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List of Acronyms

ENHANCE	Technical Support for Enhancing the National Capacity to Prevent and Reduce Child Labour in Viet Nam
ACE	Against Child Exploitation
ACW	Violations of Child Labour Laws
BWV	Better Work Viet Nam
CL	Child Labour
CLMS	Child Labour Monitoring System
CMEP	Comprehensive Monitoring and Evaluation Plan
CPTPP	Comprehensive and Progressive Agreement for Trans-Pacific Partnership
DBMR	Database Monitoring and Reporting
DOLISA	Department of Labour, War Invalids and Social Affairs
DSA	Daily Subsistence Allowance
DVET	Directorate of Vocational Education Training
DWT	Decent Work Technical Support Team
EQ	Evaluation Question
EU	European Union
EVFTA	Viet Nam - European Union Free Trade Agreement
FGD	Focus Group Discussion
GDPR	General Data Protection Regulation
GE	Gender equality
GSO	General Statistics Office of Viet Nam
GVN	Government of Viet Nam
HCA	Hanoi Cooperative Alliance
HR	Human rights
IL	Intervention Logic
ILLSA	Integrated Legal and Labour Support Activities
ILO	International Labour Organization
ILS	International Labour Standards
KAP	Knowledge, Attitudes, and Practices
MARKDC	The Market Research and Community Development Co., Ltd
M&E	Monitoring & Evaluation
MOET	Ministry of Education and Training
MOLISA	The Ministry of Labour - Invalids and Social Affairs
NAP	National Action Plan
NCLS	National Child Labour Survey
NPA	National Plan of Action
NGO	Non-Governmental Organisation
OSEC	Online Sexual Exploitation of Children
OTC	Outcomes
OTP	Outputs
OSH	Occupational Safety and Health
PPMI	Public Policy and Management Institute

SPSS	Statistical Package for the Social Sciences
TICNA	Technical, Institutional, Capacity Building Need Assessment
ToC	Theory of Change
ToT	Training of Trainers
TPR	Technical Progress Reports
UN	United Nations
UNEG	United Nations Evaluation Group
UNICEF	United Nations International Children's Emergency Fund
USDOL	United States Department of Labour
VASEP	Viet Nam Association of Seafood Exporters and Producers
VCA-VICHEM	Viet Nam Cooperative Alliance
VCCI	Viet Nam Chamber of Commerce and Industry
VET	Vocational Education Training
VGCL	Viet Nam General Confederation of Labour
WFCL	Worst Forms of Child Labour

Executive summary

This evaluation assesses the ILO's technical assistance to Viet Nam in the past decade with a particular focus on the ENHANCE project, which aimed to reduce child labour through strengthening national frameworks, raising awareness, and implementing intervention models in key sectors such as agriculture, fisheries, and textiles. This initiative focused on enhancing the capacity of national institutions and local stakeholders to combat child labour, while providing children at risk with opportunities for education and vocational training. In the long run, the project aimed to create a sustainable environment where child labour would be eradicated through collaboration between local authorities, businesses, and community stakeholders.

The **overall goal of this evaluation** was to promote learning by evaluating the ILO's interventions in preventing and reducing child labour in Viet Nam. More specifically, the evaluation aimed to assess the extent to which ILO interventions have contributed to changes in the child labour situation in Viet Nam, including legal, societal, and individual changes. It also evaluated the achievement of high-level outcomes in the ILO's results framework, identifying both intended and unintended positive or negative effects of the interventions. The evaluation also sought to understand the sustainability of the outcomes and assess the capacity of partners to sustain them after the completion of ILO's assistance. Finally, it aimed to generate lessons learned and good practices that can inform the design and implementation of future child labour-related interventions.

The **evaluation process** involved a comprehensive review of the ILO's interventions from 2015 to the present, designed to assess the effectiveness, impact, and sustainability of these interventions using both qualitative and quantitative methods. The evaluation team conducted a thorough **desk review** of existing reports, surveys, and technical progress documents to collect quantitative data. **Interviews** with key stakeholders, including ILO staff, government officials, and development partners, as well as **focus group discussions** with beneficiaries, provided qualitative insights into the project's outcomes. Both qualitative and quantitative data analysis, along with contribution analysis, were undertaken to synthesize the preliminary evaluation results.

A **theory-based approach** was applied, relying on the reconstructed Theory of Change for the ENHANCE project, and a contribution analysis was conducted to assess how the interventions contributed to the observed changes. **Gender equality and human rights** were key considerations throughout the evaluation, ensuring the inclusion of diverse voices, with data disaggregated by sex and age group where possible.

The evaluation revealed several **lessons learned and good practices**. One key lesson was that the design of training activities at the community level was not always optimal for ensuring the participation of all target audiences, particularly migrants who struggled to attend due to work commitments and the lack of suitable alternatives during COVID-19. Additionally, the short-term necessity of income for various beneficiaries often outweighed the perceived long-term benefits of change, influencing their participation in new economic opportunities. Some families also faced increased economic burdens as they transitioned to new livelihood activities, which were not sufficiently supported by the project. On the other hand, good practices included the popularity and appreciation of training on compliance with Trade Agreement obligations by companies, which served

as crucial enablers for reducing child labour practices. Furthermore, relying on existing structures and budgets at the provincial level was important for enhancing the sustainability and ownership of the project results.

All in all, the ENHANCE project significantly impacted Vietnam's child labour policies, contributing to legal adjustments and integrating child labour concerns into national and regional action plans from 2015 to 2025. The project achieved results through capacity building, awareness raising, and targeted interventions, benefiting national, provincial, and local stakeholders. It strengthened policy frameworks and provided extensive training, creating a discouraging environment for child labour and enabling government action. Community-level efforts raised awareness and addressed poverty, supporting families' economic stability and children's education. The evaluation concluded that the project reduced hazardous child labour in targeted areas and influenced broader reductions across Vietnam. However, challenges included staff turnover, the impact of COVID-19, and the fragility of community-level progress dependent on economic stability. Insufficient gender-disaggregated data limited the assessment of the project's gender sensitivity.

Despite these successes, **challenges** remain, particularly in addressing child labour in informal sectors and reaching migrant children. The sustainability of the project's outcomes is closely tied to continued government support, effective monitoring, and sustained community engagement. To ensure that the progress made by the ENHANCE project continues and is scaled up, several **recommendations** are provided:

- Future projects should continue and increase the use of **trade agreements** as a key tool for encouraging businesses to comply with child labour regulations.
- **Community-level monitoring systems** need to be further developed, with frameworks for local monitoring, training for local staff, and regular updates on child labour cases in communities.
- It is essential for future projects to integrate a stronger **gender focus** into their design and implementation, addressing the specific challenges faced by girls and women in relation to child labour more comprehensively.
- Successful models of intervention, such as the SCREAM methodology and livelihood support programs, should be **scaled to other regions of Viet Nam, particularly underserved areas** where child labour is still prevalent.
- Finally, future interventions should focus on making support programs **more accessible to migrant families**, who face unique challenges in accessing education and vocational training. This can include mobile-based training, flexible formats, and community learning hubs to ensure greater inclusion of vulnerable populations.

Introduction

Despite some progress over the past decade, child labour remains a significant issue in Viet Nam, with far-reaching consequences that affect the physical and psychological well-being of children. The Second National Child Labour Survey reported that out of a total of 1.75 million children, approximately 5.4% of children aged 5-17 were engaged in child labour in 2018, translating to around 1 million child labourers.¹

In response to these challenges, the ILO recognised the urgent need for targeted interventions, prompting the initiation of the **Technical Support for Enhancing the National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) project**². This initiative aims to strengthen national capabilities, foster stakeholder collaboration, and implement strategies to combat child labour in Viet Nam.

Since 2015, the project has aimed to address the prevalence of child labour through three distinct components:

1. *Capacity building component*: increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour.
2. *Awareness raising component*: awareness on child labour, associated hazards and legal prohibition raised among all levels of society.
3. *Direct interventions component*: intervention models for preventing and withdrawing children from child labour in selected locations and sectors available.

The project underwent a mid-term evaluation in 2018 and a final evaluation in 2021. ILO Viet Nam has contracted PPMI Group to conduct a contribution assessment to assess what changes the project has created and facilitated over the past 10 years. The evaluation focuses largely on the impact and sustainability criteria and effectiveness (to understand the causal linkage between outcomes and impact).

This final report presents the main findings for each criterion, as well as the conclusions, recommendations, lessons learned and good practices stemming from the evaluation.

1 ILO. 2018. "Viet Nam National Child Labor Survey 2018". Accessed at: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-hanoi/documents/publication/wcms_764357.pdf.

2 The duration of the project was from 1 January 2015 to 30 June 2024.

1. Programme background

1.1. Child labour in Viet Nam

Child labour remains a significant issue in Viet Nam, with far-reaching consequences that affect the physical and psychological well-being of children. According to UNICEF, child labour can lead to severe harm, including slavery and both sexual and economic exploitation. In nearly all instances, child labour deprives children of education and healthcare, violating their fundamental rights and jeopardising their future³.

Despite Viet Nam's strong commitment⁴ to protect children's rights—evidenced by being the first country in Asia and the second globally to ratify the Convention on the Rights of the Child—child labour persists. The Second National Child Labour Survey reported that out of a total of 1.75 million children, approximately 5.4% of children aged 5-17 were engaged in child labour in 2018, translating to around 1 million child labourers⁵. However, it is important to highlight that Viet Nam has made significant strides in recent years, particularly in enhancing school enrollment rates, which have grown by approximately 4% since 2013.

Despite some progress, the issue remains pressing, particularly within the informal sector. The Second National Child Labour Survey⁶ reports that working children are engaged across three primary economic sectors of the national economy: agriculture (forestry and fisheries), industry (construction), and services. Notably, more than half of these child labourers are involved in hazardous work and do not attend school.

The demographic landscape of child labourers is predominantly rural, with over 84% residing in rural areas and more than 43% engaged in household work. This situation presents significant challenges for law enforcement and intervention efforts. The root causes of child labour are complex and multifaceted, arising from poor socio-economic conditions, limited societal awareness regarding appropriate work for children, insufficient knowledge of national laws, and inadequate capacities of relevant agencies to enforce these laws effectively.

In response to these challenges, the ILO recognised the urgent need for targeted interventions, prompting the initiation of the **Technical Support for Enhancing the National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) project**⁷. This initiative aims to strengthen national capabilities, foster stakeholder collaboration, and implement strategies to combat child labour in Viet Nam.

1.2. Context of the ENHANCE project

1.2.1. Timeline of legal and policy developments on child labour in Vietnam

In the 2015-2024 period, Viet Nam strengthened child protection through a series of legal and policy changes aimed at preventing and eliminating child labour and abuse. The government launched a

³ UNICEF. Child Protection, "Child Labour". Accessed at: <https://www.unicef.org/vietnam/child-labour>.

⁴ Viet Nam ratified the ILO Convention on the Worst Forms of Child Labour, 1999 (No 182), and the ILO Convention on the Minimum Age, 1973 (No 138).

⁵ ILO. 2018. "Viet Nam National Child Labor Survey 2018". Accessed at: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-hanoi/documents/publication/wcms_764357.pdf.

⁶ ILO. 2018. "Viet Nam National Child Labor Survey 2018". Accessed at: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-hanoi/documents/publication/wcms_764357.pdf.

⁷ The duration of the project was from 1 January 2015 to 30 June 2024.

national Child Labour Prevention and Reduction Program, followed by a Law on Children that provided a legal foundation for children's rights and strengthened mechanisms to prevent and respond to child labour. A new Labour Code reaffirmed the minimum working age, introduced stricter regulations for employing minors, and expanded protections for informal workers. Building upon these changes, the government approved a second program on the prevention and reduction of child labour. It focuses on prevention, detection, awareness-raising, and capacity building.

Under Decision No. 2361 dated December 22, 2015, Vietnam launched the programme of Child Protection for the 2016-2020 period. It aimed to eliminate child abuse and support 90% of children in special circumstances to help them integrate into communities and access development opportunities. To achieve these goals, the program conducted communication and education campaigns to enhance the awareness, knowledge, and skills of authorities at all levels, as well as organizations, families, schools, and communities in protecting children. It also supported the capacity of civil servants, public employees, and freelancers involved in child protection. The program sought to improve legal institutions for child and adolescent protection in criminal and civil proceedings and administrative handling, and to develop professional child protection services. It specifically targeted children aged 16 to under 18, especially those in special circumstances, from ethnic minority groups, or living in areas with difficult or extremely difficult socio-economic conditions.⁸

Effective June 1, 2016, Vietnam's Law on Children provides a legal foundation for children's rights in Vietnam and institutionalizes government guidelines in line with the United Nations Convention on the Rights of the Child. It enhances efforts to prevent, control, detect, and handle child abuse by ensuring the right to privacy, the right to live with parents, the right to be adopted, and protection from abuse including violence, sexual harassment, labor exploitation, abandonment, and kidnapping. The law also defines the responsibilities of relevant agencies, particularly local authorities where incidents occur, to enhance prevention and control of child violence and abuse.⁹

On June 7, 2016, Vietnam's Prime Minister issued Decision No. 1023/QĐ-TTg, approving the Program for the prevention and reduction of child labour in the 2016-2020 period and the upcoming Program for the prevention and reduction of child labour for the period 2021 to 2025.¹⁰ The 2016-2020 program focused on preventing and minimizing child labor by raising awareness among authorities, organizations, employers, parents, and children about the risks faced by vulnerable children. It designed tailored communication strategies for different target groups and organize community-based education and counselling campaigns, particularly targeting producers and traders in the informal sector. The government also sought to enhance the capabilities of civil servants and public employees involved in child protection, care, and education and assist employers in traditional craft villages and the informal sector to improve working conditions for children in compliance with the law. The program developed pilot models for support and intervention to reduce child labor by providing life skills and community integration support to young laborers and vulnerable children.

⁸ 'Child Protection Program for 2016-20 Approved', vietnamlawmagazine.vn, accessed 26 November 2024, <https://vietnamlawmagazine.vn/child-protection-program-for-2016-20-approved-5153.html>.

⁹ 'New Child Law Comes into Effect', vietnamlawmagazine.vn, accessed 26 November 2024, <https://vietnamlawmagazine.vn/new-child-law-comes-into-effect-5879.html>.

¹⁰ 'Vietnam: Five-Year Program to Reduce Child Labor', web page, Library of Congress, Washington, D.C. 20540 USA, accessed 26 November 2024, <https://www.loc.gov/item/global-legal-monitor/2016-06-22/vietnam-five-year-program-to-reduce-child-labor/>.

Additionally, the government provided assistance to the children's families to stabilize their livelihoods and increase their income.

In May 2017, the government of Viet Nam issued Decree No. 56/2017/ND-CP for concretizing the Children's Law's implementation. It identified groups in need of protection, including children forced to work in violation of labor laws, those exploited in performances or pornography, coerced into tourist activities and sexual abuse, and those involved with illegal substances. To safeguard these children, the decree established child protection services such as telephone hotlines managed by the Ministry of Labour - Invalids and Social Affairs (MOLISA), mechanisms for receiving and verifying reports of child abuse, and coordination with relevant agencies for intervention. The decree mandated initial harm assessments within 12 hours of receiving a report and allowed urgent interventions like temporarily separating the child from harmful environments in serious cases.¹¹ In addition, in December 2017, government adopted the National Plan of Action (NAP) on the prevention and reduction of child labour (2016-2020) as well as Provincial Action Plans on the Prevention and Reduction of Child Labour adopted in Ho Chi Minh City, Hanoi and An Giang. Similarly, training materials on Entrepreneurship Education for secondary school Education was adopted nationally in December 2017.

To provide an up to date picture of the child labour situation in Viet Nam, and a sound evidence base for policy development and the design of appropriate and effective interventions to prevent and reduce child labour, the Ministry of Labour - Invalids and Social Affairs (MOLISA) in collaboration with the General Statistics Office of Viet Nam (GSO) conducted its second National Child Labour Survey in **2018** with technical and financial assistance from the International Labour Organization (ILO). In addition, in 2018, the Child Hazardous work list was revised and adopted. The first survey had been conducted in 2012, also with the support of the ILO.

In **2019**, Criminal Law was revised in coherence with the international child labour standards. In addition, the government included child labour concerns in local economic development, education, anti-poverty and other relevant social policies and rolled out provincially and nationally. A training manual on child labour fundamentals was also adopted nationally in 2019; as well as a training manual on the design, monitoring and evaluation of action programmes for the prevention and elimination of child labour adopted nationally.

In 2020, a child labor monitoring system (CLMS) was established and piloted in a number of targeted communities. The CLMS guideline has been developed and integrated with the guideline for case management in Decree No. 56 for the implementation of Child Law. In addition, the National Child Labour Survey was conducted and published

In **2021**, the new Labor Code of 2019 became effective. It reaffirms that the minimum working age is 15 years old. For hiring children under 15, stricter regulations were introduced: labor contracts must be signed in the presence of the child's legal representative; employers must obtain a health certificate confirming the child's suitability for the job; and children aged 13 to under 15 are allowed to do only light work as specified by the MOLISA. The code mandates that employers provide health checks at least every six months for employees under 15 to ensure their well-being. It also expands protection

¹¹ 'DECREE Detailing a Number of Articles of the Law on Children', 9 May 2017, <https://vbpl.vn/TW/Pages/vbqpqen-toanvan.aspx?ItemID=11109>.

by including "workers without labor relations," covering those without formal employment contracts, thereby safeguarding children working informally or in family businesses. Additionally, the code introduces stricter penalties by recognizing workplace sexual harassment as grounds for dismissal, enhancing protection against exploitation for young workers.¹²

The Prime Minister through Decision No. 782/QĐ - TTg on 27 May 2021 approved the second Programme on the Prevention and Reduction of Child Labour for the 2021–25 period. Building upon the 2016-2020 program, it focuses on three core aims: preventing and detecting cases of child labour while supporting at-risk children; raising awareness about child labour prevention and reduction; and providing training and capacity building on these issues¹³. According to the programme's objectives, Vietnam aims to reduce the rate of child and minor labourers aged between 5 and 17 to 4.9% by 2025 and to 4.5% by 2030¹⁴.

In 2023, The Viet Nam General Statistics Office (GSO) collected data on working children and child labour for the first time via integrated questions into the regular Labour Force Survey (LFS). The ENHANCE Project team and an ILO specialist provided support to the development and finalisation of the set of questionnaires for the survey. In 2023, the GSO collected LFS data monthly, and the questions relating to working children and child labour have been integrated in the LFS questionnaires.¹⁵

1.2.2. Interventions and their achievements by other development partners

In addition to the ILO's interventions, various other development partners, including international organisations, NGOs, and local government initiatives, have played a role in addressing child labour in Viet Nam over the past decade. These interventions have taken diverse forms, from community-based programmes and advocacy campaigns to educational support and legislative reforms. By complementing the ILO's efforts, these initiatives have contributed to a broader, integrated approach to combat child labour in Viet Nam.

This section reviews several key interventions by other development partners, highlights their achievements, and considers factors that may have influenced the outcomes to provide a comprehensive understanding of the landscape of child labour interventions in Viet Nam:

UNICEF has undertaken comprehensive efforts to combat child labour in Vietnam, focusing on systemic changes, advocacy, and collaboration with key stakeholders. A cornerstone of their work is the strong partnership with MOLISA, local governments, and non-governmental organisations. UNICEF has supported the development and implementation of national programmes, including the **National Programme on Prevention and Elimination of Child Labour for the 2021-25 period**¹⁶, as well as amendments to the labour code. These efforts ensure alignment with international standards. To strengthen the country's child protection systems, UNICEF has engaged in **the training of social**

¹² Tú Nguyễn, 'Summary of All New Points in the Labor Law 2019 in Vietnam', *ASL LAW - Legal Advice on Business in Vietnam, ASEAN & 22 Countries - Vietnam Law Firm - Business Law Firm in ASEAN* (blog), 29 September 2022, <https://aslgate.com/summary-of-all-new-points-in-the-labor-law-2019-in-vietnam/>.

¹³ <https://www.ilo.org/resource/news/viet-nam-launches-second-programme-action-plan-tackle-child-labour>.

¹⁴ Ibid.

¹⁵ Technical Progress Report, April 2024

¹⁶ https://dife.portal.gov.bd/sites/default/files/files/dife.portal.gov.bd/publications/89b99da2_9025_4cdf_9b66_3116bde508fe/2023-02-14-06-08-c0442a5d5c1243326e924babf26c6686.pdf

workers at the national, provincial, and district levels¹⁷, with the aim to equip professionals with the tools needed to address cases of violence, exploitation, and child labour effectively. For instance, based on *Snapshot: UNICEF in Action – 2023*, UNICEF intensified its efforts to combat child labour in Viet Nam by equipping children, teachers, and families with critical knowledge and tools to prevent child exploitation. Over 21,000 teachers and education staff were provided with learning materials to boost students' knowledge of child labour prevention and life skills education with a focus on prevention of abuse, exploitation, online safety, social work and counselling skills¹⁸.

Additionally, **UNICEF-supported sessions on positive parenting**¹⁹, attended by nearly 12,000 parents across 15 provinces, empowered families to create safe environments for young children. These initiatives, bolstered by broader advocacy and communication campaigns, reached nearly 37 million people nationwide, spotlighting the urgent need to end violence and exploitation while fostering awareness of children's rights and well-being. Based on the interview, UNICEF has also played a pivotal role in raising awareness about child labour through campaigns such as **the World Day Against Child Labour**²⁰. In 2020, UNICEF, in collaboration with ILO and MOLISA, conducted a virtual interactive panel discussion in Hanoi. This event highlighted the increased risks of child labour due to the COVID-19 pandemic and emphasised the importance of protecting children during such crises.

Currently, **World Vision Viet Nam** is implementing an ongoing initiative called the **Against Child Exploitation (ACE)** project. The project continues to operate with the goal of reducing child exploitation, including child labour, through community-based interventions, education, legal support, and family reintegration. ACE remains active in high-risk regions across Viet Nam, working to provide sustainable solutions for vulnerable children and advocating for stronger child protection policies. Specifically, three key outcomes are expected following the ACE project implementation, including **improved enforcement of the legal framework and policies** related to the worst forms of child labour (WFCL), including online sexual exploitation of children (OSEC) and violations of child labour laws (ACW); **enhanced assistance services** for victims of WFCL, particularly in terms of rehabilitation and support; and **strengthened partnerships** among stakeholders to accelerate progress in addressing these issues, ensuring a more coordinated and effective response to combat WFCL and OSEC²¹.

The **Blue Dragon Children's Foundation** is an NGO based in Viet Nam that focuses on rescuing children from trafficking, exploitation, and child labour. Founded in 2003, the foundation works directly with vulnerable children, offering emergency support, rehabilitation, education, and vocational training. It also helps reintegrate children into their families and communities. The value of Blue Dragon's work lies in its holistic approach, addressing both the immediate needs of rescued children and the long-term goal of breaking the cycle of poverty and exploitation. Through its outreach and advocacy, Blue Dragon has played a key role in raising awareness and providing direct intervention to combat child labour and trafficking in Viet Nam. For example, according to the Annual Reports²², over the past

¹⁷

https://www.unicef.org/vietnam/media/14611/file?_gl=1*eqz1b0*_ga*MTIzNzI3NTEzOC4xNjk1OTUzNTg5*_ga_ZEPV2PX419*MTcxNjUzODgxOC4yOTQuMS4xNzE2NTQwOTM1LjYwLjAuMA.

¹⁸ Ibid

¹⁹ Ibid

²⁰ <https://www.unodc.org/pdf/vietnam/InternationalDayagainstchildlabour.pdf>

²¹ World Vision. Against Child Exploitation (ACE) Accessed at: <https://wvi.org.vn/special-projects/against-child-exploitation-ace-ene53.html>.

²² Blue Dragon. 2019-2020, 2022-2023, Annual Reports.

decade, organisations have rescued thousands of children from trafficking and child labour, providing them with rehabilitation and education; Blue Dragon has successfully reintegrated children into their families. Through community awareness campaigns, the foundation has reached over 10,000 people, educating them on child trafficking and the importance of education. Blue Dragon has provided legal services for child exploitation to ensure justice. Blue Dragon has also expanded its services into new regions and developed partnerships with local authorities, contributing to developing national child protection policies.

According to the interviewed stakeholders of the ENHANCE project, **many did not engage with any programmes or initiatives outside of the ENHANCE project**. While the National Programme on Prevention and Elimination of Child Labour for the 2021-25 period was a joint effort between ILO and UNICEF, most interviewees (e.g. social partners) confirmed that they did not participate in other child labour-related programmes of other actors. These responses indicate that most achievements listed in this evaluation are attributable to ENHANCE.

1.3. ENHANCE project description

To combat the issue of child labour in Viet Nam, **ILO launched the ENHANCE project**, funded by the **United States Department of Labor**, aiming to contribute to the prevention and reduction of child labour by supporting two National Plans for Action on Child Labour.²³ ENHANCE was designed to establish a **comprehensive and efficient multi-stakeholder response** comprising the following key objectives²⁴:

1. **Capacity building component:** increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour.
2. **Awareness raising component:** awareness on child labour, associated hazards and legal prohibition raised among all levels of society.
3. **Direct interventions component:** intervention models for preventing and withdrawing children from child labour in selected communities and sectors.

The **capacity building** component focuses on enhancing the capabilities of national institutions and stakeholders to effectively identify, monitor, and respond to child labour. This involves strengthening national legislation regarding child labour, particularly concerning hazardous work, and ensuring stakeholders are equipped to implement the National Plan of Action (NPA). Furthermore, this component promotes the development of policies that align with core labour standards, facilitating the integration of child labour standards into Viet Nam's international trade framework.

The **awareness raising** component aims to enhance public understanding of child labour and the associated national laws. Building on prior initiatives, this component seeks to mobilise social attention toward the issue through various communication strategies. These strategies target key audiences, including the general public, national policymakers/decisionmakers, government entities, and social partners, fostering a more informed and engaged society.

²³ The ENHANCE project supported NPAs from 2016-2020 and 2021-2025.

²⁴ ILO. Child Labour, "Technical Support for Enhancing the National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE)". Accessed at: <https://www.ilo.org/projects-and-partnerships/projects/technical-support-enhancing-national-capacity-prevent-and-reduce-child-labour>.

The **direct interventions** component is designed to develop intervention models in urban and rural areas, focusing on sectors with high instances of child labour. These models provide a range of direct services, such as education, vocational training, counselling, and support for family livelihoods. Additionally, this component aims to improve working conditions in targeted industries while raising awareness of child labour laws and occupational safety for youth. It also seeks to enhance livelihoods through value chain developments in sectors such as fisheries, agriculture, and traditional handicrafts, utilising established ILO models. Collaboration with Better Work Viet Nam (BWV)²⁵ in the garment sector further strengthens this component, creating a unified approach for age verification and remediation services for children identified in child labour.

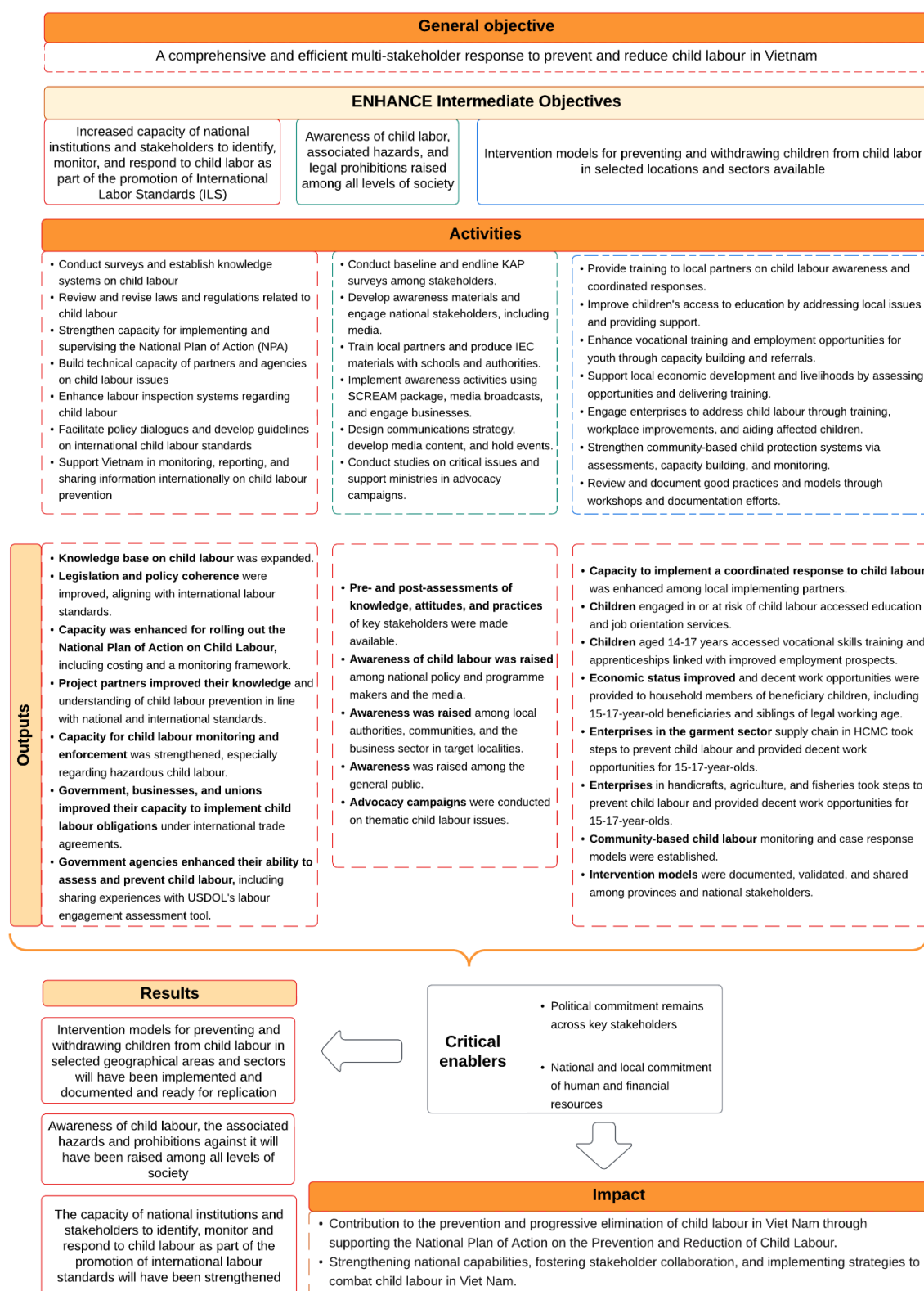
To achieve these project objectives, ENHANCE fosters collaborative efforts with the Ministry of Labour - Invalids and Social Affairs (MOLISA), the Department of Child Affairs, and other stakeholders, including local governments and civil society organisations. The project's scope includes the geographical areas where four priority production sectors are predominant: garments and handicrafts in Ho Chi Minh City, agriculture and fisheries in An Giang province, and handicrafts in Hanoi.

By focusing on capacity building, awareness raising, and implementing direct interventions, the ENHANCE project creates a comprehensive framework for addressing child labour in Viet Nam. This multifaceted approach contributes to strengthening institutional responses and engages communities, ultimately paving the way for a sustainable reduction in child labour.

The project's theory of change, provided below, illustrates how its interconnected components work together to achieve its objectives. It maps out a logical progression from activities to outputs, results, and long-term impact, showing how enhanced institutional capacity, increased stakeholder awareness, and targeted interventions collectively contribute to preventing and withdrawing children from child labour. These strategic actions are supported by critical enablers, such as political will and national resource commitment, which are essential for sustaining progress. The theory of change thus serves as a roadmap linking the project's interventions to systemic and sustainable change in addressing child labour in Viet Nam.

²⁵ Better Work Viet Nam (BWV) is a collaborative initiative between the International Labour Organisation (ILO) and the International Finance Corporation (IFC) aimed at improving labour standards and working conditions in the Vietnamese garment and footwear industries through factory-level assessments, training, and advisory services.

Figure 1. Theory of Change of the project



1.4. Findings of the mid-term evaluations

The previous mid-term evaluations²⁶ of the ENHANCE project highlights essential recommendations aimed at enhancing the effectiveness of efforts to prevent and reduce child labour in Viet Nam.

The first mid-term evaluation emphasises that all **stakeholders must take responsibility** to ensure that direct interventions progress swiftly and effectively. It recommends that ENHANCE provide clear guidance to contractors regarding the targeted audience of outputs, underscoring the importance of addressing the broader implications of research findings for ENHANCE, MOLISA, and the Ministry of Education and Training (MOET). The first mid-term evaluation also stresses the necessity of ongoing discussions to reach a consensus on the **statistical definition of child labour**, which is crucial for initiating the second National Child Labour Survey. Improved information sharing among ENHANCE partners is essential to foster synergy at both central and provincial levels.²⁷

A heightened **focus on gender issues** is advised, including appointing a focal point within the ENHANCE team **to monitor gender indicators** and their relevance to project implementation. The evaluation also recommends prioritising the **needs of migrant children**, especially concerning access to education, and adjusting monitoring systems to ensure their inclusion. Moreover, **piloting a school-to-work transition system** is encouraged, emphasising tailoring vocational training for youth aged 14-17 to address existing labour market gaps. Implementing background checks for local collaborators is necessary to uphold international child protection standards.

Capacity development initiatives should undergo systematic evaluation to ensure that training objectives are met, and workshops yield beneficial outcomes. The timely drafting of the Knowledge, Attitudes, and Practices (KAP) report following fieldwork completion is vital for guiding ongoing awareness raising efforts regarding the negative impacts of child labour.

The second mid-term evaluation outlines the need to **revise and update training and communication materials** to align with the revised Labour Code. It also emphasises the importance of prioritising the piloting of the Child Labour Monitoring System (CLMS) and documenting the results, ensuring clarity around the roles and responsibilities of the local child protection task force in monitoring child labour and developing referral mechanisms.

²⁶ ILO. 2018. MTE Report ENHANCE, Independent Mid-term Evaluation Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE). pp. 68-72; United States Department of Labor. 2021. Final Performance Evaluation, Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (Vietnam ENHANCE). pp.41-42.

²⁷ ILO. 2018. MTE Report ENHANCE, Independent Mid-term Evaluation Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam (ENHANCE). pp. 68-72;

2. Evaluation purpose, scope and clients

The overall purpose of this evaluative assignment was to promote learning by evaluating the contribution of ILO's interventions in preventing and reducing child labour in Viet Nam by generating information and knowledge regarding the sustainable results/longer-term changes that have occurred. The evaluation studied the high-level outcomes in the ILO results framework, explored the extent to which these outcomes were achieved, validated the project's outcome data, and documented changes and identified unintended changes.

It also assessed if the type of intervention and approaches within an intervention may have had more impact and contributed to these changes. This allows ILO and its stakeholders to better understand what long-term or sustainable changes have occurred and also allows for a better understanding of what seems to work better and what can be improved in the future design of similar ILO interventions to ensure sustainability.

The specific objectives include:

1. Assess the extent to which the decade-long ILO interventions have made a difference to the child labour situation and context in Viet Nam, identify changes and link the changes with the outcome-level changes contributed by the project, e.g. in terms of legal changes, perception changes, enabling environment, and changes for individuals who received the support, and made holistic impact on the child labour landscape in Viet Nam.
2. Assess the extent to which the high-level outcomes stated in the ILO results framework were achieved and identify unintended positive and negative effects, directly or indirectly, brought about by the ILO interventions.
3. Assess the sustainability of the outcomes of the key ILO's interventions in preventing and reducing of child labour in Viet Nam as well as the partners' strategy and capacity to sustain them.

The Evaluation covers all interventions that the ILO has been implementing from the start in 2015 until the time of the Evaluation, across all geographical areas where the interventions took place.

3. Methodological approach

We applied a *theory-based approach* to the evaluation, which uses the reconstructed Theory of Change of the overall child labour programming of ILO as a basis. The ToC comprises the outputs under the main three pillars of ILO's interventions, namely 1) Capacity Building; 2) Awareness Raising; and 3) Provincial models of direct support. Additionally, *contribution analysis* assisted the team to determine whether results can be attributed to the ILO interventions (considering the limitations of a non-randomised approach) and which approaches were most effective and impactful.

3.1. Evaluation matrix

The current evaluation focuses predominantly on the outcome (effectiveness), impact, and sustainability dimensions of ILO's efforts to combat child labour. The five evaluation questions listed in the Terms of Reference can be grouped under those three dimensions as follows (the full evaluation matrix is presented in Annex 2):

The **effectiveness dimension** measures the progress made towards the three outcome pillars of the ILO, and whether there is a causal connection between the ILO's interventions and the witnessed results. It answered the following questions:

- What progress has been made towards the three outcome dimensions?
- What factors are perceived to have created or contributed to the observed changes?
- Are there any unintended effects, positive or negative?

The **impact dimension** measures whether the achievements under the three outcome pillars have, jointly, created social, economic, and environmental change for the ultimate beneficiaries (children and families across Viet Nam), beyond those who directly participated in the interventions.

- How, in what way and to what extent have the ILO interventions impacted the lives of beneficiaries?
- What interventions and approaches appear most impactful?
- What are key contextual features for these?

The **sustainability dimension** measures whether the results of the interventions can remain in place without the support of the ILO.

- To what extent have the outcomes been institutionalized and/or are likely to be durable?
- Can they be maintained, or even scaled up, and replicated by partners after major assistance has been completed?
- What factors will influence the continuity of ILO supported interventions?

3.2. Data collection methods

3.2.1. Desk research

The evaluation largely relied on data that has been collected under each of the interventions and programmes included in the evaluation. Therefore, the evaluation commences with a synthesis

analysis of ILO's programme data, which includes both qualitative and quantitative data. As the primary data collection methods for the evaluation are qualitative, the baseline and endline data, and other survey and monitoring data collected by ILO under the project function as main source of quantitative data.

Besides project documentation, the evaluation team reviewed reports and press releases about programmes to combat child labour as implemented by other organisations. Where possible, the team aimed to obtain evaluation reports of those other interventions to establish their contribution to the achievements measured under the current assignment. At the same time, the team mapped all developments in child labour laws, policies, and mechanisms, to document the changes that took place over the past years and identify where ILO's work played a role.

3.2.2. Interviews

The interviews with stakeholders served to identify (perceived) causal links between the interventions, outcomes, and impact, and explore the perceived reinforcement among the interventions. Stakeholders were asked to explain why certain approaches worked better than others, and what external factors supported or hindered the achievement of sustainable impact.

The following stakeholders were identified for the interview programme:

- ILO staff and international organisations
- National stakeholders (MOLISA, ILLSA, labour inspectors, VCCI, VGCL, VCA-VICHEM, VASEP, MARKDC, GSO)
- Provincial partners (DOLISA, HCA, universities)
- NGOs and community organisations

Interviews with ILO staff and development partners were conducted in English, online, by the international experts. Interviews with stakeholders (constituents, partners) were conducted in Vietnamese by the national expert.

The full list of respondents is provided in Annex 4.

3.2.3. Group interviews with beneficiaries

The evaluation organised group interviews in selected regions to gather additional impact-level data on the child labour programmes. The interviews were organised in regions where different interventions took place, to support the comparison of different models and their effectiveness. The interviews covered the regions with the four priority production sectors: garments and handicrafts in Ho Chi Minh City, agriculture and fisheries in An Giang province, and handicrafts in Hanoi. Participants included:

- community members (households) who benefitted from livelihoods interventions
- adults who benefitted from the education interventions when they were still below the age of 18, as they were identified as child labourers or at risk of child labour.

The FGDs were conducted in the local language by the national expert to facilitate the interaction between the respondents and the moderator and to ensure that all questions are formulated appropriately considering the local context. The list of participants is included in Annex 4.

3.3. Analysis and reporting

The evaluation and the analysis of the data collected align with the Intervention Logic and evaluation matrix. The evaluation highlights the most visible trends in the data, and provides conclusions, recommendations and lessons learned, focusing particularly on the "how" and "why" questions. As contribution assessment, the findings are more "high-level" than a traditional project evaluation, by focusing on how the intervention created outcomes and impact over 10 years.

Qualitative data was collected from desk research, interviews and FGDs. Interviews and FGDs were summarised in writing and anonymised. The data from interviews and FGD summaries and documents reviewed will be coded using data collection and coding template in Word (or [Smart Matrix Analyser](#) tool if the volume of the data so requires).

Quantitative data was collected from project monitoring data (baseline and endline data) and was analysed using Excel or, if needed, data analysis tools such as SPSS or STATA and presented in a visual format (e.g. bar charts) and disaggregated where relevant (e.g. by gender, by region).

By applying **contribution analysis**, the evaluation determined the relative effect of ENHANCE interventions in at different levels in Viet Nam, leading to a thorough understanding of why observed results have occurred (or not) and the roles played by the ENHANCE compared to other factors and interventions of other actors. The review of contributions of other actors plays an important role in this analysis.

In the **Final Evaluation Report**, the evaluation team provides an analysis of the contribution story, including which links between the project and the impact are stronger (e.g. more evidence) and which are weaker (e.g. stronger role of other projects). The evaluation report also indicates whether the Theory of Change proved to be correct as hypothesis of change or whether there is a need to adjust it for future interventions.

3.4. Gender and ethical concerns

Promoting and protecting human rights (HR) and gender equality (GE) are key principles to the UN mandates and the UN agencies and are a cross-cutting concern of the ILO in all its endeavours. While conducting the project evaluation, the evaluation team will comply with the United Nations Evaluation Group (UNEG) [Norms and Standards for Evaluation](#), [UNEG Guidelines for Integrating Human Rights and Gender Equality in Evaluations](#) and [UNEG Ethical Guidelines for Evaluation](#). The evaluation team will ensure that ethical, gender equality and human rights principles are duly integrated in all consultations and at all stages of the evaluation process.

The national expert conducted interviews in Vietnamese, ensuring participants can express themselves in their preferred language and that contextual information can be provided to support the interview information. For the FGDs with end beneficiaries, we carefully designed the questionnaires and consulted with the national expert to ensure that the language is sensitive and that potentially harmful topics are avoided (e.g. avoiding judgmental or accusatory comments).

As PPMI is located in the EU, we are committed but also obliged to apply strict **data protection policies aligned with the General Data Protection Regulation (GDPR)**. Sensitive data was stored securely and according to the GDPR. All interviewees were asked for their permission to record the interview and

are provided space to also ask questions to the evaluators about the purpose of the interviews. All recordings and transcripts were stored on PPMI's server, which complies with GDPR standards for data protection. Transcripts were only available and accessible to the identified members of the evaluation team. Once the project was finalised, interview recordings and transcripts were deleted from our local server.

In addition, the evaluation report ensures the anonymity of individual interviewees. The evaluation team avoids disclosing the identities of the interviewed participants. In contrast, the qualitative insights stemming from the interviews were integrated into the primary analysis and triangulated with supplementary insights, project documents, and methodologies for validation.

3.5. Limitations

The evaluation was designed to maximise data collection and analysis within the available scope of time and resources. However, the proposed approach has the following limitation:

- In agreement with the ILO and donor, the assignment was renamed to omit the term "impact evaluation" as this would not be possible to conduct without an RCT or other quasi-experimental design. The evaluation approach was reframed to be a contribution analysis. While extensive data will be collected for this purpose, a contribution analysis is less rigorous in identifying the exact impact of the project within the field of child labour, where other actors are active as well. This was mitigated as much as possible by comparing the project results with those of other projects and by exploring with stakeholders how they perceive the contributions of different projects.

4. Presentation of Findings

This chapter presents the findings of the evaluation in relation to the three evaluation criteria. However, the chapter should be read taking into consideration the overall child labour environment in Vietnam, as elaborated in section 1.2.

4.1. Effectiveness

4.1.1. What progress has been made to the achievement of the project outcomes?

4.1.1.1 *Progress towards increased capacity of national institutions and stakeholders to identify, monitor and respond to child labour.*

The project **achieved visible progress in increasing the capacity of national institutions and stakeholders** to identify, monitor, and respond to child labour (Outcome 1). Analysis shows that **most of the project's outcome and output indicators' targets were met**, looking at the values from 2016-2024. Some **regulatory barriers and the limited scale of some interventions prevented** the ENHANCE project from achieving stronger success. **Progress towards increasing capacity to different degrees was achieved on the national and provincial levels.**

The project made significant efforts to build institutional and legislative frameworks, such as **supporting the National Action Plan and putting effort towards the development of new legislation at the national level.** As presented in the table below, the final targets between 2016 and 2022 were met for almost all indicators of outcomes (OTC) and their relevant outputs (OTP) at the national level. Please note that the baseline values are not available.²⁸ In addition, some indicators miss the gender dimension data as it was not available.²⁹

Table 1. Indicators of Outcome 1 relevant to the achievements at the national level

OUTCOME (OTC) AND THEIR OUTPUT (OTP) INDICATORS UNDER OUTCOME 1	TARGET	RESULT ACHIEVED
OTC: Number of programs or activities that use the information and research generated by the project	4	6
OTP: Report on National Child Labour Survey results available and released	1	1
OTP: Number of occupational safety and health risk assessments for children working in selected sectors available	2	2
OTC: Number of policies and legal documents revised and released by the competent authorities	2	2
OTP: Report available and disseminated on analysis of CL legal framework and policy's internal coherence and compliance with international child labour-related standards	1	3
OTP: Number of draft regulations relevant to child labour submitted to the relevant authorities	2	2
OTP: List of hazardous work for children reviewed and updated	1	1
OTC: Implementation plan of NAP including M&E framework available with the support from project	2	2
OTP: NPA implementers and MOLISA staff trained to implement and supervise implementation of NPA	425	1007

²⁸ Data shared by the ILO; Ministry of Labour – Invalids and Social Affairs. Institute of Labour Science and Social Affairs (June 2020). Report: *Results of the Endline Survey for the Project 'Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (Enhance) (2014 - 2020)'*.

²⁹ Examples include indicators on: Number of child labour cases, including hazardous child labour as defined by the national law, detected and addressed by government agencies

OUTCOME (OTC) AND THEIR OUTPUT (OTP) INDICATORS UNDER OUTCOME 1	TARGET	RESULT ACHIEVED
OTP: Number of technical reports available that inform internationally on prevention and reduction of child labour in Vietnam	3	8
OTC: Number of child labour cases, including hazardous child labour as defined by the national law, detected and addressed by government agencies	30	0
OTP: Report on the consultation with labour enforcement-related institutions available	1	1
OTP: Number of key enforcement actors trained in prevention and protection of CL, identification of CL, hazardous work provisions and detection of violations	75	199

Considering the main outcomes achieved, as specified in the sub-section 1.2.1. above, the key developments since 2016, included Child Law with the inclusion of child labour concerns (adopted in 2016); the Decree 56/2017-ND-CP on guidance for implementation of Children Law (adopted in 2017); while the Child Hazardous Work List was revised and adopted in 2018.

Additionally, an important achievement in 2023 included the integration of child labour components in the national Labour Force Survey. ILO provided technical support to the General Statistics Office on the design of the questionnaires and on obtaining high-quality data. This was accompanied by a multi-day training on analysis and report writing on child labour data.³⁰ Interviewees marked this as an important achievement, considering the high costs associated with child labour surveys. While the integration of child labour questions in the LFS would not give as much depth as a dedicated child labour survey, it does not require many additional resources (the LFS is conducted anyway) and provides at least basic information and comparable trends on the topic.³¹

Several training programs were also adopted on the national level, including a training manual on child labour fundamentals; or training manual on design, monitoring and evaluation of action programmes for the prevention and elimination of child labour adopted nationally in 2019. The MOLISA was a central partner, benefiting from the development of tailored capacity-building frameworks, training materials and tools. These resources were designed to enhance stakeholders' understanding of child labour, improve monitoring capacities, and align provincial and national objectives through the National Action Plan (NPA) on Child Labour (adopted in 2017).

Several achievements supported the capacity building of stakeholders involved at the **provincial level**. The table below shows that most of the project's final targets between 2016 and 2024 were met for nearly all relevant indicators at the provincial level. Please note that the baseline values are not available.³²

Table 2. Indicators of Outcome 1 relevant to the achievements at the province level

INDICATOR OF OUTCOME 1	TARGET	RESULT ACHIEVED
OTC: Number of legal documents, policies, plans, guidelines, procedures, standards, reports and activities (legal review, research, intervention, inspection, supervision and monitoring) on prevention and reduction of child labour	9	13

³⁰ Technical Progress Report, April 2024.

³¹ Interview with ILO staff.

³² Data shared by the ILO; Ministry of Labour – Invalids and Social Affairs. Institute of Labour Science and Social Affairs (June 2020). Report: *Results of the Endline Survey for the Project 'Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (Enhance) (2014 - 2020)'*."

coordinated, issued/ implemented by central or provincial agencies in the project context		
OTC: Percentage of informal enterprises sensitized by the project that sign a Code of Conduct on labour standards obligations	15%	N/A ³³
OTP: Number of enterprises that receive information from project on child labour and international labour standards	60	573
OTP: Number of members of key stakeholder groups trained on CL topics	275	1149

One of the project's achievements is supporting the development of database systems to monitor children at risk of child labour. These systems supported the local authorities in earlier tracking and responding to cases of child labour. However, the pilot of a provincial child labour monitoring system, aimed at creating a replicable model for national implementation, was delayed due to regulatory issues, particularly related to the legal frameworks governing data sharing, personal information protection, and inter-agency coordination. The project also supported the creation of local Committees on Child Labor Issues comprising representatives from labour departments, trade unions, and community stakeholders to address child labour collaboratively. These committees were established to serve as multi-stakeholder platforms coordinating actions, sharing information, and promoting joint solutions. While the committees were formed and trained during the project, systematic capacity assessments and evaluations of their ongoing functionality have not yet been conducted. Assessing their current operational status, roles, and capacities would require dedicated follow-up research in collaboration with local authorities.

Training of Trainers (ToT) programs were crucial in enabling master trainers to disseminate knowledge effectively across provinces. In addition to institutional capacity building, the project collaborated with businesses and trade associations to integrate child labour prevention into supply chains. Training programmes targeted employers and workers, helping them understand the issue and develop codes of conduct.³⁴

Post-COVID-19, training programs adopted hybrid methods, combining online and offline sessions to adapt to changing contexts while maintaining their effectiveness. This increased accessibility and familiarity among stakeholders, strengthening their capacity to identify and address child labour locally. The project also focused on strengthening inspection and community monitoring systems to address child labour. A pilot labour inspection process for informal economic activities was developed and integrated into training materials for labour inspectors.³⁵ The integration of this process contributed to strengthening inspectors' capacity in preventing and reducing child labour, particularly in informal sectors. While quantitative impact data is limited, improvements in inspectors' knowledge and inspection practices have been reported.

Furthermore, ENHANCE supported several assessments and evaluations to provide evidence and recommendations for policy and programme development, including evaluations of the NPA, national surveys on child labour in 2018 and 2023, and sector-specific assessments such as those in fisheries and street work in Ho Chi Minh City. The project also aided the Ministry of Industry in developing toolkits for assessing child labour in informal sectors.

³³ No update for this reporting period

³⁴ Interview with stakeholder

³⁵ Interview with ILO staff

Overall, despite some challenges encountered, most of the targeted outcomes and their outputs under Outcome 1 were met. Such achievements show **that progress was reached towards increased capacity of national institutions and stakeholders** to identify, monitor and respond to child labour.

4.1.1.2 *Progress towards increased awareness on child labour, associated hazards and legal prohibition raised among all levels of society.*

The project demonstrates **achievements in raising awareness and engaging communities to address child labour (Outcome 2)** through training sessions, policy dialogues, and workshops designed to advocate for action among tripartite partners, including government, employers, and workers. The project's multifaceted approach to raising awareness and engaging communities enhanced understanding and preventive practices across different sectors and levels. Awareness raising also faced some challenges, particularly due to the project's pending extension and challenges caused by cultural and economic beliefs about child labour. Despite these challenges, by integrating creative methodologies, building partnerships, and adapting to changing contexts, the **project built a strong foundation for sustainable awareness-raising action against child labour**, demonstrated by the establishment of ongoing partnerships with national stakeholders, the development and dissemination of durable training and communication materials, and the integration of child labour awareness activities into local governance and school-based programmes.

The project's target indicators, considering **awareness-level outcomes (OTC) and their corresponding outputs (OTP)**, were mainly met following the final values between 2016-2024 as presented in the table below. Please note that the baseline values for outputs were not available.³⁶

Table 3. Indicators of Outcome 2

INDICATOR OF OUTCOME 2	BASELINE	TARGET	RESULT ACHIEVED
OTC: Percentage of targeted policy and program makers and media with increased awareness and advocacy action on eliminating child labour	24.5%	40%	38.7%
OTP: Number of policy and programme makers and media staff that complete training organized by the project	0	600	1139
OTP: Number of participants in activities designed to raise awareness on critical issues conducted by MOLISA other partners	0	520	1334
OTC: Percentage of KAP respondents that improve their awareness on CL	17.3%	40%	21.43%
OTP: Number of awareness raising events on CL at target communities and schools conducted	0	182	130
OTP: Number of provincial TV airings and radio broadcasts per targeted province	0	273	5974
OTP: Number of workers' and employers' representatives attending project-supported events or trainings	0	700	2472
OTC: Percentage of surveyed respondents in KAP confirmed that they heard/watched programs on mass media/ newspapers on child labour	50.1%	70%	51.3%
Number of communication campaigns conducted	0	7	15

The only output target that was not fully achieved was the number of awareness-raising events on child labour conducted at target communities and schools. Here, due to pending approval of the project's extension, the Implementation Agreements with the project's provincial DOLISAs have not been signed yet. Therefore, awareness-raising activities at schools and in communities have not been arranged.

Figure 2. Achievements under Outcome 2 based on the comparison between the project's baseline values and 2019-2020.

Some data is available on gender-dimension considering stakeholders involved in the awareness-raising activities. This includes the number of policy and programme makers and media staff that complete training organized by the project (between 2016-2024, 120 men and 145 women completed this training); and the number of participants in activities designed to raise awareness on critical issues conducted by MOLISA other partners (83 men and 53 women completed participated between 2016-2024). However, no gender data was collected on the number of workers' and employers' representatives attending project-supported events or trainings.

On the **national level**, one of the central strategies was the collaboration with the **Vietnam Cooperative Alliance (VCA)**. Through targeted awareness-raising activities, cooperatives and local communities became more informed about the risks and consequences of child labour, fostering collective action to prevent it. However, the VCA did not monitor child labour incidents at the community level, as these activities fell under the purview of local authorities and remained informal. Limited attention from labour inspectors in rural areas exacerbated the issue, leaving child labour in cooperative businesses largely unmonitored.³⁷ Similarly, the **Vietnam Association of Seafood Exporters and Producers (VASEP)** took proactive steps to prevent child labour, including disseminating communication materials, conducting awareness campaigns, and requiring businesses to commit to ethical labour practices.³⁸ VASEP supported enterprises by improving their capacity to assess and enhance internal policies and practices on child labour prevention and the employment of minor workers within their supply chains, introducing a new and valuable approach for the sector. To ensure compliance, VASEP combined awareness activities with capacity-building efforts, such as providing technical guidance, offering practical tools for self-assessment, and facilitating peer learning among enterprises, helping companies translate commitments into concrete actions.

Another key element of the project's approach to awareness raising was **the integration of the SCREAM theatre, and storytelling**, to communicate complex topics in an accessible manner. The ToT sessions were instrumental in the success of the SCREAM initiative. Trainers who participated in these sessions facilitated awareness-raising activities at the community level, particularly in schools, with strong support from the project team and local authorities. During the COVID-19 pandemic, these activities were adapted to online formats.³⁹ **Nationwide campaigns further bolstered awareness-**

³⁷ Interview with a stakeholder

³⁸ Interview with stakeholder

³⁹ Interview with a stakeholder; FGDs with beneficiaries.

raising efforts. These campaigns were complemented by the distribution of ILO-developed materials, including SCREAM resources, to educate a broad range of stakeholders.⁴⁰

Businesses also played a crucial role in raising awareness. Collaborations with employer-employee organisations, such as VCCI, supported the development of codes of conduct to eliminate child labour from supply chains. These efforts encouraged enterprises to take greater responsibility for ensuring ethical practices by adopting codes of conduct, establishing internal monitoring procedures, conducting supplier assessments, and participating in training to improve their capacity to detect and address child labour risks; however, challenges remain in addressing indirect involvement in child labour through international suppliers.⁴¹

In addition, **community-based initiatives** reached the grassroots level. Advocacy campaigns mobilised communities to understand and report child labour cases, strengthening local capacity to respond effectively.⁴² The project also worked to improve **awareness among inspectors, child protection officers, and grassroots facilitators.** Public awareness campaigns reportedly led to improvements in understanding children's rights and the harms of child labour. However, the lack of specific surveys or direct engagement at the grassroots level limited the ability to measure the effectiveness of monitoring systems or the project's overall impact. Academic partnerships, such as those between the School of Law and ENHANCE, did not yet develop concrete intervention models, preventing their replication or expansion.⁴³

Such efforts appear to have overall **increased households' awareness of child labour**, associated hazards and legal prohibition raised among all levels of society. For instance, the Endline report (2014-2020)⁴⁴ marks such a change which is discussed in more detail in the section below on impact. At the same time, **awareness-raising activities faced challenges in changing deeply rooted cultural and economic behaviours.** Many families, especially in agricultural and informal sectors, viewed child labour as a way to contribute to household income rather than recognising its harmful effects. This also extended to local authorities and communities, highlighting the need for sustained, multi-year awareness efforts. Reaching out-of-school children posed another challenge, as they prioritised income generation over participation in awareness-raising activities.⁴⁵ Despite these challenges, the project **shows progress towards increased awareness of child labour**, associated hazards and legal prohibition raised among different levels of society.

4.1.1.3 Progress towards intervention models for preventing and withdrawing children from child labour in selected locations and sectors.

Some progress was achieved towards **intervention models for preventing and withdrawing children from child labour** in selected locations and sectors (**Outcome 3**). The project provided support to vulnerable children and their families, focusing on **direct interventions, livelihood improvement, education, and vocational education training (VET)** to address immediate and long-term challenges.

⁴⁰ Interview with ILO

⁴¹ Interview with a stakeholder

⁴² Interview with a stakeholder

⁴³ Interview with a stakeholder

⁴⁴ Ministry of Labour – Invalids and Social Affairs. Institute of Labour Science and Social Affairs (June 2020). Report: *Results of the Endline Survey for the Project 'Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (Enhance) (2014 - 2020)'*."

⁴⁵ FGDs with beneficiaries

At the same time, children and their families experienced challenges in the involvement of such intervention models, as they were not able to attend training due to caregiving responsibilities or financial restraints.

Considering **direct interventions**, some of the outcomes (OTC) were achieved (see table below)⁴⁶. Exceptions include the number of target districts where a CLM system is available, articulated with DOLISA, the labour inspectorate and the child protection system (none reported); number of targeted enterprises in the garment supply chain that introduce changes to improve OSH and working conditions for minors (not achieved); and the number of targeted enterprises in the handicrafts, agriculture and fisheries industries that introduce changes to improve OSH and working conditions for minors (nearly achieved).

Table 4. Indicators of Outcome 3 relevant to direct interventions

INDICATOR OF OUTCOME 3	TARGET	RESULT ACHIEVED	MALE	FEMALE
OTC: Number of locations where a co-ordinated response mechanism to child labour is implemented as part of the child protection system and the NPA on CL	6	56	N/A	N/A
OTP: Number of staff of key institutions at provincial, district and commune level trained on CL	490	1193	67	120
OTP: Number of districts with action plans to address child labour	12	16	N/A	N/A
OTC: Number of target districts where a CLM system is available, articulated with DOLISA, the labour inspectorate and the child protection system	12	0	N/A	N/A
OTP: Number of target communes where a model on monitoring and reporting on child labour is piloted	9	8	N/A	N/A
OTC: Number of targeted enterprises in the garment supply chain that introduce changes to improve OSH and working conditions for minors	25	7	N/A	N/A
OTP: Number of staff of garment enterprises trained to identify and respond to child labour and provide safe working conditions for minors	105	304	137	167
OTP: Number of children withdrawn or protected from child labour in the garment supply chain that receive remediation support	20	0	0	0
OTC: Number of targeted enterprises in the handicrafts, agriculture and fisheries industries that introduce changes to improve OSH and working conditions for minors	30	29	N/A	N/A
OTP: Number of enterprise staff and workers trained to identify CL, young workers' rights and safe working conditions for minors	110	151	N/A	N/A
OTP: Number of model enterprises with improved OSH and labour practices established	6	10	N/A	N/A
OTP: Number of children withdrawn or protected at workplaces in the handicrafts, agriculture or fisheries sectors that receive remediation support (see above)	50	11	N/A	N/A

⁴⁶ Project's Baseline and Endline data shared by ILO

OTC: Intervention models and good practices are disseminated to key national or provincial stakeholders	4	6	N/A	N/A
OTP: Number of good practices validated through stakeholders' workshops	7	6	N/A	N/A

Despite some of the unmet outcome and output indicators, **direct project interventions** reached over 6,000 children and 2,000 families across Hanoi, An Giang, and Ho Chi Minh City. Based on the data provided in the table above, considering project's outcomes, by early 2022, all 50 Vietnamese provinces and cities finalized child-labor action plans prioritizing policy enforcement, awareness, capacity building, coordinated identification, inspection, and resource mobilization. National guidelines now integrate child-labor monitoring into child-protection systems; staff from ten provinces were trained, and four communes in An Giang will pilot the model. In the garment sector, Better Work and ENHANCE pre-tested advisory tools on child-labor prevention and OSH in four factories and embedded them in regular factory visits. Handicraft, agriculture, and fisheries enterprises received OSH training; a new curriculum, informed by a 2023 agriculture assessment, will launch with 70 Huong Ngai farmers later this year. The project also utilised a database monitoring and reporting (DBMR) system to identify needs, monitor interventions, and evaluate their impact.⁴⁷ However, some beneficiaries experienced challenges hindering their participation. For instance, in eel farming, the interviewees were unable to attend the project's training sessions consistently due to caregiving responsibilities. Some challenges were also experienced particularly among migrant families in Ho Chi Minh City, where daily income reliance limited participation in training and advocacy events.⁴⁸ Migrant families in Ho Chi Minh City benefited from shelter programmes, which facilitated education transitions and vocational opportunities tailored to girls. These interventions successfully increased household incomes and reduced the need for children to contribute to family earnings⁴⁹.

As presented in the table below, livelihood support focused on stabilising household incomes and reducing financial stress on families. In Ho Chi Minh City, the project targeted children of migrant workers, providing shelter, education, and vocational opportunities to address the unique challenges faced by these families. However, the project's target of 15% of target households that have improved their income was not met, only reaching 6.3% of target households in 2020 as presented in the table below.⁵⁰ The interviewed beneficiaries claimed that they gained valuable skills and techniques through training sessions but faced challenges due to insufficient financial support and initial setbacks.⁵¹

INDICATOR OF OUTCOME 3	TARGET	RESULT ACHIEVED	MALE	FEMALE
OTC: Percentage of target households that have improved their income	15	6	N/A	N/A
OTP: Number of households receiving livelihood services	2100	1617	N/A	N/A

⁴⁷ Interview with ILO staff

⁴⁸ FGDs with beneficiaries

⁴⁹ Interviews with stakeholders

⁵⁰ Project's Baseline and Endline data shared by the ILO

⁵¹ FGDs with beneficiaries

OTP: Number of target households' members receiving skills training	1210	1140	235	907
OTP: Number of target households' members receiving entrepreneurial development services to improve their economic activities	890	600	135	465
OTC: Percentage of beneficiary children who receiving the immediate or post COVID-19 supports prevented from returning to or entering into child labour	100%	N/A	N/A	N/A
OTP: Number of children received the immediate/ post COVID-19 support from the project	1500	2421	1125	1296
OTP: Number of households received immediate/ post COVID-19 support from the project	250	0	N/A	N/A

Despite some challenges, **livelihood support interventions** were key to reducing families' economic reliance on child labour. In collaboration with the Hanoi Cooperative Alliance (HCA) and local cooperatives in Hanoi in the period of 2023-2024, the project continuously supported vulnerable families with livelihood model with the aim to reinforce achieved results from the previous phase and replicate/expand successful livelihood assistance to benefit more households/cooperatives in targeted districts. These families have been supported to join in potato cultivation cooperation under coordination of Huong Ngai Agriculture cooperative towards upgrading Huong Ngai potato from OCOP 3 star to OCOP 4 star product with technical support from the project ⁵². By the end of each farming cycle, beneficiary families doubled their income compared to rice cultivation for four potato seasons in a row, enabling them to support their children's education and other needs more sustainably. (Case story [Potatoes and perseverance | International Labour Organization](#)). Additional training and technical support in occupational safety and health (OSH) in agricultural and child labour prevention strengthened community-level sustainability.

Education and VET courses were delivered through partnerships with local institutions like DOLISA and vocational schools. Short-term and long-term VET programmes equipped children aged 13–17 with immediate skills for workforce entry and specialised training for career development. The participants' experiences across various **vocational and academic programmes** highlight diverse opportunities for skill development and personal growth.⁵³

Despite multiple achievements, there were some **challenges in achieving the project's outcome targets for the VET**. As presented in the table below⁵⁴, most of the outcome (OTC) and output (OTP) indicators relevant to education were not met. This includes the outcome of the percentage of beneficiary children who regularly attended any form of education during the past six months (result nearly achieved) and the number of target children 14-17 completing a technical and vocational training program with support from the project, linked to employment support services (only 36 out of 400 reported as achieved).

However, it should be noted that the monitoring activities were limited due to factors, such as the COVID-19 pandemic or pending approval of the project's extension.⁵⁵

⁵² According to decision 148/QĐ-TTG of Prime Minister dated 24 March 2023 promulgate a set of criteria and procedures for evaluating and classifying products of the One Commune One Product Program (OCOP)

⁵³ Interviews with stakeholders

⁵⁴ Project's Baseline and Endline data shared by ILO

⁵⁵ Project's Baseline and Endline data shared by the ILO

Table 6. Indicators of Outcome 3 relevant to education

INDICATOR OF OUTCOME 3	TARGET	RESULT ACHIEVED	MALE	FEMALE
OTC: Percentage of beneficiary children who regularly attended any form of education during the past six (6) months	90%	84%	80%	87%
OTP: Number of children who are in child labour or at risks of engaging in child labour provided with age-appropriate education supports	4570	5327	2650	2708
OTP: Number of children who are in child labour or at risks of engaging in child labour provided with age-appropriate non-education supports	300	544	242	302
OTP: Number of schools per province with “Know about business” curriculum and/or other supports for transition to work implemented	64	32	N/A	N/A
OTC: Number of target children 14-17 completing a technical and vocational training program with support from the project, linked to employment support services	400	36	19	17
OTP: Number of DOLISA staff and Vocational Training Units staff trained per province	200	124	N/A	N/A
OTP: Number of children referred to vocational training courses and receiving fee exemption apprenticeships	730	641	368	263

Addressing the need to improve vocational and educational training and to promote labour market development, the project collaborated with MOLISA’s Directorate of Vocational Education and Training (DVET) in development of Career Counselling Guidelines and a Manual on Training Curriculum Development to meet labour market needs: (i) The **Career Counselling Guidelines** included tools to help children identify their interests and strengths, and provided information on available education and vocational training options; (ii) the **Manual on Training Curriculum Development** offered detailed guidance for developing training materials that align with labour market demands. These efforts aimed to enhance vocational counselling and training services, ensuring they are relevant and effective in facilitating better school-to-work transitions for youth, particularly vulnerable children including child labour.

Overall, despite challenges, the project reached most of its planned outputs and some of the outcomes which show **progress achieved towards creating intervention models of preventing and withdrawing children from child labour** in selected locations and sectors.

4.1.2. What factors are perceived to have created or contributed to the observed changes?

There are **several observed internal and external enablers** that created or contributed to the observed changes in the project’s activities. In addition to the internal and external enablers, the project and its stakeholders also experienced a variety of challenges, such as the COVID-19 pandemic and its effects.

4.1.2.1 Enabling factors

Considering **internal enablers**, the ENHANCE project employed an agile approach to address child

labour, integrating data-driven tools, capacity building, and targeted interventions to ensure effective outcomes. A **critical enabler of the project was the Database Management and Monitoring of Children at Risk (DBMR) system**. By tracking risk factors and ensuring timely interventions, the system enhanced localised effects, particularly in provinces such as Hanoi and Ho Chi Minh City. Its adaptability allowed it to serve as a replicable model for addressing child labour across diverse settings. Other internal enablers are presented in the box below.⁵⁶

The project's success also stemmed from its **strategy that combined research, training, and practical interventions**. For instance, results from the second National Survey on Child Labour informed the National Plan of Action, ensuring evidence-informed planning. Collaboration with the Ministry of Labour - Invalids, and Social Affairs (MOLISA) and other ministries ensured alignment of national programmes with international standards, such as Alliance 8.7. Capacity-building initiatives focused on training local officials at district and commune levels, equipping them with the skills (such as checklists) to address child labour in underregulated and informal sectors.

Direct interventions were designed in collaboration with local authorities, ensuring they were tailored to the specific needs of children and families. This participatory approach enhanced local ownership and increased the relevance and effectiveness of support. For example, the project provided psychological and nutritional support to children during the COVID-19 pandemic, demonstrating flexibility and responsiveness to evolving challenges.

Additionally, the **project worked with industry stakeholders to address child labour in supply chains**. Pilot tools, such as checklists for factories, were developed in collaboration with Better Work and tailored for sectors like fisheries.

Source: interviews with stakeholders and FGDs with beneficiaries.

Considering **external enablers**, the **leadership and commitment of the government and provincial authorities emerged as an external critical factor** in the success of child labour prevention efforts. For instance, MOLISA was active in collaborating with industry representatives, ILO, and other partners to develop government strategies addressing child labour as well as monitoring activities. MOLISA continued to provide strong collaboration with other stakeholders, such as industry organizations, while supporting workshops, training sessions, as well as meetings to address challenges which, for instance, occurred during the COVID-19 pandemic.

In addition, the prioritisation of local initiatives influenced the achievement of the project's outcomes.⁵⁷ **DOLISA played a strong role in the project's success**, contributing to all stages, from design and planning to implementation and evaluation. For example, DOLISA's collaboration enabled the delivery of support to 1,200 children in Ho Chi Minh City, which would not have been possible otherwise.⁵⁸ This involvement not only strengthened local authorities' ownership but also ensured the sustainability of project outcomes.

While there were concrete activities focused on child labour in the context of **trade agreements and obligations**, project Technical Progress Reports indicated that enterprises in Viet Nam are increasingly attentive to requirements to meet international standards and commitments on labour, especially in relation to child labour. The Comprehensive and Progressive Agreement for Trans-Pacific Partnership

⁵⁶ Interview with ILO staff

⁵⁷ Interview with stakeholder

⁵⁸ Interview with ILO staff

(CPTPP) and the Vietnam - European Union Free Trade Agreement (EVFTA) include explicit provisions on the effective elimination of child labour.⁵⁹ The project aimed to enhance capacity of business to comply with trade agreement obligations (output 1.6), but interviews and documentation showed that the importance of such trade agreements was also a crucial factor stimulating the willingness and commitment of the private sector to engage in ENHANCE activities and comply with child labour regulations. For example: “[Garment companies] *showed their interest in the prevention of child labour considering the risk in their supply chains and Vietnamese economic integration through international and bilateral free trade agreements*”.⁶⁰

The project **utilised existing provincial budgets and frameworks to support child labour prevention efforts**, particularly where dedicated funds were unavailable. Provinces redirected resources allocated for children in poverty or difficult circumstances to finance related activities under the programme. By integrating child labour prevention into broader livelihood and support initiatives, the project ensured that families could sustain their children’s education and well-being.⁶¹

A **multi-agency coordination system was established**, led by MOLISA. Coordination extended from the central to grassroots levels, ensuring comprehensive involvement in combating child labour. Initially, cultural sensitivities hindered discussions on child labour, but over time, the issue gained recognition as a critical problem, prompting Vietnam to strengthen its legislative and institutional frameworks. Leadership from experienced project managers and support from the country office in Hanoi further contributed to its success.⁶²

4.1.2.2 *Barriers and hindering factors*

There were some challenges in addressing child labour. For instance, while the project faced some internal challenges such as staff turnover, this occasionally disrupted continuity and required repeated training efforts, temporarily slowing progress. However, these operational challenges did not fundamentally threaten the long-term sustainability of the project’s outcomes, as strong institutional frameworks and embedded capacity-building mechanisms helped ensure continuity beyond individual staff transitions.

External challenges were particularly experienced at the provincial and community levels, **where resource constraints and systemic issues hindered progress**. Provinces often faced limited budgets for child labour-specific programmes, relying on mobilising existing funds for child welfare initiatives.⁶³

Some efforts to implement livelihood support for vulnerable families were also met with resistance. Families in migrant communities or informal sectors often preferred to maintain familiar work patterns rather than adopt alternative livelihoods through training. The short-term necessity of income outweighed the perceived long-term benefits of change, creating barriers to participation in new economic opportunities. Children working in family businesses or at home often fell outside formal inspection systems, making it difficult to identify and intervene. Labour inspectors primarily focused on formal enterprises and could not monitor informal settings effectively.⁶⁴ Similarly, in Ho Chi Minh City, **children of migrant families experienced barriers to formal education due to a lack of**

⁵⁹ Technical Progress Report, October 2021

⁶⁰ Technical Progress Report, October 2018 and interviews with stakeholders

⁶¹ Interview with stakeholder

⁶² Interview with stakeholder

⁶³ Interview with stakeholder

⁶⁴ Interviews with ILO staff

legal documentation. While the project supported community-based shelters and educational transitions, these efforts required additional financial and technical resources. Natural disasters and poverty exacerbated vulnerabilities, pushing children into child labour and out of education systems despite intervention efforts.⁶⁵

Political and logistical challenges further compounded implementation difficulties. Delays in government approvals for project phases and extensions limited engagement with key stakeholders, including provincial DOLISA departments. These delays reduced the project's ability to scale interventions and restricted activities to smaller geographical areas. Resistance from local authorities to engage in child labour interventions, coupled with minimal collaboration between sectors, further limited the project's scope. The DBMR system also faced setbacks due to staff turnover, requiring periodic refresher training to maintain consistency in data management.⁶⁶

Based on the FGDs with beneficiaries, **the impact of COVID-19 on training** varied depending on the timing and circumstances of the individuals involved. Those who began vocational training after the pandemic subsided in late 2021 reported no disruptions. However, for others, the pandemic significantly affected their studies and finances. Parental unemployment during this period created difficulties in affording tuition fees, forcing some to rely on partial financial aid from supporters and to work part-time to cover the remaining costs. Online learning posed challenges due to limited access to proper devices, and the closure of photocopy shops and restrictions on leaving home further hindered studying for subjects like maths, physics, and chemistry.⁶⁷

For students in intermediate programmes, **the shift to online learning disrupted practical internships**, limiting opportunities for hands-on experience. Instead, teachers assigned research projects and reports as alternatives, which helped sustain academic progress but lacked real-world exposure. Despite these challenges, many students adapted by balancing school and work while leveraging available resources to continue their education.⁶⁸

Interviewed members of the beneficiary households noted that the **COVID-19 pandemic disrupted agricultural activities**, particularly mushroom and eel farming. During the pandemic, mushrooms could only be dried due to limited market access, and most were given to neighbours, relatives, and temples, which prevented farmers from recovering costs. Although local cooperatives offered classes on processing mushrooms into vegetarian products, participants were unable to invest in the necessary machinery due to financial constraints and the low market demand during the pandemic. Poor-quality spawns also reduced yields, with lower productivity and shorter harvesting cycles. These challenges, combined with restricted trade during the pandemic, forced some farmers to stop mushroom farming altogether.⁶⁹

4.1.3. Are there any unintended effects, positive or negative?

The project produced several **unintended effects**. On the positive side, the implementation of the DBMR system strengthened **local authorities' capacity** to track vulnerabilities and target interventions. Interviewed officials mentioned that this system enhanced broader child protection

⁶⁵ Interview with ILO staff

⁶⁶ Interviews with stakeholders

⁶⁷ FGD with beneficiaries

⁶⁸ FGD with beneficiaries

⁶⁹ FGD with beneficiaries

efforts beyond the immediate scope of child labour prevention. The training of local officials also enhanced planning and intervention capacities, benefiting broader governance and policy implementation. Additionally, **awareness-raising campaigns** targeting child labour unintentionally improved community understanding of children's rights and education. Similarly, partnerships with organisations like the HCA fostered stronger local networks, which could benefit other socio-economic development initiatives. Livelihood models, such as potato farming and mango juice production, **improved household incomes by providing accessible and locally appropriate income sources, helping families replace the need for children's earnings and thereby reducing reliance on child labour** while increasing resilience to economic shocks, particularly during the COVID-19 pandemic.⁷⁰

However, the project also led to some **negative unintended effects**. Some families experienced increased economic burdens as they transitioned to new livelihood activities, facing upfront costs or disruptions to their income streams.⁷¹ The focus on families willing to participate in training in some cases excluded the most vulnerable groups, such as migrant families and children in the informal sector, who were less able to engage due to financial or logistical barriers. The reliance on project subsidies raised concerns about the sustainability of interventions, as local resources might be insufficient to continue efforts once external support ends.⁷²

4.2. Impact

The impact section describes how achievements in the three dimensions of the project (capacity, awareness, interventions) together contributed to the prevalence of child labour and created a context (economic, social) conducive to the combat of child labour by communities.

4.2.1. Did the ENHANCE project contribute to a decrease in child labour in Vietnam?

Overall, monitoring data collected under ENHANCE demonstrates a decrease in hazardous child labour in the areas targeted by the project.

The statistical evidence from the ENHANCE project Endline Survey⁷³ confirms the general decrease in child labour in the ENHANCE project areas. More specifically, in 2017, 4.07% of children were involved in child labour and 2.81% in hazardous work. By 2019, these figures had decreased to 3.42% and 1.39%, respectively⁷⁴.

The decline in child labour is further supported by the comparative data from the Endline and Baseline Surveys, demonstrating positive shifts in employment conditions for minors aged 15-17⁷⁵. As

⁷⁰ Interview with stakeholders

⁷¹ FGD with beneficiaries

⁷² FGD with beneficiaries

⁷³ The survey was commissioned by the Institute of Labour Science and Social Affairs (ILSSA), Ministry of Labour - Invalids and Social Affairs (MOLISA). Both qualitative and quantitative methods were used for data collection. The quantitative approach included face-to-face household surveys with individuals aged 5–17 years, focusing on their engagement in economic activities, causes, and consequences of child labour. The qualitative component consisted of focus group discussions with children, parents/guardians, local authorities, and employers to gather in-depth perceptions on child labour. A multi-stage sampling technique was applied, with purposive sampling used for selecting survey locations, and random systematic sampling for selecting households within those locations. Qualitative data was gathered through focus group discussions (FGDs) with children, parents, employers, and local authorities, providing deeper insights into perceptions of child labour and related policies. The sample for both surveys was selected using multi-stage sampling, with communes/wards chosen based on high child labour prevalence, poor household income, and other relevant factors. The sampling process was adjusted in Ho Chi Minh City due to the unique geographic and demographic characteristics of the area. The surveys aimed to estimate key child labour indicators with a 95% confidence level, ensuring comparability between the baseline and endline data.

⁷⁴ Ministry of Labour – Invalids and Social Affairs (2021). Results of the Endline Survey for the Project 'Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2014 – 2020)'.

⁷⁵ Ministry of Labour – Invalids and Social Affairs (2021). Results of the Endline Survey for the Project 'Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2014 – 2020)'.

illustrated in the table below, the comparison between the Endline and Baseline Surveys demonstrates a trend towards greater engagement in legally permitted jobs with shorter working hours and reduced hazardous work.

Table 7. Shifts in employment conditions for minors aged 15-17

	NO. OF CHILDREN AND MINORS ENGAGED IN HEAVY, DANGEROUS AND HAZARDOUS WORK	TOTAL NUMBER OF CHILDREN AND MINORS IN THE PROJECT TARGET SITES	% OF CHILDREN AND MINORS ENGAGED IN HEAVY, DANGEROUS AND HAZARDOUS WORK
Endline Survey (2019)			
Urban living area	1,799	122,579	1.47
Rural living area	693	56,176	1.23
Total	2,492	178,755	1.39
Baseline Survey (2017)			
Urban living area	3,303	101,212	3.26
Rural living area	1,086	54,727	1.98
Total	4,389	155,939	2.81

Source: Endline and Baseline Surveys⁷⁶.

To further enhance the vehicle, monitoring data from the ILO supports these trends⁷⁷. For example, the percentage of beneficiary children engaged in child labour decreased from 47.5% in 2016 to 1.05% by 2024, far below the target of 20%. The percentage of children engaged in hazardous child labour also dropped from 3.5% in 2016 to 0.03% in 2024, while the percentage of children regularly attending any form of education improved from 79.6% in 2016 to 84% in 2024⁷⁸. These figures highlight a substantial and positive shift in reducing child labour while significantly improving school attendance.

The feedback from the consultations with stakeholders and beneficiaries and ongoing regulatory changes further confirms the evidence⁷⁹. The interviewees observed a significant decline in the rate of child labour in Viet Nam over the five-year period from 2018 to 2023 – demonstrating the positive impact of coordinated efforts between local authorities and stakeholders. Stakeholders noted that businesses, particularly those involved in exports, have increasingly incorporated child labour prevention into their annual action plans and have shown a greater understanding of and compliance with labour laws⁸⁰. According to the 2023 survey (Labour Force Survey with the child labour module)⁸¹, the proportion of working children among the total child population decreased significantly to 3.5%, down from 9.1% in 2018. The percentage of children engaged in child labour also declined to 1.31%. This reinforces the positive trends identified through the ENHANCE project and highlights continued national efforts to combat child labour.

“Awareness materials from the ENHANCE project significantly impacted businesses, especially export-oriented ones. Many businesses have incorporated child labour prevention measures into

⁷⁶ Ministry of Labour – Invalids and Social Affairs (2021). Results of the Endline Survey for the Project ‘Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam (ENHANCE) (2014 – 2020)’.

⁷⁷ Performance indicator data shared by ILO.

⁷⁸ Performance indicator data shared by ILO.

⁷⁹ Interviews with stakeholders and FGD beneficiaries.

⁸⁰ Interviews with stakeholders.

⁸¹ ‘Summary of key findings working children and child labour in Viet Nam 2023’.

their annual action plans. Businesses gained clearer understanding and compliance with child labour laws, ensuring better operational practices”, shared provincial stakeholders⁸².

4.2.2. How, in what way and to what extent have the ILO interventions impacted the lives of beneficiaries?

The ILO interventions through the ENHANCE project significantly impacted the lives of beneficiaries, particularly in economic outcomes, skill development, and social and educational improvements.

The 2021 ENHANCE evaluation found that the project improved the lives of beneficiaries by strengthening Viet Nam’s capacity to combat child labour⁸³. Key impacts included increased access to education and vocational training for at-risk youth (aged 14-17) and support for children and households transitioning from hazardous work. Awareness campaigns engaged policymakers, communities, and businesses while support for identifying and monitoring at-risk children was provided, in line with the National Child Labour Monitoring system, which mostly included capacity building on the use of the monitoring and data collection tools. Despite successes, challenges remain in addressing child labour in the informal sector, supporting migrant children, and ensuring long-term impact amidst COVID-19 disruptions⁸⁴. The actual roll-out of the CLMS was delayed by COVID-19, but planning for pilots of the CLMS and selection of pilot communities has taken place since (but have not yet implemented).⁸⁵

Economic outcomes and its impact on child labour

The ENHANCE project contributed to increased household income and **improved economic resilience**, as expressed during conversations with the project beneficiaries⁸⁶. Through targeted livelihood support, beneficiaries engaged in activities such as mushroom farming, tailoring, beauty services, potato farming, and mango juice production, reported earning a substantial income, helping to support their families’ financial stability. For instance, one beneficiary highlighted how mushroom farming provided a stable source of income, alleviating financial pressures and supporting their children’s education. Another beneficiary emphasised how the training program equipped them with advanced skills, enabling them to start their own small business, which provided both a steady income and flexible work hours. These improved livelihood opportunities have directly reduced reliance on child labour, as parents can now support their families without sending their children to work⁸⁷. These improved livelihood opportunities also increased household resilience to economic shocks, particularly during the COVID-19 pandemic, further reducing the economic pressures that contribute to child labour.

“Before the training, I had no knowledge of nails and hairstyling. After learning, I mastered basic skills and began earning an income. This inspired me to pursue a year-long course in party makeup, which complements my nail and hairstyling expertise. I’ve operated my salon for nearly a year, enjoying a stable income and flexible work hours⁸⁸,” reported the project beneficiary

⁸² Interviews with stakeholders.

⁸³ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

⁸⁴ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

⁸⁵ Technical Progress Report, October 2024.

⁸⁶ FGD with beneficiaries.

⁸⁷ FGD with beneficiaries.

⁸⁸ FGD with beneficiaries.

from a rural commune who attended VET. By gaining these skills, the beneficiary could secure a livelihood and escape the need for children to contribute to the family income through labour.

“The knowledge and tools provided for my children’s education have significantly reduced our family’s financial burden. I am deeply grateful⁸⁹,” reported the project beneficiary from a rural commune. This additional support has ensured that children can stay in school rather than being pushed into hazardous work, contributing to a positive shift away from child labour.

Skills development and social impacts on child labour

Many beneficiaries successfully applied the skills gained through vocational education to better employment opportunities, including establishing successful small businesses. These better employment opportunities refer to jobs and/or entrepreneurial ventures that provide formal, safer and more stable income sources than child labour. Unlike child labour, which often involves hazardous, low-paid, no legally protected jobs, these opportunities are legally protected, with fair wages monitored under strict regulatory conditions.

The impact of these new skills extends beyond mere income generation. As beneficiaries acquired knowledge in financial management, including how to handle loans and reinvest earnings, they were able to grow their businesses and diversify their income sources. This reduction in financial instability meant that **families no longer relied on child labour to make ends meet, allowing children to stay in school instead of working⁹⁰.**

One beneficiary from the rural commune shared, *“I am very happy to have received support for vocational training. Learning a trade was the right choice, as I now have an income without enduring the hard labour of working in factories like many other people my age. My job is comfortable, and I am not dependent on anyone. The skills I possess are adequate for the demand in my rural area. If I want to expand my career, I will consider additional training later”*. The latter underlies that, compared to child labour, these employment opportunities are safer and provide greater independence, eventually breaking the cycle of exploitation that children often used to face⁹¹.

The vocational training equipped beneficiaries with knowledge they had never had, empowering them to create new opportunities for themselves and their families. The skills learned in agriculture and financial management allowed them to break free from old limitations and build a more secure future. For example, a participant with no previous knowledge of livestock farming could essential skills such as caring for pigs, cleaning barns, administering medication, and managing breeding. This individual shared that these new competencies led to increased income generation and greater family financial stability – *“Before the project, I didn’t know anything about livestock farming. Now, I’ve gained knowledge and experience, and I no longer need to work as a labourer. I can focus on farming and my new business ventures⁹².”*

One participant shared how they initially had no experience with farming and worked as a labourer. However, through training, they learned how to care for pigs, including cleaning barns, administering medication during seasonal changes, and ensuring proper barn hygiene. The training also taught them how to prepare for cold weather, manage the health of their livestock, and handle breeding challenges independently. Additionally, they gained valuable knowledge in financial

⁸⁹ FGD with beneficiaries.

⁹⁰ FGD with beneficiaries.

⁹¹ FGD with beneficiaries.

⁹² FGD with beneficiaries.

management, learning how to manage loans, reinvest, and effectively use capital to grow their business. The impact of this training extended beyond farming itself. With the knowledge gained, this participant could diversify into other areas, like brewing alcohol, by applying their understanding of fermentation processes and different types of yeast. This new skill set enabled them to expand their income-generating activities and improve their financial stability. Eventually, the training had a profound impact on their family—**they were able to support their children’s education and ensure that both of their children completed high school.**

Socially, the project supported educational outcomes by alleviating financial burdens on families, which allowed children to focus on their studies.

“Before joining the project, my children had to work more to support the family. While I worked as a labourer, they stayed home to brew alcohol. After receiving project support, they still help, but to a lesser extent, as I am now at home. This has allowed them more time to focus on their studies”, reported beneficiary⁹³.

Challenges and COVID-19 impact

Despite the project's achievements mentioned under effectiveness, various factors hindered the transformation of results to impact.

For example, some beneficiaries faced financial losses due to poor-quality inputs or market disruptions due to the COVID-19 pandemic – hindering their ability to sell their products. Beneficiaries in vocational institutions could not access learning during the pandemic due to a lack of computers and the necessary equipment for distance learning. In terms of skill development, while many beneficiaries acquired skills, the applicability of the skills was mixed – some struggled to translate their training into practical, sustainable livelihoods⁹⁴.

Given the global rise in child labour, as reported by UNICEF⁹⁵, where the number of children in child labour has risen to 160 million, with millions more at risk due to the economic disruptions of COVID-19, it is reasonable to assume that similar trends might have been observed in Viet Nam. The pandemic has intensified economic hardships, forcing some families to rely more on their children for income, potentially contributing to increased child labour. In response, Viet Nam has launched the second National Programme on the Prevention and Reduction of Child Labour for 2021–2025, aiming to accelerate efforts to combat child labour through prevention, detection, and support measures.

4.2.3. What interventions and approaches appear most impactful?

Various outcome dimensions and interventions have collectively contributed to the project's overall impact, influencing policy and practice across Viet Nam. The 2021 evaluation of ENHANCE⁹⁶ found that the most impactful interventions highlighted by stakeholders included support for the 2018 National Child Labour Survey, revisions to the 2019 Labor Code, and the development of management

⁹³ FGD with beneficiaries.

⁹⁴ FGD with beneficiaries.

⁹⁵ UNICEF (2021). Child labour rises to 160 million – first increase in two decades. The International Labour Organization and UNICEF warn 9 million additional children at risk as a result of COVID-19 pandemic.

⁹⁶ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

guidelines, training methodologies, and communication materials. These efforts were widely adopted by MOLISA and used in both project and non-project provinces under the NPA 2016-2020.

The **National Child Labour Survey** is one of the most impactful interventions. By providing data on the scope of child labour across Viet Nam, disaggregated by key demographics such as age, gender, and sector, the survey directly impacted the formation of Viet Nam's **National Plan of Action (NPA) for 2021-2025** and the design of targeted interventions. The latter contributed to reducing child labour in the country by offering valuable insights into its prevalence and the specific characteristics of child labour in sectors such as agriculture and fisheries, thereby enabling stakeholders to target their efforts more effectively on the areas where child labour is most widespread. The National Child Labour Survey influenced policy reforms and strategic planning to address child labour in urban and rural areas by offering evidence-based insights.

Revising the Labour Code in 2019—extending legal protections to the informal sector—is another cornerstone of ILO' and ENHANCE's impact. The reform's impact was far-reaching, setting new standards for child protection in employment, especially in sectors like agriculture and fisheries where child labour is most prevalent. During the interviews for the current evaluation, national stakeholders also noted the project's role in developing the Labour Code and technical guidelines, which enabled stronger enforcement and compliance across sectors⁹⁷. ENHANCE especially supports the integration of child labour prevention measures into broader national frameworks, such as the NPA. National stakeholders shared examples of cooperatives implementing child labour-free policies, some even incorporating these commitments into branding and supplier agreements. Training sessions for businesses in key sectors, such as textiles and fisheries, further improved compliance with labour laws and encouraged the integration of child labour prevention measures into company policies.

A notable example is the Sunfood Da Lat Cooperative, which committed to a child labour-free policy. This decision was prominently featured on its product packaging and became a key element of its brand when exporting fruits and vegetables to South Korea. This pledge highlights how the cooperative's adoption of ethical standards led to tangible changes in business practices, promoting child labour-free policies in the local cooperative sector. This demonstrates the potential for scaling such initiatives to create broader systemic change⁹⁸.

Capacity building and training interventions stood out as rather transformative as well. During interviews, stakeholders especially highlighted the impact of the training programs for child protection officers, which enhanced the ability to identify, monitor, and intervene in cases of child labour⁹⁹. As mentioned by interviewed stakeholders, especially impactful has been considered a **six-step intervention process** linked to the local child protection system, which is considered necessary and clear, especially for local child protection teams coordinating community-level actions¹⁰⁰. Vocational training, such as the “**Know About Business**” curriculum, was also important in equipping beneficiaries with entrepreneurial skills and enhancing economic resilience among at-risk youth. Particularly impactful was the implementation of the “Business Knowledge” program and career orientation initiatives, according to the stakeholders involved in VET¹⁰¹. Upon participating in the programs, students clearly understood concepts related to entrepreneurship, business, and the value of money

⁹⁷ Interviews with the national stakeholders.

⁹⁸ Interviews with the national stakeholders.

⁹⁹ Interview with stakeholders.

¹⁰⁰ Interview with stakeholders.

¹⁰¹ Interview with stakeholders.

in both life and commerce – equipping them with practical knowledge, getting hands-on experience and shaping their career aspirations.

Under the “**Know About Business**”, the business knowledge program and career orientation initiatives “had a particularly impactful role in reducing child labour by empowering at-risk youth to envision a future beyond exploitation. After participating in these programs, the students gained practical skills and a clearer understanding of entrepreneurship, business, and the value of money in both personal life and commerce. This shift in awareness is a key component in addressing child labour, as it enables young people to see legitimate, sustainable economic opportunities as an alternative to working in exploitative or hazardous conditions. Through the program’s business games, students have developed a basic understanding of entrepreneurship, including selecting suitable careers, aligning with local market needs, planning, and anticipating challenges. By equipping youth with a basic understanding of entrepreneurship, they began to identify specific professions they were interested in pursuing, thus shaping their future career aspirations¹⁰². Ultimately, these vocational and career-oriented programs go beyond just teaching skills. They change the trajectory of young people’s lives, providing them with practical knowledge to pursue a future where child labour is not necessary. This transformation is a powerful tool in reducing child labour, as it tackles the issue not just from a legal or enforcement perspective but by fundamentally reshaping the economic realities and aspirations of youth in at-risk communities.

Lastly, ENHANCE’s **education and livelihood interventions** have had a direct impact on reducing the risk of child labour by addressing the underlying socio-economic vulnerabilities of children and their families. By providing **education services** to over 4,800 children, the project helped ensure that these children remained in school, which directly reduced their likelihood of entering the workforce prematurely¹⁰³. The project’s focus on **vocational training and internships** for 500 youth directly addressed the economic drivers of child labour¹⁰⁴. Equipping these young individuals with marketable skills enables them to secure legitimate employment opportunities. This intervention is particularly impactful as it provides a pathway out of poverty, reducing the economic pressures that often push families to rely on child labour for survival.

Despite the success of the above-mentioned interventions and approaches, the 2021 evaluation of ENHANCE¹⁰⁵ highlighted enduring challenges, such as limited detection of children in child labour by inspectors and gaps in community-level communication to connect vulnerable groups with support services, as well as difficulties in reaching migrant households and the pandemic preventing these models from fully achieving their objectives.

4.3. Sustainability

4.3.1. To what extent have the outcomes been institutionalised and/or are likely to be durable?

¹⁰² Interview with stakeholders.

¹⁰³ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

¹⁰⁴ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

¹⁰⁵ IMPAQ International (2021) Final Performance Evaluations: *Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

The key foundation for project sustainability lies in the extent to which the results are integrated in policy and legal frameworks, but also whether actions are integrated in budget lines, are mainstreamed across other policies and have overall become part of the regular work of stakeholders.

The effectiveness and impact of the ENHANCE project is expected to sustain through the policy foundation and partnerships created by the project, although commitment of partners may depend on their leadership and priorities.

The 2021 evaluation of ENHANCE found that sustainability is ensured through the integration of ILS and child protection in the NPA, in labour laws and other policies, and through the increased stakeholder capacity to monitor child labour and enforce laws, particularly among labour inspectorates and employers.¹⁰⁶

Interviews conducted for the current evaluation found confidence among stakeholders to maintain and take forward the results of ENHANCE. Particularly in case of monitoring child labour, various national level stakeholders noted that there is a sufficient **policy foundation** (legal mandates, established processes and methodologies, allocated budget) for stakeholders to continue monitoring the occurrence of child labour.¹⁰⁷

A crucial result of ENHANCE to facilitate sustainability is the integration of the child labour survey in national law and budgets. As a stakeholder explained: *“Because it has been included in the law, we receive funding from the state budget and can request the state to allocate funds to carry out information collection activities.”*¹⁰⁸ Therefore, the activity does not rely on outside funding, but has become part of the government’s budget.

Additionally, a provincial-level stakeholder noted that annual implementation plans for the Action Programme of Children require stakeholders in diverse sectors to take action accordingly: *“for instance, the education sector has the responsibility to address the issue of children at risk of dropping out”*.¹⁰⁹

Similarly, stakeholders mostly confirmed that they expect **partnerships** created under ENHANCE to sustain. ILO staff and stakeholders noted in this regard that it is the willingness to combat child labour, visible among stakeholders, that will form the basis for continued collaboration.¹¹⁰

In January 2024, four ministries (MOLISA, the Ministry of Agriculture and Rural Development, the Ministry of Education and Training, and the Ministry of Public Security) and three organizations (Vietnam General Confederation of Labor, Vietnam Cooperative Alliance, and Vietnam Chamber of Commerce and Industry) signed a coordination regulation for reducing and preventing child labor from 2024 to 2025, with a vision to 2030. This regulation mandates sharing communication products, instructional materials, and capacity-building resources among the ministries and organizations involved to enhance awareness and responsibility on child labor prevention and reduction.¹¹¹

¹⁰⁶ IMPAQ International (2021) Final Performance Evaluations: *Technical support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

¹⁰⁷ Interviews with stakeholders

¹⁰⁸ Interview with a stakeholder

¹⁰⁹ Interview with a stakeholder

¹¹⁰ Interviews with stakeholders

¹¹¹ Interviews with stakeholders

Province-level stakeholders also expected that partnerships at their level would continue after the ending of ENHANCE.¹¹² One stakeholder noted that there are dedicated activities (e.g. training sessions) during which provincial stakeholders come together and collaborate on the fight against child labour.¹¹³

However, several stakeholders noted that the sustainability of results, particularly partnerships, depends highly on the leadership of the involved organisations and their commitment to the cause (which affects budgets and priorities).¹¹⁴ For example, *“after ENHANCE ends, the continuation of activities depends largely on the attention and efforts of the competent state agencies, specifically the Ministry of Labour - Invalids, and Social Affairs”*.¹¹⁵

In this regard, one stakeholder noted that local partners (particularly cooperatives) should create written commitments and policies to ensure their continued effort to combat child labour in the future.¹¹⁶ Similarly, another stakeholder noted that the project did not require such commitments (e.g. after training) and relied on the more voluntary application of the training content.¹¹⁷

4.3.2. Can the results be scaled up, and/or replicated by partners after major assistance has been completed?

This section explores whether the results can not only be maintained but replicated in non-project zones or scaled up in terms of geographic or thematic scope.

The project has made important steps to ensure that activities and results are integrated into the existing work of stakeholders. However, gaps in resources prevent stakeholders from continuing certain activities to the same extent.

The 2021 evaluation found several examples of potential replication, for example by mainstreaming the project interventions in stakeholders' existing training programmes, allowing for replication without additional effort by the stakeholder. The evaluation also noted the desire of the government to scale up training activities with its own resources, though without evidence that this took place.¹¹⁸ Interviewed ILO staff confirmed that *“all documented intervention models were handed over to MOLISA for replication and integration into the National Action Plan, ensuring scalability and sustainability”*.¹¹⁹

The opportunity for replication and upscaling of the ENHANCE results is mostly visible in relation to awareness-raising and capacity-building. Social partners noted that the ENHANCE project activities were aligned with activities already implemented by them. Therefore, as noted by one stakeholder, *“we can integrate communication messages and training on child labor awareness without incurring additional costs”*. This ensures that the ENHANCE awareness-raising and capacity-building activities

¹¹² Interviews with stakeholders

¹¹³ Interview with a stakeholder

¹¹⁴ Interviews with stakeholders

¹¹⁵ Interview with a stakeholder

¹¹⁶ Interview with a stakeholder

¹¹⁷ Interview with a stakeholder

¹¹⁸ IMPAQ International (2021) Final Performance Evaluations: *Technical support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

¹¹⁹ Interview with ILO staff

would be continued and replicated.¹²⁰ One stakeholder noted that ENHANCE increased the quantity and quality of activities, which they could not maintain at the same level without additional funding and staff: “We can replicate communication materials, but expanding training requires support due to a lack of core trainers”.¹²¹

As the Ministry of Labour, Invalids and Social Affairs is expected to introduce new standards for law schools, requiring teaching on human rights (including child labour), the work of educators on the topic will be sustained and upscaled systematically across the country. Therefore, even without ENHANCE, teaching activities initiated under ENHANCE would be sustained and expanded.¹²²

A provincial official noted that the content of the ENHANCE trainings can (and will) also be applied to other target groups and other issues related to child protection through their ongoing work. In this regard, they expect that the impact of the training may be broader than only children at risk of child labour.¹²³

4.3.3. What factors can hinder the continuity of ILO supported interventions?

As mentioned in 4.4.1., the presence of regulations and laws supporting the monitoring and combatting of child labour are an important foundation for sustainability. This regards not only national laws, but also trade agreements such as those with the EU. One stakeholder noted that businesses (particularly in the seafood sector) strictly follow the child labour regulations to avoid losing business opportunities with the EU.¹²⁴ Trade agreements are more commonly identified as factor supporting ILO projects on forced and child labour.¹²⁵

The 2021 evaluation also noted various **challenges hindering sustainability**, particularly as related to enforcement and stakeholder resources. This affects particularly the sustainability at community-level.¹²⁶ These factors were confirmed by the current evaluation: One stakeholder noted that they still need to rely on ILO support to implement community-level monitoring systems.¹²⁷ Another stakeholder confirmed that the capacity to detect cases of child labour early within communities remains limited.¹²⁸

Several stakeholders provided examples of activities that, without ENHANCE or other support, would likely be reduced or discontinued. This includes, for example, research activities of universities that depend on dedicated funding for research.¹²⁹ A national-level stakeholder also confirmed that, while the current work on monitoring can be maintained, additional support would be needed to improve and further develop the current efforts.¹³⁰ At the province-level, a stakeholder warned that the budget for child protection is too low to maintain the effort of ENHANCE.¹³¹

¹²⁰ Interviews with stakeholders

¹²¹ Interview with a stakeholder

¹²² Interview with a stakeholder

¹²³ Interview with a stakeholder.

¹²⁴ Interview with a stakeholder

¹²⁵ E.g. the evaluation of the ACCEL Africa project and the 8.7. Accelerator Lab (2024).

¹²⁶ IMPAQ International (2021) Final Performance Evaluations: *Technical support for Enhancing National Capacity to Prevent and Reduce Child Labour in Vietnam*.

¹²⁷ Interview with a stakeholder

¹²⁸ Interview with a stakeholder

¹²⁹ Interview with a stakeholder

¹³⁰ Interview with a stakeholder

¹³¹ Interview with a stakeholder

The following issues regarding resources were presented by beneficiaries, with regards to the sustainability of education and training interventions.

Across all interventions, financial challenges emerged as a common barrier. Some participants relied on partial tuition support, worked part-time jobs, or deferred studies to save money. For example, one beneficiary child took a year-long break to support family responsibilities after the passing of a grandparent, but the teacher allowed flexible scheduling to continue training. Limited access to transportation and insufficient funds for essential equipment, such as a sewing machine for practice, further compounded these challenges, though group collaboration and resource pooling helped alleviate some of the financial burden for academic requirements.

Another individual had to take a year off after high school to save for university. Educational gaps from attending a Continuing Education school created initial struggles at university, particularly in adjusting to the pace of study. Tuition support under Decree 116 provided some relief, but high costs for school supplies and learning products remained a significant barrier.

The pandemic also disrupted training, forcing students to adapt to online learning and resource constraints. Despite these obstacles, participants demonstrated resilience and a strong commitment to leveraging their training for improved career prospects. Participants also highlighted the importance of ongoing skill development, hands-on practice, and the need for more advanced content in their fields to enhance employability and meet industry demands.

Source: interviews with beneficiary children and ILO staff

One stakeholder noted that Viet Nam will, in the near future, undergo structural reforms, including the streamlining of public sector personnel. The reforms may therefore also affect the staffing and management of the agencies and departments involved in combatting child labour. However, insufficient information on the reforms is currently available to assess if and how the reforms will impact the results and sustainability of ENHANCE.¹³² Several stakeholders perceived staff changes/turnover and reduced personnel as potential barrier to sustainability and impact in the future.¹³³

Lastly, ILO staff and stakeholders noted that reductions of child labour can be undone in case of natural or human disasters which increase poverty levels and subsequently the reliance on child labour (e.g. as demonstrated worldwide during COVID-19).¹³⁴

¹³² Interview with a stakeholder

¹³³ Interviews with stakeholders

¹³⁴ Interviews with ILO staff and stakeholders

5. Conclusions

Over the period 2015-2025, **the ENHANCE project has contributed significantly to the policy landscape of Vietnam in relation to child labour.** The project contributed to several adjustments of laws on child protection, hazardous work, and criminality related to child labour. At the same time, the project supported the integration of child labour concerns in various national and regional action plans across social policies, most importantly to the National Plan of Action on the prevention and reduction of child labour.

Through the concrete achievements made across its three pillars of capacity building, awareness raising, and targeted interventions, the project created results at national, provincial, and local levels for a wide range of stakeholders – including the national and provincial governments, social partners, businesses, NGOs, households, and children.

For national/provincial stakeholders, the most prevalent results were derived from the combination of strengthened policy and monitoring frameworks, combined with extensive capacity building for stakeholders (such as inspectors, but also businesses) on the implementation of the new laws and tools on the ground. From this perspective, the project created a discouraging environment for employers to utilise child labour (supported also by trade agreements, for example with the EU) and created an enabling environment for the government to combat child labour. **An important enabling factor for these achievements is the commitment and interest of the government and social partners in combatting child labour.**

From the bottom-up, the project contributed simultaneously to enhanced awareness on the risks of hazardous child labour and to the mitigation of the key root cause of child labour: poverty. In this regard, the project enabled families newly made aware of these risks to reduce their reliance on child labour, as the project supported their economic stability and ability to increase income. At the same time, the project supported children affected by/at risk of child labour to engage in educational activities that reduced their engagement in child labour and increased their ability to generate income in the future.

Based on quantitative and qualitative data, the evaluation concludes that **the ENHANCE project contributed to a reduction of (hazardous forms of) child labour** in the areas targeted by the project. Achievements at national level are perceived to have contributed to a reduction of child labour across Vietnam more broadly, particularly through the changed behaviour and practices of businesses (mostly export companies).

However, the quantitative data collected by the project did not always allow disaggregation of progress by **gender**. Therefore, insufficient data is available on whether the project was sufficiently gender sensitive. Specific activities on gender equality were held, but no data was recorded by the project on the achievements of such activities (as also noted in previous evaluations).

Over the 10-year implementation period, **the project faced various barriers** to its implementation and to the achievement of longer-term impact. A common barrier to impact of capacity building and awareness-raising was the turnover of staff in stakeholder organisations. COVID-19 posed barriers to both the implementation of activities and to the impact of the project on child labour reduction.

Moreover, the project created economic stability for beneficiaries, but the COVID-19 pandemic (and other disasters) has proven that child labour can quickly rise again if livelihoods are affected, and poverty levels increase again. Therefore, the sustainability of community-level progress is fragile and dependent on overall economic stability and development of the country.

6. Recommendations

Recommendation 1: Continue and increase the use of trade agreement obligations to enhance companies' compliance with child labour legislation

This evaluation, but also evaluations of other child labour projects of ILO, have found that the threat of losing favourable trade agreements is a crucial factor stimulating compliance with child (and forced) labour laws. The ENHANCE project has included a specific output on training companies to comply with trade obligations, and the evaluation found that the importance of maintaining trade agreements is a key reason why companies participated in project activities.

In the future, child labour-related projects in Viet Nam should continue and even more actively leverage the value of trade agreements for companies as entry point and motivator for participation in project activities and compliance with legislation.

Additional activities could include:

- *Nation-wide awareness campaigns* (e.g. supported by social partners) on trade agreement obligations and the consequences of losing favourable/free trade agreements if child labour is detected
- *Continued trainings for companies across Viet Nam*, covering sectors involved in trade agreements with child labour obligations (i.e. further upscaling the work done under Output 1.6. of ENHANCE).
- *Collaboration with EU, US, and other key trade partners* on joint activities and monitoring to support compliance with ILO labour standards and trade obligations, and to stimulate more trade partners to include child labour in trade agreement obligations.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO Viet Nam, social partners, donors	Medium	Immediately in future projects	Medium

Recommendation 2: Strengthen community-level monitoring

One of the key achievements in the project was the establishment of monitoring systems, such as the establishment of Monitoring & Evaluation (M&E) frameworks on the national level and a database monitoring and reporting (DBMR) system on provincial level. These national and provincial-level monitoring efforts helped stakeholders to identify needs, monitor interventions, and evaluate their impact relevant to child labour. However, **community-level monitoring systems on child labour should be further strengthened**. The challenges that the community-level monitoring systems usually face include the lack of attention to them as well as their limited supervision; no community-level systems established overall; and limited efficiency to community-level monitoring during COVID-19 due to the travel restrictions and limited communication, among other issues.

Therefore, **community-level monitoring should be established and strengthened**, while addressing the most recurrent issues. Most of the best practices noted by the interviewed stakeholders relied on

the management of local-level collaborators who can facilitate such monitoring activities on the community level. Some **examples of action steps** are listed below:

- Where not yet available, design a specific monitoring framework for the community-level monitoring activities that correspond to the national Monitoring & Evaluation (M&E) frameworks as well as local needs;
- Where not yet available, establish and ensure effective support of local-level collaborators that can facilitate the community-level monitoring activities.
- Provide standardised training on the monitoring activities to local networks as well as a dedicated supervisor who oversees the local collaborators and their monitoring activities. Also, maintaining the regularity of training to avoid fading knowledge and ensure the effective communication of latest updates in the local monitoring framework.
- Dedicate a responsible staff member from local or district authorities who collects, stores, and updates community-based monitoring data, while working with local collaborators and networks. If possible, dedicated management software could be used.
- Monitor the situation of mobile children and immigrant children on the community level.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO Viet Nam, community-level partners, donors	High	Immediately in future projects, not to lose momentum of ENHANCE	Medium

Recommendation 3: Improve gender mainstreaming throughout the project cycle

Gender mainstreaming refers to the consideration of gender needs throughout the project cycle, and goes beyond the mere inclusion of women and girls in project activities and disaggregating monitoring data by gender.

ENHANCE project data does not provide sufficient insight into whether the project's effectiveness and impact were achieved equally for men and women, boys and girls, and different ethnic groups, and – if not – the monitoring data does not allow ILO staff or evaluators to determine why certain activities were less/not effective for women.

Future projects should enhance gender mainstreaming through:

- Conducting a thorough assessment of the needs of women and girls, and their specific challenges faced, in the context of child labour.
- Integrate those identified needs in the project design: its overall objectives, outcomes, and specific activities. Consider how specific activities need to be designed in order to be gender sensitive.
- Regularly interact with female stakeholders and beneficiaries during the implementation of activities (e.g. through pilots). Gather their feedback on the relevance and effectiveness of activities for women in particular and ensure space for the adjustment of activities based on their feedback.

- Ensure that monitoring and evaluation is done in a gender-sensitive manner: Allow M&E data to provide insights into satisfaction of men and women with activities, to disaggregate outcome-level achievements by gender, and to provide (qualitative) data allowing the interpretation of gaps between achievements for men and women.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO Viet Nam staff of future projects, M&E staff	High	Immediately in future projects' conception and inception.	Medium

Recommendation 4: Scale interventions to other areas of Vietnam – improve coordination with NGOs

Interventions by NGOs and other development partners have effectively complemented ILO efforts in combating child labour in other communities of Viet Nam. For example, World Vision's ACE project focuses on reducing exploitation through community-based interventions, while Blue Dragon Children's Foundation rescues and rehabilitates trafficked children.

Various methodologies of ILO, such as SCREAM, were proven effective and should be scaled to other areas of Viet Nam. The ILO should explore cooperation with these other organisations who already have close connections with other communities and can therefore mobilise activities quickly with support from the community. By training and equipping NGOs with the ILO's tools, methodologies, and frameworks, these organisations can help implement and expand proven initiatives more effectively. By aligning NGO initiatives with national strategies and leveraging their grassroots expertise, this approach can address systemic gaps and ensure sustainable, community-driven solutions to combat child labour.

Actions to implement this recommendation can include:

- *Leveraging NGO expertise:* Collaborate with NGOs active in other regions of Viet Nam to adapt and replicate successful interventions of ENHANCE in new regions. Equip NGOs with the methodologies, skills, and knowledge developed during the project implementation through targeted training by ILO staff.
- *Pilot collaborative projects:* Partner with other organisations to pilot additional initiatives in high-risk, underserved regions, while ensuring alignment with the National Programme on Prevention and Elimination of Child Labour and evaluate their effectiveness in addressing child labour at the community level.
- *Establish coordination platforms:* Create regular multi-stakeholder forums or working groups to facilitate collaboration between ILO, other UN agencies, NGOs, and government agencies. These platforms will ensure alignment of efforts, share progress updates, resolve challenges, and coordinate resources for scaling interventions.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO Viet Nam, Partner NGOs	Medium	Immediately in future and ongoing projects	Medium

Recommendation 5: Enhance the inclusion of migrant families in interventions

One of ENHANCE's key achievements highlighted in this evaluation is the successful implementation of vocational training and educational support initiatives. These efforts equipped many families and children in rural areas with skills and resources, helping to reduce reliance on child labour and promote economic sustainability. For instance, tailored programs in rural areas offered livelihood alternatives, supported families in establishing their small businesses, and facilitated children's continued education. However, the design of the training programs did not always accommodate the diverse needs of participants, particularly during the COVID-19 pandemic. Migrant families faced barriers to accessing these interventions, particularly due to remote locations, caregiving responsibilities, and/or limited access to online training, especially during the COVID-19 pandemic.

More inclusive strategies should be developed in future projects to ensure migrant families and other vulnerable groups can access support programs. This can include leveraging technology to deliver flexible, location-independent training and design action plans to mitigate barriers created by crises like COVID-19, which especially affects vulnerable communities.

Actions to implement this recommendation can include:

- *Mobile-based training delivery:* Develop and implement training programs accessible via mobile phones, including text-based lessons, voice messages, and app-based modules. This ensures that migrant families with limited computer or internet access can still participate in training.
- *Flexible training formats:* Offer hybrid training options combining in-person workshops with online components, allowing participants to choose the most convenient format based on location and responsibilities. Include evening or weekend sessions to accommodate those with caregiving duties.
- *Community learning hubs:* Establish local learning hubs equipped with internet access, digital devices, and support staff in areas with high concentrations of migrant families. These hubs can serve as a resource for accessing training and support programs.
- *Crisis-responsive action plans:* Design contingency plans to adapt training during crises like COVID-19. These plans should include remote delivery options, emergency financial aid for participants, and targeted outreach to ensure continuity and inclusion of vulnerable groups.

Responsible unit(s)	Priority	Time implication	Resource implication
ILO Viet Nam, Partner NGOs, Local Authorities, MOLISA	High	Immediately in future and ongoing projects	Medium

7. Lessons learned and good practices

Lessons learned

1. The design of training activities for beneficiaries at the community level was not always optimal to ensure the participation of all target audiences. For example, migrants reported that they could not take time from work to attend the training. During COVID-19, face-to-face participation in training was impossible but not sufficiently replaced by alternatives suitable for migrants. At the same time, some families experienced increased economic burdens as they transitioned to new livelihood activities, which were not sufficiently supported or mitigated through the project. For various beneficiaries, the short-term necessity of income outweighed the perceived long-term benefits of change, which influenced their decision to participate in new economic opportunities.

Good practices

1. Training on compliance with Trade Agreement obligations was popular and appreciated by companies and functioned as highly important enablers for reducing child labour practices.
2. The integration of child labour questions in the LFS ensures that at least basic, comparable data on child labour trends in the country are collected regularly, without requiring extensive investment of resources. This can offer solutions for other countries as well, who do not have the resources for a comprehensive child labour survey but can gather overall data on trends through the LFS.
3. Relying on existing structures and budgets at the provincial level was important to enhance the sustainability and ownership of the project results.

ANNEX 1. Terms of reference



Form 3: For Services

Terms of Reference

An Evaluation of Impact of the ILO's Child Labour Interventions in Viet Nam

Programme/Project Name	International Labour Organisation in Viet Nam – Hanoi Office
Name of Institutional Service Provider	N/A
Duration of the contract	From 15 th September to 15 th December 2024
Total value of contract (USD/VND)	N/A
Source of funding (AFF/PTAEO)	

The TOR concerns an evaluation of impacts¹³⁵ of the ILO's interventions on child labour in Viet Nam by generating information and knowledge regarding the sustainable results/longer-term changes¹³⁶ that have occurred. The specific objectives are to evaluate the impact of ILO interventions on child labour in Viet Nam over the past decade, including legal and policy changes, changes in the perception, the changes in the enabling environment, and changes for direct beneficiaries. The assignment also aims to assess the achievement of high-level outcomes, sustainability of results, and the effectiveness of direct support activities. Additionally, the objectives include generating good practices, lessons learned, and recommendations for future projects to enhance impact and sustainability. The evaluation employs both quantitative and qualitative methods to not only demonstrate the impact or change, but also the "how" and "why," enabling the ILO to provide evidence about the effects of policy changes, the organization's contributions, and the significant efforts of other partners.

1. BACKGROUND

Viet Nam has demonstrated a strong commitment to protecting children's rights by being the first country in Asia and the second in the world to ratify the Convention on the Rights of the Child. The Country has ratified the ILO Convention on the Worst forms of Child Labour, 1999 (No 182) as well as

¹³⁵ Under this assignment, we follow the DAC definition of "impact", i.e. "The extent to which the intervention has generated or is expected to generate significant, higher-level effects." Impacts include positive and negative, primary, and secondary long-term effects produced by the intervention, directly or indirectly, intended, or unintended.

¹³⁶ This refers to a lasting and enduring modification in behaviour that persists over time. it also refers to the holistic and enduring changes in systems or norms, that have potential effects on people's wellbeing, human rights, gender equality, and the environment. Long-term changes also include other areas such as organisational capacity and policy as well.

the ILO Convention on the Minimum Age, 1973 (No 138). Moreover, Viet Nam, as a Pathfinder Country for Alliance 8.7¹³⁷, has shown a strong commitment to eradicating forced labour, modern slavery, human trafficking, and the worst forms of child labour. This commitment aligns with the Sustainable Development Goal (SDG) Target 8.7.

To overcome the challenges and fulfil its role as a pioneer country of the 8.7 Global Alliance, the Government of Viet Nam has been developing a roadmap for the implementation of SDG 8.7. The program for prevention and reduction of child labour for the period of 2021-2025, with a vision to 2030 (the Program), has also been approved by the Prime Minister.

1.1. CHILD LABOUR IN VIET NAM

The National Child Labour Survey conducted in 2014 revealed that approximately 9.6% of children aged 5-17 in Viet Nam were engaged in child labour, equating to around 1.75 million children. By 2018, the second National Child Labour Survey reported a reduction in the child labour rate to 5.3%, involving over 1 million children. Despite this decrease, the survey still found that more than half of these children were engaged in hazardous work. Child labour remains a significant issue, particularly in the informal sector, which poses challenges for law enforcement and intervention efforts. More than 84% of child labourers reside in rural areas, with over 43% engaged in household work. Many of these children work without pay in small-scale production and business operations within the informal sector, contributing to supply chains by producing goods, products, and services within small household enterprises. The causes and factors contributing to child labour are complex, centred on poor socio-economic conditions in some communities, limited societal awareness of the types of work that are appropriate and not appropriate for children, alongside limited capacities of relevant agencies to systematically address and enforce laws.

1.2. ILO AND THE WORK ON PREVENTION AND REDUCTION OF CHILD LABOUR IN VIET NAM

The International Labour Organization (ILO) has been supporting Viet Nam in its efforts to prevent and reduce child labour over the past decades. In 2015, during the process of designing interventions to support Viet Nam in preventing and reducing child labour, consultations with key stakeholder confirmed three key factors contributing to the child labour problem in Viet Nam:

1. Insufficient capacity of national stakeholders to identify, monitor, and respond to child labour in light of International Labour Standards.
2. Limited awareness of the hazards related to child labour and the legal prohibitions against it among various sectors of society.
3. The need for effective models to address child labour directly in specific locations, particularly in the garments, handicraft, agriculture, and fisheries sectors.

Since 2015, the ILO's strategy to address the identified gaps and needs has been based on three pillars of intervention including building capacity of national stakeholders to identify, monitor and respond to child labour in the context of International Labour Standards, awareness raising on hazards related to child labour and legal prohibitions against it among various sectors of society, and developing effective models to reduce child labour in specific locations. At the national level, the ILO has provided

¹³⁷ Alliance 8.7 is a global alliance of governments, civil society organisations and international organisations to fight against child labour, and indeed forced labour.

technical assistance to enhance the national framework of laws and policies, as well as the capacity to implement these laws, policies, and associated programs. At the provincial level, the ILO has supported the development of direct intervention models to reduce and prevent child labour in selected economically diverse locations where child labour was prevalent in priority sectors. Additionally, raising awareness among responsible agencies and across a broad cross-section of society has been a cross-cutting strategy at both national and local levels.

ILO's Key ILO's initiatives included the technical support to enhance government efforts to counter child labour and aimed to build a comprehensive response for its prevention and reduction. The ILO also supported Viet Nam in implementing the National Plan of Action on the Prevention and Reduction of Child Labor for the phases 2015-2020 and 2021-2025, which aimed/aims to raise community awareness, improve the legal framework, and contribute to Viet Nam's international commitment on eliminating the worst forms of child labour. Furthermore, the ILO has been working on capacity building, strengthening international cooperation, and assisting Viet Nam in improving policies and laws on child labour prevention such as expanding the scope of the implementation of the Labour Code 2019 to informal sector to cover workers without industrial relation including young workers and relevant circulars on the protection of minor workers. These initiatives underscore the ILO's continued assistance to supporting Viet Nam in tackling child labour and protecting children's rights.

1.3 PROGRESS AND OUTCOME LEVEL ACHIEVEMENTS

For the last ten years, ILO's supported legal framework and knowledge base strengthening, as well as its training modules and activities have contributed to national capacity improvements. One of the key project achievements under this technical assistance was the National Child Labor (NCLS) survey 2018, which provided reliable estimates of working children and child labour (CL) disaggregated by sex; urban versus rural; and economic, social, and geographical domains. The survey provided the empirical foundation needed to develop, implement, and monitor national programs and policies aimed at preventing and reducing child labor in Viet Nam. It also enabled evidence-based decision-making and helped align national efforts with international labour standards. Another achievement was the ILO's provision of technical assistance and the organization of policy dialogues, which resulted in the 2019 Labor Code revision with new articles and circulars on the protection of minor workers. With this reform, the scope of labor laws was extended to include the informal sector, where most CL is prevalent. Additionally, ILO's interventions contributed to improve MOLISA's and DOLISA's capacities to implement the national action program on CL by providing support for management guidelines, training methodologies, communication materials, and technical assistance for monitoring progress.

The ILO's support over the past decade has also contributed to open dialogue about child labour, especially among policy and program makers, and the media, to progress raising awareness and changing attitudes and practices among other key target groups and the public. With ILO's support, a communication strategy has been carried out using both traditional and nontraditional methods and channels. The reach of communication activities exceeded expectations for most target groups.

The ILO's education and livelihood intervention models have utilized existing ILO methodologies, community needs assessments, and market evaluations, while also engaging relevant technical service providers. These intervention models not only helped children remain in school and gain vocational

skills but also empowered household members to develop new, market-oriented income-generating activities. For the past years, the ILO's direct support interventions have been provided to beneficiaries in Hanoi, Ho Chi Minh City, and An Giang, leading to positive changes. With benefits to children and their families such as improving education, vocational skills, and household income generation, the ILO's direct support interventions have contributed to the prevention and elimination of child labour.

With its contributions to harmonizing laws with International Labour Standards (ILS), an emphasis on building stakeholder capacity and ownership, and progress in mainstreaming child labour into existing policy frameworks and programs, the ILO has contributed to sustainable action against child labour in Viet Nam. The commitment of the Government of Viet Nam (GVN), a key factor supporting sustainability, was evident in its active involvement in project work planning and oversight, as well as its efforts to scale up project activities (especially training and communication) to reach non-project provinces using its own resources. The ILO facilitated these actions by ensuring that its methodologies and materials were appropriately reviewed, tested, and validated by GVN counterparts. Other promising factors suggesting that national efforts to prevent and reduce child labour in Viet Nam will be sustained include the Prime Minister's validation of the next National Plan of Action (NPA) covering 2021–2025, Viet Nam's pathfinder status within the Alliance 8.7, and its Free Trade Agreement commitments, which require progress in eliminating CL in supply chains.

2. PURPOSE AND SCOPE AND OF THE EVALUATION

The overall purpose of this assignment is to promote learning through evaluating the impact of ILO's interventions in preventing and reducing child labour in Viet Nam by generating information and knowledge regarding the sustainable results/longer-term changes¹³⁸ that have occurred.

In response to this purpose, it is expected that the evaluation will look at high-level outcomes in the ILO results framework, explore extent to which these outcomes were achieved, validate the project's outcome data (some of which were listed in section 1.3 above), and document changes and identify unintended changes, as well as mapping pathways toward the achieved changes using different approaches and methods such as theory based approach, contribution analysis, process tracing, etc. It will also assess if, the type of intervention and approaches within an intervention, may have had more impact and contributed to these changes. This will allow ILO and its stakeholders to better understand what long-term or sustainable changes have occurred, and also will allow for a better understanding of what seems to work better and what can be improved in the future design of similar ILO interventions to ensure sustainability.

The specific objectives include:

1. Assess the extent to which the decade-long ILO interventions have made a difference to the child labour situation and context in Viet Nam, identify changes and link the changes with the outcome- level changes contributed by the project e.g. in terms of legal changes, perception

¹³⁸ This refers to a lasting and enduring modification in behaviour that persists over time. it also refers to the holistic and enduring changes in systems or norms, that have potential effects on people's wellbeing, human rights, gender equality, and the environment. Long-term changes also include other areas such as organisational capacity and policy as well.

changes, enabling environment, and changes for individuals who received the support, and made holistic impact on the child labour landscape in Viet Nam.

2. Assess the extent to which the high-level outcomes stated in the ILO results framework were achieved and identify unintended positive and negative effects, directly or indirectly brought about by the ILO interventions.
3. Assess the sustainability of the outcomes of the key ILO's interventions in preventing and reducing of child labour in Viet Nam as well as the partners' strategy and capacity to sustain them.
4. This refers to a lasting and enduring modification in behaviour that persists over time. it also refers to the holistic and enduring changes in systems or norms, that have potential effects on people's wellbeing, human rights, gender equality, and the environment. Long-term changes also include other areas such as organisational capacity and policy as well.
5. Evaluate the extent to which the ILO intervention had reached the targeted number of direct beneficiaries and whether the ILO's interventions have desired impact on the groups of beneficiaries and their families and the extent to which the specific direct support activities/ intervention, services and support contribute to the changes/effects on the beneficiaries.
6. Generate good practices and lessons learned from the implementation of the ILO's activities and the outcomes achieved that will be useful for having greater impact and sustainability of similar projects in the future to prevent and reduce child labour in Viet Nam.
7. Develop specific recommendations for ILO Country Office and/or future projects in preventing and reducing child labour with respect to strategies, approaches, strategies, partnership, implementation mechanism and overall project cycle management.

Regarding the scope, the Evaluation will cover all interventions that the ILO has been implementing from the start in 2015 until the time of the Evaluation. The Evaluation will cover all geographic coverage of ILO's interventions in prevention and reduction of child labour in Viet Nam namely Hanoi, HCMC, An Giang province and at national level. The ILO's cross-cutting issues such as gender equality and non- discrimination, disability inclusion, promotion of international labour standards, tripartite processes and constituent capacity development should also be considered in this assessment/ study.

The Evaluation's findings, conclusions and recommendations will be primarily addressed to the national stakeholders, the ILO CO-Hanoi, Decent Work Technical Support Team (DWT)-Bangkok, FPRW, Ministry of Invalids and Social Affairs (MOLISA) and the US Department of Labor (USDOL).

3. KEY EVALUATION QUESTIONS

The evaluation team should be guided but not limited to the scope of the questions listed below. The evaluation team may propose alternative Evaluation Questions (EQs) if they found that they would better meet the specific objective of the assignment, but any change to the EQs need to be agreed by the evaluation manager. The selected consultants should raise and discuss any emerging issue during the Evaluation.

- To what extent have the capacity of the government, workers, and employers (at national, sectoral, provincial and community levels) that had worked with the ILO, been improved in prevention and reduction of child labour, as a result of the ILO's interventions? What sustainable changes have been observed in preventing and reducing child labour in Viet Nam

(e.g., changes in capacity of national institutions and stakeholders in identifying and monitoring and responding to child labour, changes in the awareness of society on child labour, etc)? The extent of ILO's intervention in contributing to this change? What has been the evidence? What interventions and approaches appear most impactful? What are key contextual features for these?

- How, in what way and to what extent has the ILO interventions impacted the lives of the beneficiaries and their families? What changes have been observed among the beneficiaries and their families? What is the extent to which the specific direct support activities/ intervention, services and support by the ILO can be shown to have contributed to the changes in the lives of beneficiaries?
- What is believed to be the causal mechanism behind the observed changes? What evidence can suggest that factors from the intervention and from outside it is involved? To what extent had the high-level outcomes elaborated in the ILO results framework been achieved? Are there any unintended impacts (including consideration of different segments of society)? Were they positive or negative?
- To what extent have the outcomes of ILO's interventions in preventing and reducing child labour in Viet Nam been institutionalized and/or are likely to be durable? Can they be maintained, or even scaled up, and replicated by partners after major assistance has been completed? What are the major factors which will have or will influence the continuity of the ILO supported interventions' benefit?
- What are the good practices and lessons learned from the implementation of the ILO's supported interventions that can be applied for having greater impact and sustainability of similar interventions or projects in the future to effectively prevent and reduce child labour in Viet Nam?

4. SUGGESTED METHODOLOGY

The Evaluation will focus on documenting the changes and to what extent the interventions of ILO contributed to these changes.

The evaluation team is expected to work closely with the evaluation manager, ILO Country Office and its partners. They are required to thoroughly study the listed questions in this TOR then develop a detail methodology, including method, tools and approaches in the inception report that demonstrates how the specific objectives will be addressed and evaluation questions answered. The assessment methodology and tools are subjected to discussion and agreement with ILO Country Office team.

The evaluation uses both quantitative and qualitative methods to not only demonstrate the impact or change, but also the "how" and "why", which will enable ILO to provide evidence about the impact of policy changes, the contribution of ILO, and the important work done by other partners.

In addition, the evaluation will also document the changes in the lives of beneficiary children and their families, the selected consultants may adapt and apply the tracking/ tracer study methodology as appropriate. The fieldwork will be qualitative and participatory in nature. Qualitative information will be obtained through field visits and questionnaires for: beneficiary children, representatives of beneficiary children and relatives /friends of beneficiary children. Key informant interviews, and focus

groups will be conducted when appropriate. Opinions coming from stakeholders will improve and clarify the quantitative data obtained from project documents. The participatory nature of the assessment will contribute to the sense of ownership among stakeholders. Quantitative data will be drawn from relevant documents and data such as the Technical Progress Reports (TPRs) and the Comprehensive Monitoring and Evaluation Plan (CMEP) including data from the Direct Beneficiary Monitoring and Reporting (DBMR) system. Attempts should be made to collect data from different sources by different methods for each assessment question and findings be triangulated to draw valid and reliable conclusions. Data shall be disaggregated by sex where possible and appropriate.

Given the wealth of project M&E data, and the limited time for this exercise, desk review will form the main methods used by the evaluation. The project has gathered outcome and impact data that can be capitalized by the evaluation, through the following M&E activities/studies.

Outcome areas	Project M&E key documents/studies
Capacity Building	Technical, Institutional, Capacity Building Need Assessment (TICNA), Legal Review, Project's good practices documentations; Project's Mid- term and Final Evaluation Reports, Evaluation Report on National Program of Action on preventing and reducing child labour in Viet Nam (2016-2020); Technical Progress Reports (TPR)
Awareness raising	Baseline and Endline KAP survey reports, Media Assessment, Project's good practices documentations; Project's Mid-term and Final Evaluation Reports, Evaluation Report on National Program of Action on preventing and reducing child labour in Viet Nam (2016-2020), Technical Progress Reports (TPR)
Direct support	Baseline endline survey reports, Project's good practices documentations; Project's Mid-term and Final Evaluation Reports, Evaluation Report on National Program of Action on preventing and reducing child labour in Viet Nam (2016- 2020); Technical Progress Reports (TPR)

The methodology for collection of evidence should be implemented in three phases (1) an inception phase based on a review of existing documents to produce inception report; (2) a fieldwork phase to collect and analyze primary data; and (3) a data analysis and reporting phase to produce the final Evaluation report.

The gender dimension should be considered as a cross-cutting concern throughout the methodology, deliverables, and final report of the assessment. In terms of this assignment, this implies involving both boys and girls and men and women in data collection, analyses and if possible, within the assessment team.

The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartite processes, and constituent capacity development should be considered in this assessment. Gender dimension will be considered as a cross-cutting concern throughout the methodology, deliverables, and final report of the assessment. To the extent possible, data collection and analysis should be disaggregated by sex and age group.

The assessment should include parents' and children's voices regarding their participation in this project using child-sensitive approaches to interviewing children following the ILO-IPEC guidelines on research with children on the worst forms of child labor and UNICEF Principles for Ethical Reporting on Children.

5. MAIN DELIVERABLES AND KEY TASKS

The evaluation team is expected to produce the following deliverables and tasks:

Deliverable 1: An inception report

The assignment will start with the inception phase, which includes a review of the relevant ILO's documents, indicators, evaluation reports, technical progress reports, documentation of good practices, case-studies, and review of available information of the ILO's interventions including the review of theory of change and related stakeholders.

The inception report should include the following: refined assessment questions and methodology, selected communes/ wards to undergo in-depth case studies, list of sampled beneficiary children, list of key stakeholders, revised timeframe, and data collection instruments. Assessment methods should ideally include structured and in-depth desk review, semi-structured interviews (beneficiary child questionnaire, household questionnaire, Friend and/or relative questionnaire), key informant interview questions, questions for focus group discussions and a sample of in-depth case studies, as appropriate. The selected group of consultants or research company will be provided with the complete project's theory of change.

During the inception phase, the evaluation team shall conduct preliminary desk review and interviews with ILO staff and make the necessary arrangements for engaging internal stakeholders in the assessment process. The selected group of consultants or research company shall integrate gender as a crosscutting theme in every deliverable whenever possible, including in data collection instruments.

Deliverable 2: A draft comprehensive report

To develop a draft report, the selected group of consultants or research company will lead data collection, analysis, and triangulation in collaboration with ILO Country Office team.

The selected group of consultants or research company shall prepare, in collaboration with the ILO Country Office, a draft report including an executive summary, a description of the methodology and

data sources used, a detailed analysis of the findings, conclusions and good practices/lessons learned grounded on solid evidence, which includes a summary of the in-depth case studies.

This phase also includes a presentation of preliminary findings, conclusions, recommendations and/or lessons learned to relevant stakeholders, as needed. After the presentation, the draft report will be submitted to these stakeholders for review and comments.

Deliverable 3: Final report

The selected group of consultants or research company shall prepare, in collaboration with the ILO Country Office, the final report of the Evaluation. The final report shall incorporate stakeholders' comments to the extent possible, and include the following:

- (a) Executive summary.
- (b) Background, purpose, objectives, scope, and description of the methodology.
- (c) Response to all the questions, as defined in the Evaluation's TOR.
- (d) Evidence-based findings, conclusions, and actionable recommendations with closing criteria.

6. TENTATIVE SCHEDULE

The Evaluation will be conducted over a period of 3 months, with the following schedule of activities:

DESCRIPTION OF ACTIVITY	DATE
PLANNING - DESIGN OF THE EVALUATION	
TOR preparation (first draft, consultation, and revision of draft)	20 August 2024
Group of consultants/ company recruitment • Circulate call for EOI and receive applications. • Review applications, shortlist, interview and announce result. • Contractual process	10 September 2024
Initial consultation with the selected group of consultants/ company	10 September 2024
INCEPTION PHASE	
Desk review of documents Interviews and consultation with project team and key partners Drafting of inception report (first draft, and revision based on comments) Development of data collection tools / stakeholders' identification for main data collection stage	20 September 2024 25 September 2024
DATA COLLECTION - FIELD WORK AND ANALYSIS	
Conduct interviews and FGDs Conduct additional relevant data collection. Data analysis and triangulation	15 October 2024
REPORTING	
Prepare and submit first draft report	30 October

	2024
Collect comments on first draft report address comments and submit revised final draft report	30 November 2024
Address comments from stakeholders and finalise the report	15 December 2024
Dissemination and learning workshop	To be defined

The exact starting date will be defined once the consultant selection process is completed. The final deadline date for completion of all activities and submission of final report is expected to be by the end of Oct 2024.

7. MANAGEMENT OF THE EVALUATION

The Evaluation will be managed by ILO Country Office. A group of consultants (one international expert and one national expert) or a research company selected through a competitive process will be commissioned to conduct this assessment. The selected group of consultants or research company will lead the assessment and will be responsible for delivering the above assessment deliverables using a combination of methods as mentioned above.

ILO Country Office will handle administrative contractual arrangements with the selected group of consultants or research company and provide any logistical and other assistance as required. The ILO Country Office team will be responsible for the following tasks:

- Draft and finalize the Evaluation TOR upon receiving inputs from key stakeholders.
- Reviewing CV and proposals of the proposed selected group of consultants or research company.
- Provide project background materials to the selected group of consultants or research company.
- Prepare a list of recommended interviewees.
- Schedule meetings for field visit and coordinating in-country logistical arrangements.
- Be interviewed and provided inputs as requested by the selected group of consultants or research company during the assessment process.
- Review and provide comments on the draft assessment reports.
- Provide logistical and administrative support to the selected group of consultants or research company, including travel arrangements (e.g., plane and hotel reservations, purchasing plane tickets, providing per diem) and all materials needed to provide all deliverables.

8. REQUIRED QUALIFICATIONS

Any interested group of consultants or research company should indicate in the proposal one team leader (international expert) and a specific number of team members (national experts).

The evaluation team leader must meet the following relevant experiences and qualifications:

- No previous involvement in the delivery of the ILO's interventions.
- At least 10 years of experience in leading and/or conducting impact evaluations/ assessments or evaluations of impacts of Child Labour programme for international organizations.

- Excellent communication, writing, editing and report presentation skills including experience with data visualization, infographics, and other visual aid are essential.
- Fluency in oral and written English is mandatory.
- Knowledge of ILO's roles and mandate and its tripartite structure as well as UN evaluation norms and its programming is desirable.
- Experience in direct and participatory community-based observation, experience in participatory evaluation techniques is desirable.
- Experience in child protection or child labour prevention and elimination issues in Viet Nam will be an advantage.

9. PAYMENT SCHEDULE

First payment of 20% upon receipt of the inception report to the satisfaction of ILO Country Office.

Second payment of 30% upon receipt of the draft evaluation report to the satisfaction of ILO Country Office.

Third payment of 50% upon receipt of the final evaluation report and comments log table to the satisfaction of ILO Country Office.

Payment of the travel costs to be calculated upon ILO Travel Policy and standard UN DSA rates.

10. SUBMISSION OF PROPOSAL

Any interested group of consultants or research companies intending to submit a proposal must supply the following information:

1. **Company Profile:** An updated profile of the company (if applied by a research company).
2. **Technical and Financial Proposal:** A short technical proposal describing the evaluation methodology, along with a financial proposal (including daily professional fees for the team leader and team members) in US Dollars.
3. **Team Qualifications:** A description of how the proposed research team's skills, qualifications, and experience are relevant to the required qualifications of this assignment.
4. **Availability Statement:** A statement confirming the availability of the research team to conduct this assignment.
5. **Curriculum Vitae:** A copy of the proposed research team's curriculum vitae, including information about the qualifications held by each team member.
6. **Previous Impact Evaluations:** A list of previous impact evaluations that are relevant to the context and subject matter of this assignment.
7. **Conflict of Interest Statement:** A statement confirming that the research team has no previous involvement in the delivery of the ILO's Child Labour interventions in Viet Nam or a personal relationship with any ILO officials engaged in the delivery of these interventions.
8. **References:** The names of two referees who can be contacted.

The deadline to submit a proposal is by **5:00 PM (Hanoi time) on 6th September 2024**. Please send an email with the subject header "**Evaluation of Impact of the ILO's Child Labour Interventions in Viet Nam**" to Bui Van Dung, M&E Officer at buidung@ilo.org, and copy Ms. Nguyen Hong Giang, Capacity Building Officer at giang@ilo.org.

End of the TOR

ANNEX 2. Evaluation matrix

The **effectiveness dimension** measures the progress made towards the three outcome pillars of the ILO, and whether there is a causal connection between the ILO's interventions and the witnessed results.

Table 8. Evaluation questions for the effectiveness/outcome dimension

MAIN QUESTION	SUB-QUESTIONS	METHODS	INDICATORS
What progress has been made towards the three outcome dimensions?	To what extent have the capacity of the constituents been improved in prevention and reduction of child labour, as a result of ENHANCE?	- Desk research - Interviews with ILO and constituents	Extent to which respondents perceive that their capacity to prevent and reduce child labour was improved Examples of improved capacity and use of the capacity as reported in documents and by respondents Differences in baseline and endline data
	What progress towards increased awareness on hazards related to child labour and legal prohibitions against it among various sectors of society?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Extent to which respondents perceive that they, and broader society, improved awareness on child labour hazards and laws Examples of enhanced awareness and its application as reported in documents and by respondents. Differences in baseline and endline data
	What progress have different models made to reduce child labour in specific modalities?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Extent to which respondents perceive that the models contributed directly to reduced child labour Examples of the effectiveness of different models to reduce child labour, as reported in documents and by respondents. Differences in baseline and endline data
What factors are perceived to have created or contributed to the observed changes?	To what extent are causal links present that connect the ILO interventions to the visible outcomes?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Change observed in baseline-endline studies and tracer studies Extent to which respondents perceive that noted achievements are a direct result of ILO interventions Evidence of absence of progress in areas not addressed by ILO interventions
	In which outcomes is the perceived link between ENHANCE inputs, outputs and outcomes the strongest?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries - Comparison of previous answers	Difference in effectiveness captured by project monitoring and evaluation reports, and by respondents
	Which direct support interventions were most effective?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Difference in results captured by baseline and endline surveys, and by FGDs and other monitoring data, across localities Interventions most commonly listed by respondents as "most effective"
Are there any unintended impacts,	What unintended positive effects are visible from the interventions?	- Desk research - Interviews with ILO staff and stakeholders	Examples of unintended positive impacts, mostly commonly listed by respondents and in project documentation

positive or negative?		- FGDs with beneficiaries	
	What unintended negative effects are visible from the interventions?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Examples of unintended negative impacts, mostly commonly listed by respondents and in project documentation

The **impact dimension** measures whether the achievements under the three outcome pillars have, jointly, created social, economic, and environmental change for the ultimate beneficiaries (children and families across Viet Nam), beyond those who directly participated in the interventions.

Table 9. Evaluation questions for the impact dimension

MAIN QUESTION	SUB-QUESTIONS	METHODS	INDICATORS
How, in what way and to what extent have the ILO interventions impacted the lives of beneficiaries?	What progress towards reduced child labour can be seen?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Extent to which respondents perceive that the ILO interventions resulted in an overall decrease in child labour Examples of evidence of decreased child labour as a result of ILO interventions, listed by respondents and in project documentation
	What changes in family behaviour and attitudes towards child labour can be seen?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Extent to which respondents perceive changes in behaviour and attitudes in communities and within families Examples of behavioural change listed by respondents and in project documentation
	To what extent have policy changes and other interventions affected the behaviour and practices of employers and labour inspectorates (directly or indirectly)?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that policy changes supported by ILO have resulted in changed behaviour of employers and labour inspectorates Examples of changed behaviour and practices listed by respondents and in project documentation
	What progress did ILO's interventions make to the implementation of the National Plan of Action on the Prevention and Reduction of Child Labour?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that ILO interventions supported the implementation and achievements of the National Plan of Action. Examples of progress under the Plan, achieved through the support of ILO, listed by respondents and in project documentation
What interventions and approaches appear most impactful?	Which outcome dimensions and interventions contributed most to the signs of impact?	- Desk research - Interviews with ILO staff and stakeholders	Perceived causal links between outcomes and impact, and examples, most commonly listed by respondents and in project documentation
	Which outcome dimensions and interventions contributed least to the signs of impact?	- Desk research - Interviews with ILO staff and stakeholders	Perceived absence of causal links between outcomes and impact most often reported by respondents and in project documentation
What are key contextual	What factors supported or enabled the achievement of impact?	- Desk research - Interviews with ILO staff and stakeholders	Examples of supportive factors, mostly commonly listed by respondents and in project documentation

features for these?		- FGDs with beneficiaries	
	What factors hindered the achievement of impact?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Examples of hindering factors, mostly commonly listed by respondents and in project documentation

The **sustainability dimension** measures whether the results of the interventions can remain in place without the support of the ILO.

Table 10. Evaluation questions for the sustainability dimension

MAIN QUESTION	SUB-QUESTIONS	METHODS	INDICATORS
To what extent have the outcomes been institutionalized and/or are likely to be durable?	To what extent are sufficient laws and policies in place to sustain the results?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that current laws and policies are sufficient in content and implementation mechanisms to support the reduction of child labour at national level. Extent to which laws are sufficiently detailed and aligned with ILS to form a legal basis for the prevention of child labour
	To what extent was sufficient behavioural change achieved among stakeholders to sustain the results?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that the achieved changes in behaviour and practice will continue without ILO Examples of the institutionalization of behaviour and practices of stakeholders in company/organizational processes.
	To what extent was sufficient behavioural change achieved among beneficiaries to sustain the results?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Extent to which respondents perceive that the achieved changes in behaviour will continue without ILO Examples of new behaviours integrated in broader community-level practices and processes
Can they be maintained, or even scaled up, and replicated by partners after major assistance has been completed?	To what extent do stakeholders have the necessary capacity and resources to maintain the results?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that different stakeholders have sufficient capacity to maintain the results Extent to which respondents perceive that different stakeholders have sufficient resources to maintain the results Examples of available resource allocation (e.g. dedicated staff, budget lines)
	To what extent do stakeholders have the willingness and ownership to maintain the results?	- Desk research - Interviews with ILO staff and stakeholders	Extent to which respondents perceive that their organization played a role in reducing child labour Extent to which respondents express the willingness to continue working on the reduction of child labour Examples of continued actions already being taken by stakeholders, without ILO
	What opportunities and resources exist to support upscaling/replication?	- Desk research	Extent to which respondents perceive that sufficient capacity and resources exist among stakeholders to replicate

What factors will influence the continuity of ILO supported interventions?		- Interviews with ILO staff and stakeholders	direct support models in different localities Examples of actions taken to replicate or upscale support, with or without ILO support.
	What factors support or enable the sustainability of the results?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Examples of supportive factors, mostly commonly listed by respondents and in project documentation
	What factors hinder the sustainability of the results?	- Desk research - Interviews with ILO staff and stakeholders - FGDs with beneficiaries	Examples of hindering factors, mostly commonly listed by respondents and in project documentation

ANNEX 3. List of interviewees

Table 11. Stakeholder interviews

#	NAME	GENDER	ORGANISATION
1	Tran Quang Khai	Male	DOET
2	Nguyễn Thị Bảo Trần	Female	DOLISA, An Giang
3	Nguyễn Thành Trung	Male	DOLISA, An Giang
4	Dang Hoang Tho	Male	DOLISA, An Thanh Trung
5	Duong Thi Thuy Loan	Female	DOLISA, Cho Moi District, An Giang
6	Do Thi Hai Duong	Female	DOLISA, Division for Child Protection, Care, and Gender Equality, Hanoi
7	Tran Thi Kim Thanh	Female	DOLISA, Gender Equality Division, HCMC
8	Bui Thi Be Linh	Female	DOLISA, Tan My
9	Nguyễn Thị Thanh Mai	Female	GSO, Department of Population and Labour Statistics
10	Ngô Thị Ngọc Dung	Female	GSO, Department of Population and Labour Statistics
11	Nguyen Tien Phong	Male	HCA
12	Nguyen Thi Hong	Female	HCA
13	Đỗ Thành Nam	Male	MARKDC
14	Nguyen Thi Mo	Female	MOLISA
15	N/A	N/A	MOLISA, Department of Legal Affairs
16	Nguyen Thi Kim Hoa	Female	MOLISA, Department of Children
17	Nguyen Thi Mo	Female	MOLISA, Department of Children
18	Vu Ngoc Son	Male	MOLISA, Department of Continuing Education
19	Nguyen Thu Thuy	Female	MOLISA, Department of Inspection
20	Dang Do Quyen	Female	MOLISA, ILSSA
21	Nguyễn Bao Cường	Male	MOLISA, ILSSA
22	Pham Lan Huong	Female	MOLISA, ICD
23	Truong Thi Thuy	Female	People's Committee of Trung Hoa Commune, Chuong My District, Hanoi
24	Nguyễn Thị Duy Hương	Female	SCC
25	Đỗ Thị Bạch Phát	Female	SCC
26	Vu Cong Giao	Male	School of Law, Viet Nam National University Hanoi
27	Nguyễn Thị Thảo	Female	Thien An school on education and awareness raising support activities
28	Le Hong Loan	Female	UNICEF
29	Nguyen Ngoc Anh	Female	UNICEF
30	Evan Tuch	Male	US Department of Labor
31	Salitan, Chad	Male	US Embassy in Hanoi
32	Nguyen Hoai Nam	Male	VASEP
33	Le Hang	Female	VASEP
34	Nguyen Ngoc Hoa	Male	VASEP
35	Do Thi Thu Huong	Female	VASEP
36	Vu Thi Bich Ha	Female	VCA – VICHEM, Training Department
37	Tran Thi Hong Lien	Female	VCCI, Employers' Affairs Department
38	Tran Thuy Ngoc	Female	VCCI, Employers' Affairs Office
39	Do Hong Van	Female	VGCL, Women's Affairs Committee
40	Tran Thanh Dung	Male	Vocational and Technical Training School on the pilot model of vocational training with market orientation

Table 12. ILO staff interviews

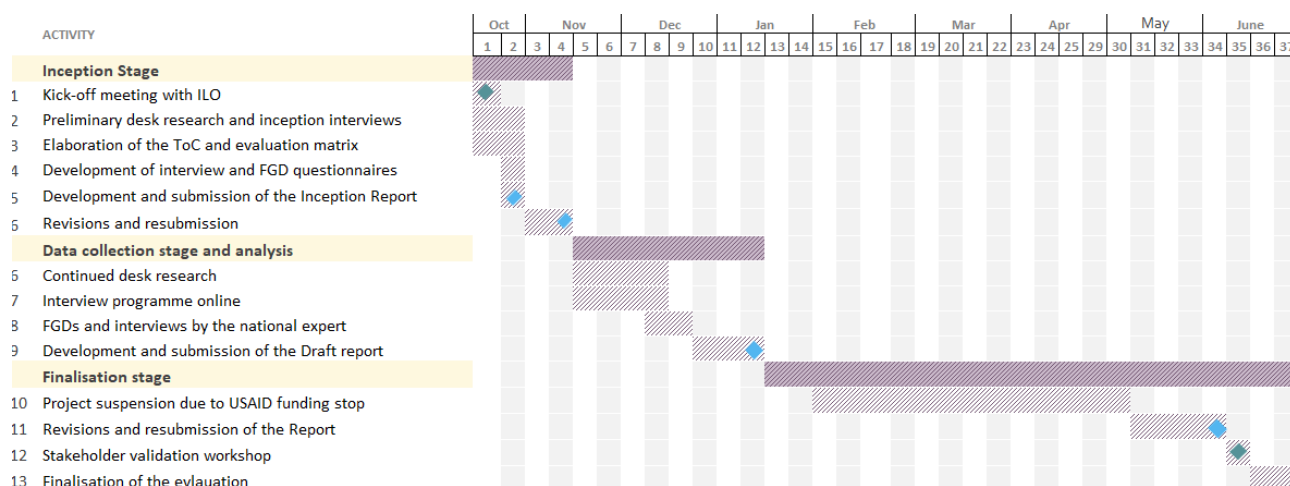
#	NAME	GENDER	ORGANISATION
41	Nguyen Thi Mai Oanh	Female	ILO ENHANCE, Viet Nam (Retired)
42	Pflug Bharati	Female	ILO ENHANCE, BKK Office
43	Nguyen Huong Giang	Female	ILO ENHANCE, Viet Nam
44	Hoang Thi To Linh	Female	ILO ENHANCE, Viet Nam
45	Hoang Thi Phuong	Female	ILO ENHANCE, Viet Nam (Hanoi and HCMC, An Giang)
46	Le Thi Khanh Van	Female	ILO ENHANCE, Viet Nam (Hanoi and HCMC, An Giang)

Table 13. Beneficiary interviews

#	NAME	GENDER	DISTRICT/PROVINCE
Households in 01 Commune (livelihood support)			
47	Nguyễn Thị Ngọc Bích	Female	Khanh Hoa commune, Châu Phú district, An Giang province
48	Nguyễn Văn Đứng	Male	Khánh Hòa commune, Châu Phú district, An Giang province
49	Lê Thị Ánh	Female	My An commune, Cho Moi district, An Giang province
50	Phạm Thị Bảy	Female	Trung Hòa commune, Chương Mỹ district
51	Bùi Thị Đang	Female	Cuối Hamlet, Trung Hòa Commune, Chí Lể Village, Chương Mỹ District
Children from educational and vocational training support			
52	Ngô Thị Huyền Trân	Female	An Giang Province
53	Mai Thị Thảo	Female	An Giang Province
54	Cao Tuấn Linh	Male	An Giang Province
55	Bùi Thị Mỹ Ngọc	Female	An Giang Province
56	Nguyễn Phi Phong	Male	HCMC
57	Lê Thế Trung	Male	Tân Bình District, HCMC
58	Trần Quốc Tú	Male	Tân Phú District, HCMC

ANNEX 4. Schedule of the evaluation

The evaluation was implemented between October 2024 and June 2025.



ANNEX 5. Bibliography

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ANNEX 6. Data collection tools

Interview questions

The following sections present interview questionnaires tailored for the various respondent groups identified for the evaluation. These interviews address the evaluation questions and specifically target gaps identified in the desk research, facilitating a deeper understanding of the connections between different interventions.

It is crucial to note that this is a template. In preparation for the interviews, the team prepared a questionnaire for each specific respondent (based on the template below), following additional desk research to determine the specific activities they participated in.

ILO staff and international organisations

The following questionnaires apply to international organisations, including ILO staff, the donor, and UN agencies, such as UNICEF.

Introduction		
Could you briefly introduce yourself, your role, and your involvement in the ENHANCE project? Since when and how long have you been involved in the project?		
EFFECTIVENESS		Respondents
1	Overall, which specific activities and domains (capacity – awareness – intervention) of ENHANCE have been most successful in reducing and preventing child labour in Viet Nam, and why were they effective? - Can you describe the factors that contributed to the success? - Were certain interventions more effective in specific regions or sectors (e.g., garments, handicraft, agriculture, fisheries)?	ALL
Insert answer here:		
2	In what ways have the ENHANCE project improved the capacity of government agencies, employers, and workers at national and sectoral levels to prevent and reduce child labour? - Can you provide examples of capacity improvements, such as enhanced skills, knowledge, or institutional frameworks? - How have these improvements led to tangible changes in identifying, monitoring, or responding to child labour?	ALL
Insert answer here:		
3	Has the legal / policy landscape of Viet Nam changed in the past 10 years as a result of ENHANCE? What was the specific contribution of the project and what do you perceive as the most fundamental changes and achievements? Did ENHANCE contribute to the National Plan of Action on the Prevention and Reduction of Child Labour? If yes, which specific goals did it help achieve?	ALL
Insert answer here:		
4	In what ways have the ENHANCE project improved the capacity of at provincial, and community levels to prevent and reduce child labour?	ILO

	- Can you provide examples of capacity improvements, such as enhanced skills, knowledge, or institutional frameworks? - How have these improvements led to tangible changes in identifying, monitoring, or responding to child labour?	
Insert answer here:		
5	Were the topics and thematic areas for capacity building changed over the years? How? Were some topics more effective to enhance capacity?	ILO
Insert answer here:		
6	Were there differences in capacity building effectiveness across different regions or among various stakeholder groups? What have been the challenges in increasing the capacities of different stakeholders? What did you do to overcome them?	ILO
Insert answer here:		
7	In what fields was awareness were raised through the ENHANCE project, and among which specific groups (e.g., government officials, employers, workers, communities, families, children)? Can you provide examples of the results of increased awareness? In which fields did you see most improvement? (E.g. understanding of the law, understanding the dangers, understanding importance of education, etc.). Were there regional differences in the impact of awareness-raising activities?	ILO
Insert answer here:		
8	How did increased awareness among these groups contribute to preventing and reducing child labour? What changes in attitudes, perceptions, or behaviors have been observed as a result?	ALL
Insert answer here:		
9	What were the challenges in raising awareness amongst different levels of society? What did you do to overcome them?	ALL
Insert answer here:		
10	What, in your view, were the top achievements of the project to date with regard to the different models of direct interventions? How were they achieved? Did you perceive any difference in achievements among the different interventions? Which factors do you think caused some interventions to be more successful?	ALL
Insert answer here:		

11	How have the ILO's direct support activities impacted the lives of the beneficiaries and their families in targeted regions like Hanoi, Ho Chi Minh City, and An Giang? • What were the regional differences in the effectiveness of the direct support activities? • Were there any interventions that did not work as well as planned? Why not?	ILO
<i>Insert answer here:</i>		
12	Have legal changes also been implemented and enforced at community-level, particularly in the informal sector where child labour is prevalent? • What improvements were made in monitoring mechanisms and capacity of inspectorates? • What challenges have been faced in enforcement, and how have they been addressed?	ALL
<i>Insert answer here:</i>		
13	What changes have you observed among different groups of beneficiaries (e.g., government officials, employers, workers, communities) that can be attributed to the ENHANCE project, such as improvements in education, vocational skills, or household income?	ALL
<i>Insert answer here:</i>		
IMPACT		
14	Have you noticed a reduction in child labour over the past 10 years, and what trends did you notice? Can any reductions be attributed to the ENHANCE project? Why (not)?	ALL
<i>Insert answer here</i>		
15	Have you noted any shifts in behaviour of business owners and communities across the country, with regards to child labour? Do you think there has been a sufficient, long-term change of country culture in this regard?	ALL
<i>Insert answer here:</i>		
16	Did you notice any unintended impacts, both positive and negative? How did they occur?	ILO
<i>Insert answer here:</i>		
SUSTAINABILITY		

17	Are the current laws and policies sufficient for the reduction of child labour? What legal/policy gaps and gaps towards the National Action Plan still exist?	ALL
<i>Insert answer here:</i>		
18	Based on your experience, what are the key good practices and lessons learned from the project's implementation that could enhance future initiatives aimed at eliminating child labour?	ILO
<i>Insert answer here:</i>		
19	Are there plans to scale up or replicate successful interventions nationally or in other regions, and what factors will influence this process?	ILO
<i>Insert answer here:</i>		
17	How has collaboration with government partners, such as MOLISA and DOLISA, and other stakeholders enhanced the project's effectiveness and sustainability? What challenges and successes have been experienced in fostering these partnerships?	ILO
<i>Insert answer here:</i>		
18	How did factors external to the ILO's interventions (e.g., economic changes, cultural factors) contribute to or hinder these changes? Can you identify any regional or stakeholder-specific external factors?	ILO
<i>Insert answer here:</i>		
CONCLUDING REMARKS		
Is there anything we missed that you would like to share/add?		ALL
<i>Insert answer here:</i>		

National stakeholders

The following questionnaires apply to constituents at the national level and stakeholders, such as MOLISA, trade unions, the statistics office, VGCL, VCCI, employer representatives, and labour inspectors.

Introduction		
Could you briefly introduce yourself, your organisation, and your involvement in the ENHANCE project? Since when and how long have you been involved in the project?		
EFFECTIVENESS & IMPACT		Respondents
1	How would you describe any changes in your ability to prevent and reduce child labour since your involvement in the ENHANCE project?	ALL
<i>Insert answer here:</i>		

2	What specific training or resources have you received from the ILO under ENHANCE? Did this training help you address child labour more effectively? Which aspects of the training were most useful?	ALL
Insert answer here:		
3	Can you provide examples of how you have used the skills or knowledge gained from ENHANCE in your work related to child labour?	ALL
Insert answer here:		
4	Has the ENHANCE project influenced the development or revision of policies related to child labour? Can you provide specific examples? Has the project supported progress under the National Plan of Action to eradicate child labour? How? What goals did it help achieve?	ALL
Insert answer here:		
5	In what ways has social dialogue contributed to creating or enhancing policies on child labour?	Constituents
Insert answer here:		
6	Has your collaboration with other stakeholders (e.g., government, NGOs) improved as a result of the project? Can you share specific instances of successful teamwork?	ALL
Insert answer here:		
7	Have you noticed any improvements in your capacity to monitor and report child labour cases? What tools or methods have been most helpful? Did you also manage to provide more support to provincial and local stakeholders in this regard?	MOLISA, labour inspectors
Insert answer here:		
8	Are there areas where you feel additional support is needed?	ALL
Insert answer here:		
9	In what ways do you think your activities have been effective in advocating child labour issues within the business sector? Can you provide specific examples of your impact?	VGCL and VCCI
Insert answer here:		
10	How do you assess the level of engagement and responsiveness from business owners regarding child labour concerns?	VGCL and VCCI
Insert answer here:		
11	Did you encounter any challenges in aligning project-specific advocacy with the ongoing activities of local organisations?	VGCL and VCCI
Insert answer here:		
12	Have you noticed any changes in the behaviour of communities and businesses in general regarding dangerous forms of child labour, the importance of education, etc.?	All
13	Did you notice any unintended impacts, both positive and negative? How did they occur?	ALL

<i>Insert answer here:</i>		
SUSTAINABILITY		
14	Do you think the partnerships established during the project will remain and contribute to reducing child labour?	ALL
<i>Insert answer here:</i>		
15	To what extent do you think your organisation can continue working towards the eradication of child labour in your community, especially in the three primary economic sectors of the national economy (<i>agriculture (forestry and fisheries), industry (construction), and services</i>)? Do you think you have sufficient capacity and resources to do so? What resources or capacity are you missing?	ALL
<i>Insert answer here:</i>		
16	Specifically, would you be able to replicate or upscale any of the work done by ENHANCE, without further support from ILO?	All
<i>Insert answer here:</i>		
17	What main challenges may hinder the project from having a long-term impact on your community? Do you see any risks that child labour could increase again after the project closure?	ALL
<i>Insert answer here:</i>		
18	Are there any factors that you think will help you and all other stakeholders sustain the results of ENHANCE after the project closure?	ALL
<i>Insert answer here:</i>		
CONCLUDING REMARKS		
Is there anything we missed that you would like to share/add?		ALL
<i>Insert answer here:</i>		

Provincial partners

The following questionnaires apply to provincial partners such as DOLISA, People's Committee, mass organisations, universities.

Introduction		
Could you briefly introduce yourself, your organisation, and your involvement in the ENHANCE project? Since when and how long have you been involved in the project?		
EFFECTIVENESS & IMPACT		Respondents
1	Have you noticed any new or changed laws and policies related to child labour as a result of the ENHANCE project? How have these changes impacted your work and efforts to address child labour in your province?	ALL

<i>Insert answer here:</i>		
2	The project launched extensive awareness-raising campaigns on child labour and its eradication. Were you aware of/involved in these campaigns? From your perspective, how have those awareness raising activities impacted the communities' understanding of child labour? Can you provide specific examples of increased awareness or changes in community attitudes?	ALL
<i>Insert answer here:</i>		
3	What methods have been most effective in engaging communities, parents, children, and enterprise owners during these awareness-raising efforts?	ALL
<i>Insert answer here:</i>		
4	How have you and/or other provincial partners collaborated with ILO project staff to conduct awareness raising activities? Can you share specific examples of the most successful initiatives at the provincial, district or commune level?	ALL
<i>Insert answer here:</i>		
5	Have you received any specific training from the ENHANCE project, and has it enhanced your capacity to address child labour in your province? Can you share examples of how this knowledge has been applied?	ALL
<i>Insert answer here:</i>		
6	How effective has the community-based child labour monitoring system been in identifying and responding to child labour cases? Did the ENHANCE project contribute to improving it constantly?	ALL
<i>Insert answer here:</i>		
7	Have you seen any examples of established or improved mechanisms to address the root causes of child labour at provincial level, but also at local level?	ALL
<i>Insert answer here:</i>		
8	Have you seen progress towards the reduction of child labour due to the intervention models you have implemented? If yes, which interventions were most impactful? Can they be replicated?	ALL
9	Did you notice any unintended impacts, both positive and negative? How did they occur?	
<i>Insert answer here:</i>		
SUSTAINABILITY		
10	Do you think that various partnerships established during the project will be able to continue the work towards the reduction of child labour?	ALL
<i>Insert answer here:</i>		
11	After the end of the ENHANCE project, do you think stakeholders are generally able to continue working to combat child labour? Why? Why not?	ALL

<i>Insert answer here:</i>		
12	What strategies do you believe are necessary to sustain the results of the awareness raising efforts and practices initiated through the ENHANCE project after its completion?	ALL
<i>Insert answer here:</i>		
13	How do you assess the long-term capacity of provincial partners to maintain the results achieved through the ENHANCE project? What further resources or support do you think are needed?	ALL
<i>Insert answer here:</i>		
CONCLUDING REMARKS		
Is there anything we missed that you would like to share/add?		ALL
<i>Insert answer here:</i>		

NGOs, community organisations, etc.

The following questionnaires apply to grassroots, community-based organisations that supported the implementation of ENHANCE and provided support to the ultimate beneficiaries, such as the commune people's committee, VTT school, Thian An school, alliances, Sai Gon charity children, etc.

Introduction		
Could you briefly introduce yourself, your organisation, and your involvement in the ENHANCE project? Since when and how long have you been involved in the project?		
EFFECTIVENESS & IMPACT		Respondents
1	Have you seen any changes in the legal and political framework affecting child labour in Viet Nam? What changes have you seen? Have these changes already affected children and families, as well as the work of your organisation?	ALL
<i>Insert answer here:</i>		
2	Do you think your community has become more empowered and capable of monitoring and identifying cases of child labour? Can you give examples of how you see this increased capacity of community members?	ALL
<i>Insert answer here:</i>		
3	The project aimed to enhance public understanding of child labour and the associated national laws. Do you feel your knowledge and awareness of this phenomenon has increased due to the ENHANCE project?	ALL
<i>Insert answer here:</i>		
4	To achieve the project objectives, the project aimed to create and strengthen partnerships among key stakeholders, at national and local level. Have you noticed an increase in your organisation's collaboration with other actors to combat child labour? If yes, how is the increased collaboration helping you?	ALL
<i>Insert answer here:</i>		

5	Have you seen the establishment of any mechanisms that help reduce child labour in the three primary economic sectors of the national economy (<i>agriculture (forestry and fisheries), industry (construction) and services</i>)?	ALL
Insert answer here:		
6	Overall, have you noticed any signs in your area and community that child labour has decreased due to the project?	ALL
Insert answer here:		
7	Do you feel that your participation contributed to the success of the project? What contributions do you feel you have made to ENHANCE and to combatting child labour?	ALL
Insert answer here:		
8	What do you think were the main factors contributing to the project's achievements?	ALL
Insert answer here:		
9	What do you think were the main challenges that the project faced? Do you think any of its objectives were not achieved?	ALL
Insert answer here:		
10	As a result of all ENHANCE project activities, have you noticed that rural communities in the three primary economic sectors of the national economy (<i>agriculture (forestry and fisheries), industry (construction), and services</i>) have become more aware of exercising children's rights? How?	ALL
Insert answer here:		
11	Did you notice any unintended impacts, both positive and negative? How did they occur?	
Insert answer here:		
SUSTAINABILITY		
12	To what extent do you think your organisation can continue working towards the eradication of child labour in your community? Do you think you have sufficient capacity and resources to do so?	ALL
Insert answer here:		
13	Specifically, do you think you have the capacity to replicate or upscale any of the interventions of ENHANCE, without further support from ILO?	ALL
Insert answer here:		
14	What main challenges may hinder the project from having a long-term impact on your community? Do you see any risks that child labour could increase again after the project closure?	ALL
Insert answer here:		

15	Are there any factors that you think will help you and all other stakeholders sustain the results of ENHANCE after the project closure?	ALL
Insert answer here:		
CONCLUDING REMARKS		
Is there anything we missed that you would like to share/add?		ALL
Insert answer here:		

Group interview questionnaires

- Beneficiary children (now adults) of education support
- Beneficiary households of livelihoods support

The evaluation involved focus group discussions (FGDs) with beneficiaries. The table below served as a guide for the evaluation team in facilitating these discussions.

Main question	Guiding questions or prompts for follow-up
Can you briefly introduce yourself?	
INTRODUCTION/CONTEXT	
What was your situation before you took part in the ENHANCE project	- How old were you when you learned about the ENHANCE project? - Were you in school? If not, why not? What were the barriers for you to go to school? - If yes, were you thinking about leaving school? Why? What stopped you from continuing school? - How did your parents react? Did they want you to continue going to school?
What made you decide to participate in the ENHANCE project?	- What support were you looking for at that time? - What made the support provided by the project interesting for you?
Which ENHANCE activities did you participate in?	Formal schools: - Transport, meals, uniforms, book allowances - Support to migrant children through facilitation of residential registration processes - After-class remedial teaching - Life skills education through the SCREAM course - Vocational counselling Continuing education (NGOs, Centres, Thao Dan school) - Flexible continuing education times - Multigrade classes - Catch-up classes for reintegration in school - Vocational counselling and life skills education Employment and business: - Vocational training - Apprenticeships - Business development trainings
EFFECTIVENESS & IMPACT	
How did the project activities help you overall?	Formal schools: - Did the project help you to stay in, or return to school? How? - Did the counselling and SCREAM teach you new skills or ideas for your future? CE:

	- Did the project help you to continue education or continue participating in selected courses? What did you learn? - Did the project help you reintegrate into formal education? How? - Did the counselling and life skills classes teach you new skills or ideas for your future? Which activities were most useful to help you stay in school, return to school, or continue other forms of education? Employment/business: - Did the project provide you with relevant skills to find a good job? Are you currently employed as a result of that? - Did the project provide you with relevant skills to start a business? Do you have a business right now? Is it successful for you? Which activities were most useful for you to start a job or a business?
Did you still experience any barriers to continue education after the support of the project?	- Was the support enough to keep you in school or keep you going to your courses? - Did your parents support your education? - What other factors hindered you from fully benefiting from education? - Did you see any negative results from the project support? - Was the support enough to keep the job or keep the business running successfully or did you need additional support for that? - Did you feel supported by the community? - Did you see any negative results from the project support?
Did the project create any broader results for your community?	- Did you see more children going back to school or staying in school as a result of the project? - Did you notice any changes in behaviour or perspectives in your community regarding education? Are parents more interested in their children's education since the project? - Are local businesses more aware of the potential dangers for children who work? - (in HCMC)Have you noticed any steps taken by enterprises to reduce child labour? For example, by making work safer?
What do you think your life would be like today if you had not participated in the project?	
CONCLUDING REMARKS	
Is there anything we missed that you would like to share/add?	

Table 14. Questionnaire for households with livelihoods support

Main question	Guiding questions or prompts for follow-up
Can you briefly introduce yourself?	
INTRODUCTION/CONTEXT	
Before the ENHACE project activities, did you think child labour was a problem?	- Did you know that certain forms of child labour are bad for the child? - Do you think bad forms of child labour happened in your community? What were the main reasons for this happening?
Are you aware of the activities that were implemented by the ENHANCE project?	- Awareness-raising campaigns supported by the local government on "what is child labour" - In-person meetings, cultural and sports events, brochures and other materials about child labour, TV, newspaper, social media and radio information - Seminars specifically for businesses - Training for livelihoods, on the quality and marketability of products

	- Different educational support activities for children
Did you participate in any trainings, seminars, or other activities about child labour or about business, value chains and other livelihoods topics?	
EFFECTIVENESS & IMPACT	
(If relevant) What did you think about the communication about child labour?	- Do you feel better aware of what child labour means and includes? - Do you feel better aware of what types of child labour are dangerous and why? Can you give some examples? - Do you think other people in your community are more aware of the dangers of child labour? How do you see that? - Do you think you, and your community, are better able to address cases of child labour? If you see a dangerous case of child labour, do you know what to do or whom to report it to?
What were the results of the livelihoods trainings on your work?	- What changes have you made to your business or your work as result of the training? - Have you seen any improvement in your income as a result of those changes? How? - Which parts of the training were most helpful for you to increase your income? - Were any parts of the training not useful or helpful for you? Were there any changes you tried that did not work?
(If relevant) What were the results of the educational support activities?	- Did you notice that more children were able to stay in school or return to school? - Did you notice that more parents were supportive of children staying in education?
Did the training impact your family?	- Did the effects of the training affect the ability of your children to access education? - Did you make any changes to how your children are involved in your work? - Do you think other people who participated in the training are now better able to send their children to school? - What influenced this decision?
Overall, what approaches do you think are most effective in your community to protect children from dangerous forms of work and improve their access to education?	
What do you think the situation of child labour be like in your community today if there was no ENHANCE project?	
SUSTAINABILITY	
What are your expectations for the future?	- Do you think you can continue working with the ideas you got from the training? - (if relevant) do you think you will be able to maintain the increased income that you notice? - (if relevant) do you think you, and your community, will be able to continue protecting children from dangerous work?
What factors or challenges would undo the progress that you made in the future? Do you think your business is stable enough to survive difficult times? Do you think there could be situations that you or your community would rely on (dangerous) child labour again?	
CONCLUDING REMARKS	
Is there anything we missed that you would like to share/add?	