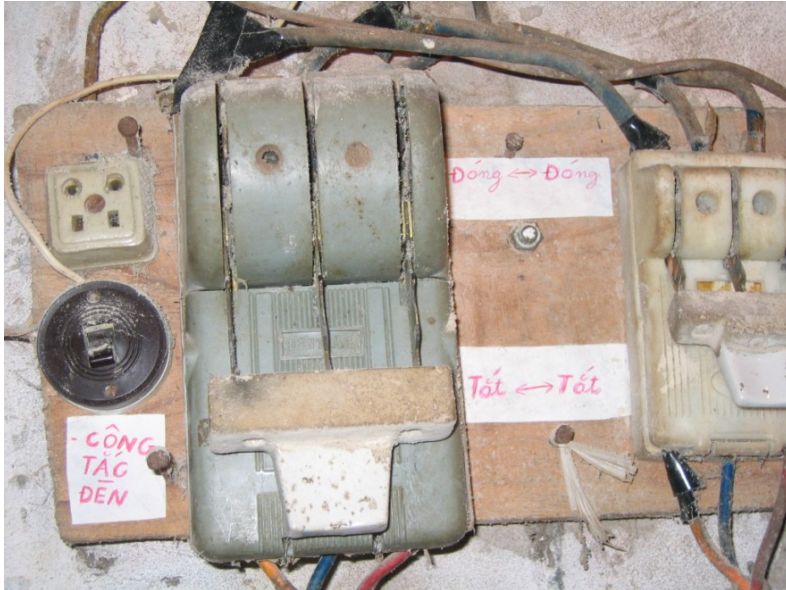


WORKING CONDITION



MACHINE SAFETY
cover of the operation parts

**Labeling to
the electric switch board**



Cover of the electric wire

SAFE USE OF ELECTRICITY



Keep chemicals in safe place, labeling the agrochemical bottles and cans

SAFE USE OF CHEMICALS





WELFARE FACILITIES



Building toilets and bath room



List of reference documents

- 1. The draft National OSH Programme.**
- 2. The documents of the National Workshop on OSH in Agriculture, November 2005.**
- 3. The documents of the National Workshop on National OSH Programme, July 2004.**
- 4. The National OSH Profile of Vietnam, draft no. 2, 2005.**
- 5. Improvement recording books for farmer households (used by trained farmers).**
- 6. Book for management of WIND farmer volunteers' activities (used by commune collaborators).**
- 7. Training documents on OSH in agriculture (used by trainers).**
- 8. Provincial improvement recording books (used by PSCs).**
- 9. Improvement recording books for farmer WIND volunteers (used by farmer WIND volunteers).**
- 10. Action checklist exercise.**
- 11. Project document.**
- 12. Progress report Jul 2004 to Dec 2004.**
- 13. Progress report for 2005.**
- 14. Progress report no. 1, from May 2004 to Dec 2004.**
- 15. Progress report no. 2, from Jan 2005 to Oct 2005.**
- 16. Progress report from Jan 2005 to Sept 2005.**
- 17. Terms of reference for mid-term evaluation**
- 18. Photosheets on OSH in Agriculture**
- 19. Financial forms from the project - Project Office**

Mid-term evaluation report
Project on capacity building of occupational safety and health in
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Việt Nam chapter

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