

**MINISTRY OF JUSTICE**

**UNITED NATIONS ENTITY FOR GENDER  
EQUALITY AND THE EMPOWERMENT OF  
WOMEN**

## **DETAILED PROJECT OUTLINE**

**Strengthen Capacity of Legal Officials in drafting and assessing Laws and  
Policies for Gender Equality and Women Advancement**

*(Component of Regional Programme on Improving Women's Human Rights in  
Southeast Asia – CEDAW phase II (2011-2015), Project Number 78383)*

## **PART A: GENERAL INFORMATION ABOUT THE PROJECT**

### **1. Project title and code:**

*Project number:* 78383, LOA No: LOA-VNM-2012-06

*Project title:* “**Strengthen Capacity of Legal Officials in drafting and assessing Laws and Policies for Gender Equality and Women Advancement**”

### **2. Sectorial code:**

### **3. Name of the UN Agency supporting the project:** United Nations Entity for Gender Equality and the empowerment of women.

### **4. Name of the Line Agency – National Partner:** Ministry of Justice (MOJ)

a) Contact address: 58-60 Tran Phi, Ha Noi, Viet Nam

b) Phone/Fax number: 84 4 627 39361

### **5. Name of the Agency proposing the project:** Ministry of Justice

a) Contact address: 58-60 Tran Phi, Ha Noi, Viet Nam

b) Phone/Fax number: 84 4 627 39361

### **6. National Implementing Partner (NIP):** The Committee for the Advancement of Women in Justice Sector, Ministry of Justice

a) Contact address: 58-60 Tran Phi, Ha Noi, Viet Nam

b) Phone/Fax number: 84 4 62739523

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### **7. Name of Co-Implementing Partner:** The Committee for the Advancement of Women in Justice Sector, Ministry of Justice

a) Contact address: 58-60 Tran Phi, Ha Noi, Viet Nam

b) Phone/Fax number: 84 4 627 39361

### **9. Estimated Project Duration:** 36 months from December 15, 2012 to December 31, 2015.

### **10. Project Location:** Ha Noi and selected provinces (to be determined during the project implementation)

### **11. Total project budget:** 92.000 USD (equivalent to 1,916,820,000 VND) as UN exchange rate of November, 2012 with 20,835 VND for one USD

10.1. Total grant ODA: 77.000 USD

Total ODA amount already committed: 77.000 USD (regular source of funding).

10.2. Counter part funding (in cash) 312.525.000 VND (equivalent to 15.000 USD).

Form of mobilized counterpart funding: central budget allocation: 312.525.000 VND (100% counterpart funding)

### **11. ODA provision modalities:**

a) Grant ODA: 77,000 USD

b) Soft loan: 0 USD

c) Mixed grant and loan: 0 USD

## **PART B: DETAILED PROJECT OUTLINE**

### **Strengthen Capacity of Legal Officials in drafting and assessing Laws and Policies for Gender Equality and Women Advancement (Phase: 2011-2015) Assisted by United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)**

#### **I. BACKGROUND**

##### *1. Project context and justification*

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. It is an international mechanism that provides a comprehensive framework and legitimates the basis for demands of equality and non-discrimination for women. As the most comprehensive human rights instrument on women's human rights, it covers all aspects of women's lives – civil, political, economic, social and cultural dimensions and their corresponding rights. The principle of state obligation requires states to put in place corrective measures to address the effects of past discrimination. Furthermore, CEDAW prescribes formal/*de jure* equality but also practical measures needed to ensure *de facto* equality. It also addresses cultural and socio-cultural stereotypes which cause and perpetuate inequality between women and men. The Convention is the only human rights treaty which affirms the reproductive rights of women and targets culture and tradition as influential forces shaping gender roles and family relations. It affirms women's rights to acquire, change or retain their nationality and the nationality of their children.

Viet Nam ratified CEDAW in February 17, 1982. The Convention has been in force in Viet Nam since March 19, 1982. In keeping with its obligation under CEDAW, Viet Nam submitted its 5<sup>th</sup> and 6<sup>th</sup> country report to the CEDAW Committee in 2005 that was examined during constructive dialogue with the UN Committee on the Elimination of Discrimination against Women (the CEDAW Committee) in January 2007.

The CEDAW Committee recommended in its 2007 Concluding Observations that Viet Nam should systematically and continuously implement all the provisions of the Convention. It recommended the government to focus on the implementation of existing laws and policies by setting time bound targets; systematically collecting and analyzing data; monitoring impact, trends over time and progress goals; and results achieved; and allocating sufficient human and financial resources. The Committee recommended the government to take measures towards the speedy harmonization of existing legislation with the objectives of the Convention and the Law on Gender Equality. In particular, in the areas of employment, social security, education, the

representation of women in political and decision making bodies and within the public administrations and health care services. It specifically called in its Recommendation 26 “to set minimum age of marriage or women and men at 18 years, in line with article 1 of the Convention on the Rights of the Child and article 16 of the Convention and the Committee’s general recommendation 21 on equality in marriage and family relations. It also calls on the State party to take measures to prevent and stop underage marriages”.

At present in Viet Nam, efforts are being made to strengthen the constituent institutions of the legal system. These changes include the development of a system of rule of law, the move to enhance grassroots democracy, better international integration and commitment to more international human rights instruments. Vietnam has been focusing on the implementation of the Strategy on Development and Improvement of the Legal system for the year 2010 up to 2020. Furthermore, there has been a focus on the Strategy on Judicial Reform toward 2020, aiming to build and perfect a legal system that is comprehensive, consistent, enforceable, public and transparent; build a State Law Socialist Vietnam of the people, by the people and for the people; ensuring human rights, freedom and democracy of its citizens, contributing to the building up of a rule of law State in Vietnam.

### The role of the Ministry of Justice

The Ministry of Justice (MOJ) is the State Management Agency over legislative work and execution, judicial work and public services.

One of the main components of the legal system reforms has been to identify functions of the MOJ in improving the legal system, developing, monitoring and reviewing of law implementation. According to the Law on promulgating legal normative document, the Ministry of Justice undertakes assessment of draft laws, focusing on their constitutionality, legality and consistency with the legal system and relevance to related international treaties to which Vietnam is a States Party. The Ministry also reviews feasibility of draft laws, including its responsiveness to the actual needs required to address social development, as well as the required conditions for ensuring their enforcement/implementation.

In the context of major of legislative initiatives proposed by the government agencies, the Ministry of Justice takes priority to participate in drafting laws at the beginning of initiative formulation. Moreover, after approval of the law by the authority agencies (the National Assembly or the Government), the Law on Legal Dissemination and Education regulates the responsibilities of the Ministry of Justice for disseminating and educating of the approved law, ensuring the approved law is disseminated to the people, particular in the objects who directly governed by the law. Recently, the Ministry’s duty of monitoring and reviewing law created an opportunity for the Ministry for proposing recommendations and suggestions on perfecting legal system and improving the effectiveness of law implementation.

The MOJ also plays an important role in drafting laws in areas under the Ministry's management. This includes general laws on human rights, including those on women human's rights. The Criminal Code, the Civil Code, the Law on Marriage and Family, Law on Civil status registration and the Law on Lawyers were drafted by the Ministry of Justice. Over the 2008 -and 2009, the Ministry of Justice has drafted and submitted to the Government for approval a range of Decrees that guided implementation of Law on Gender Equality. This has included decrees on responsibilities of the state agencies in areas of gender, measures to promote gender equality and administrative sanctions to violations of the gender equality law.

In the areas of justice, there are many opportunities for the MOJ in undertaking and ensuring the implementation of human rights, improving access to justice for the people by means of managing and improving the work of civil registration institutions legal aid and counseling; training for different legal professionals such as judges and prosecutors.

The key roles of MOJ in the justice sector reform process are:

- In charge of a "quality" review of new legislation, promoting the empowerment of the Viet Nam Legal Bar Federation establishing a network of legal aid provision agencies, and providing training for lawyers, judges, prosecutors and other persons active in the sector.
- Draft laws for the sector, such as the Law on Lawyers, Law on Enforcement of Civil Judgements, and Law on State Compensation.
- Lead the designing and implementation of a plan for the development of curricula and training methodology for judicial officials, including judges, assessors, prosecutors, and civil judgement executors.
- On behalf of the Government, the MOJ manages legal and judicial cooperation projects with foreign donors. According to current government regulations, all project proposals involving foreign donors shall be submitted to the MOJ for review and approval before being signed and implemented.
- Be responsible for the state management of legislative drafting and law execution, evaluating the legality of legal normative documents, law dissemination and education, civil judgment and enforcement, judicial administration, state management of justice support services and other services throughout the country.
- Plays a key role in developing policy for various aspects of judicial work such as governing and regulating executive judicial bodies and providing judicial services to the general public.
- Plays a fundamental role in the justice sector reform process, including establishing a network of legal aid provision agencies and providing training for lawyers, judges, prosecutors and other relevant stakeholders in this sector.

By exercising the above duties, the Ministry of Justice, including the Committee for Women Advancement in the Justice Sector (CWAJS), has been increasingly addressing the crosscutting issues such as the achievement of the MDGs, gender equality and promoting policies for the poor. The Law on Gender Equality of 2007

addresses the responsibility of the MOJ for gender mainstreaming drafting and review laws and into the work of the MOJ. A range of steps have been made in the Ministry's Plan of Action for Advancement of Women in Justice Sector undertaking research on gender impact of draft laws and assessing the extent to which gender has been mainstreamed in draft law; bringing gender indicators into performance evaluation index of each agency and unit of the Justice Sector.

Committee for Women's Advancement in Justice Sector (CWAJS) was established in 1996. It plays a role of the Gender Focal Point in implementing every activity for gender equality and women's advancement in the Justice Sector. Under the NCFAW structure, each Ministry has its Committee for the Advancement of Women. The Ministry of Justice intends to enhance the capacity of the CWAJS, which is situated in the Human Resource and Personnel Department of the MOJ. This department will play an important role in influencing the staff of Justice Sector in programmes, action-plans and training. According to the National Strategy for Gender Equality, the Committee has submitted to the Minister for approval a Plan on implementing Gender Equality in the Justice Sector in 2011-2015 period, which aims to ensure substantive gender equality in opportunity and participation in managerial and leadership positions in the justice sector; in training to improve knowledge and capacity of the legal officials relating to gender equality in order to improve effectiveness of gender mainstreaming into specialized activities of the Ministry; in accessing to and benefit from healthcare services of officials in the justice sector. The Action Plan also aims to improve the role of the Ministry of Justice in promoting gender equality and women advancement in Vietnam in general by improving the Ministry's function of drafting and assessing legal normative documents and law execution with a strong gender perspective. The Action Plan is developed to implement the National Strategy in line with CEDAW, where identified targets, indicators and solution to improve state management capacity by performing the Ministry function of drafting and assessing legal documents and law execution.

This is the first time that UN Women has supported the MOJ on strengthening its institutional capacities, particularly the capacity to undertake legislative reviews and mainstream gender in lawmaking processes and in improving access to justice for women by using CEDAW as a framework. This project is designed to increase the knowledge on CEDAW and Women's Human Rights (WHR) of MOJ staff so that they will contribute to the revision and development of laws from a CEDAW/WHR perspective.

The CWAJS in the MOJ proposed this 4 year project with an aim to contribute to the fulfillment of the joint commitments and results identified in the One UN Plan (2012-2015), signed by the Government of Viet Nam and the UN in Viet Nam in 2012. In particular, the project will contribute to the realization of One Plan Outcome 3, "Governance and Participation", and the specific outputs relating to the NA identified therein, including outcome 3.1: *"By 2016, elected bodies are better able to formulate laws and oversee the performance of state Agencies and represent the aspirations of the Vietnamese people, especially women, ethnic minorities and other vulnerable and*

*disadvantaged groups”; Outcome 3.2: “By 2016, all citizens, particularly the most vulnerable groups, benefits from strengthened legal and judicial reform and increased access to justice, enhanced capacity of legal and judicial professionals, and strengthened national frameworks to support the implementation of international conventions ratified by Vietnam”, in which Output 3.2.3: Legal, law enforcement and judicial personnel have enhanced knowledge and skills to carry out their obligations under Viet Nam’s Constitution and laws as well as ratified international conventions.*

In line with the global and regional outcome of UN Women, UN Women CEDAW Southeast Asia Programme is currently implementing a regional programme entitled “Improving Women’s Human rights in Southeast Asia” with the ultimate goal of reducing discrimination against women in the region. The programme aims to enhance Southeast Asia regional processes that facilitate CEDAW implementation and has three outcomes:

**Outcome 1:** Increased skills and knowledge of government officials and civil society gender experts on CEDAW compliance in development and monitoring new and revised legislative frameworks.

**Outcome 2:** Increased awareness among formal and informal justice system actors of CEDAW commitments.

**Outcome 3:** Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments

To this end, UN women would like to support the CWAJS of MOJ to strengthen Capacity of Legal Officials in drafting and assessing Laws and Policies for Gender Equality and Women Advancement from Nov 2012 to December 2015.

*2. Summarize other completed or ongoing programmes/projects, financed by various sources and major lessons drawn from the previous programme of the UN Agency supporting the proposed project*

Currently, the Ministry of Justice has not ever received any support to carry out similar activities. This is the first time that the Ministry of Justice enters into partnership to the United Nations Entity for Gender Equality and the Empowerment of Women.

*4. Identify the major issues that will be addressed by the proposed project*

As stipulated in law, the Ministry of Justice is mandated to providing assistance to the government in following: state management of legislative drafting and law execution; evaluating the legality of legal normative documents; law dissemination and education; civil judgment enforcement; judicial administration (such as civil status registration ); state management of justice support services (including legal aid,

defense lawyers; , public notaries, professional examination facilities, etc.) and other justice services throughout the country; and related tasks.

As aforementioned, there are remaining obstacles to the promotion of gender equality and women's empowerment in Viet Nam. This is in part due to weak implementation of legal and policy frameworks including requirements for gender mainstreaming in legislation. The officials and staff of the MOJ, especially those who are directly responsible for the implementation of justice, lack awareness of barriers and obstacles for women to justice and are not trained in the concepts and principles of CEDAW, nor on the Law on Gender Equality. Hence, there is an urgent need to further strengthen the capacity of the MOJ in this regard to formulate a new approach to women's human rights, in order to instill CEDAW principles into the work of the justice sector. This project will address this need by facilitating knowledge on CEDAW and Women's Human Rights (WHR) of MOJ staff so that they will contribute to the revision and development of laws from a CEDAW/WHR perspective. In this regard, this project will bring a tangible change in the attitudes of MOJ staff and legal professionals to review laws from a gender perspective. This perspective should extend beyond laws and legislation that are traditionally conceptualized as "gender-related" (such as Domestic Violence) to encompass all forms of legislation. This includes the revision or development of laws on issues such as Law on Land Use, Law on Civil Status, and Law on Grassroots Reconciliation etc. during this National Tenure. This project will be focus not only on training, but also by supporting institutionalization of increased capacity for the MOJ, especially in the areas of law making within the framework of CEDAW and other human rights instruments. Alongside with training, there will be policy dialogues/advocacy forum to discuss and influence policy and law makers for better developing laws from CEDAW and human rights perspective.

UN Women support to CWAJS/MOJ through this LOA will contribute to the integration of CEDAW and Human Rights Principles in the implementation of the Plan of Action for implementation of Gender Equality in the Justice Sector. The project will enable the MOJ/CWAJS, its senior officials and related stakeholders to support the government in Viet Nam to address the CEDAW Concluding Observations of 2007, particularly points 9, 20, 26 and 27. In this regard, the MOJ/CWAJS will take part in contributing inputs to better CEDAW implementation in Viet Nam after submission of Viet Nam combined 7 -8 CEDAW report, particularly contributing to the implementation of CEDAW Committee Concluding comments afterwards.

According to the Law on Gender Equality, for a draft law containing gender issues, the drafting agencies and the assessing agencies are responsible to ensure the participation of Ministry of Labour, Invalids and Social Affairs (MOLISA) in the drafting board and assessing board and Parliament Committee for Social Affairs (PCSA) in the verification of the law revision or development. These are two steps of law making process. In this process as mentioned earlier, MOJ plays an important role in revision or development of laws. The project will facilitate MOLISA, MOJ and

PCSA working together to ensure the compliance of bills and laws with CEDAW and other Human rights treaties.

This support is provided in coordination with other UN agencies and bilateral donors. Through strengthening the capacity of the MOJ, efforts will be made to integrate CEDAW into national legislation. It is critical to develop capacity of the MOJ and the CWAJ to review all laws for compliance with CEDAW and Human Rights treaties. The project will also contribute to the ongoing Judicial Sector Reform process of the MOJ and will endeavor to integrate gender equality into the training materials of the judicial training institution through the revising training materials that CWAJS plays as coordinator role.

The project will contribute to MOJ in the implementation of Plan of action for the advancement of women of the Justice Sector (2011 – 2015) to achieve 4 objectives:

- 1/ Enhance state management on gender equality
- 2/ Promote women's participation in management and leadership positions in entire justice sector, step by step narrowing gender gaps in this area.
- 3/ Enhance quality of women human resource, step by step ensuring equal participation between men and women in training and education of the justice sector.
- 4/ Ensure gender equality in the implementation of policies and entitlements

The support provided by UN Women to the MOJ/CWAJS is of supplementary nature to the existing capacity and to add value in order to enable the MOJ/CWAJS to implement actions and policies in line with the principles of national ownership, inclusive participation, transparency, accountability, and partnership, in the context of One UN, in coordination with other bilateral donors and UN agencies.

## *5. Beneficiaries*

The following groups will benefit from the project:

- MOJ legal officials;
- Legal officials of other government ministries;
- Legal officials of justice department at provincial level;
- Legal Consultants of Legal Aid Center;
- Officers of the Civil-Execution Judgment Agencies
- Prosecutors, Judges, Lawyers and other judicial titles under state management of the MOJ;
- Relevant officials of the MOJ training and research institution, including Ha Noi Law University and the Judicial Academy.
- Members of the Committee for Women Advancement in the Justice Sector and its secretary;
- UN agencies and development partners.

*It is estimated that there are about 400-500 persons will be directly benefit from the project by participating to workshop or training course and other 20 thousand persons who are in the above groups could be benefit from the project by using training material and learning experience from the direct benefit groups.*

## II. JUSTIFICATION

### *1. Relevance of the Project contents and objectives to the mandate and programme priorities of the donor*

UN Women was established on 2 July, 2010 by the United Nations General Assembly based on merging functions and tasks of the Division for the Advancement of Women, the International Research and Training Institute for the Advancement of Women, the Office of the Special Adviser on Gender Issues Advancement of Women and the United Nations Development Fund for Women. UN Women became operational in January 2011. This entity is work for the advancement of gender equality and solving gender discrimination world-wide.

UN Women's mission is to protect women rights and gender equality based on CEDAW. In order to carry out their mission, UN Women has participated into drafting and contributing to the fulfillment of the joint commitments and results identified in the One UN Plan (2012-2016), signed by the Government of Vietnam and the UN in Vietnam in 2012.

In line with the global and regional outcome of UN Women, UN Women CEDAW Southeast Asia Program is currently implementing a regional programme entitled "Improving Women's Human Rights in Southeast Asia" with the ultimate goal of reducing discrimination against women in the region. The Program aims to enhance Southeast Asia regional processes that facilitate CEDAW implementation.

Under the UN Women supporting, the Project will contribute to realization of One Plan Outcome 3: Governance and Participation, and the specific outputs relating to the NA identified therein, including: outcome 3.1. "By 2016, elected bodies are better able to formulate laws and oversee the performance of state agencies and represent the aspiration of the Vietnamese people, especially women, ethnic minorities and other vulnerable and disadvantaged groups"; outcome 3.2. "By 2016, all citizens particularly the most vulnerable groups benefits from strengthened legal and judicial reform, and increased access to justice, enhanced capacity of legal and judicial professionals, and strengthened national frameworks to support the implementation of international conventions ratified by Vietnam", in which Output 3.2.3: Legal, law enforcement and judicial personnel have enhanced knowledge and skills to carry out their obligations under Vietnam's Constitution and laws as well as ratified international conventions.

### *2. Reasons for the selection and comparative advantages of the supporting UN Women in terms of technology, managerial experience, policy advice, etc...in the sector/field.*

UN Women has a distinct and comparative advantage as an agency of the United Nations Entity for Gender Equality. UN women is newly borned entity however, its predecessors have much experience of cooperation with Vietnamese Government and

a strong families with issues on the ground for Vietnam women. Within One UN Plan, UN Women is the leading UN agency in the area of protection for women rights. Through the current National Program for the advancement of Vietnamese women, UN Women has been supporting the Government in strengthening policy, legal and regulatory framework pertaining to women protection and gender equality in general, strengthening capacity for legal officials on improvement of laws and policies as well as gender mainstreaming into making legal normative documents. Many counterparts are familiar with UN Women in these areas, which will facilitate the implementation of this Project. Via its engagement with central ministries and departments, UN Women can also leverage technical support to the provincial departments and agencies through its respective Ministries.

*3. Conditions as required by the supporting UN Women and the Vietnamese side's capacity to meet them*

The main policies guidelines that Implementing Partner and Co-Implementing Partner must follow are specified in the Vietnam United Nations Harmonized Programme and Project management Guidelines (HPPMG). In addition, the equity and rights based approach and subsequent thematic focus on the most disadvantaged population groups, including women in remote or rural poor areas, and the need for gender sensitive approach to programming are key UN Women guidelines that will be followed. The counterpart's leaders and officials are aware of and familiar with these conditions, as a result of having worked together with UN Women for many years.

In addition, Ministry of Justice has consulted in depth with UN Women and technical experts and as a result is aware of other priorities and favored modalities for UN Women. These include (i) national and subnational linkage approach to ensure that key initiatives relating to gender issues done by the Ministry of Justice shall contribute to the national decision making process and that the national policies relating to gender issues and gender integration into making laws are effectively implemented; (ii) the major emphasis to strengthen cross-sectoral coordination through program like National Strategy on Gender Equality and Legal and Judicial Reform Strategies by mobilizing allocated resources to improve coordination and collaboration; (iii) the increased emphasis to support sector plans closer to gender equality with adequate budget allocations and human resources; (iv) the increased emphasis to works on women right protections and gender equality.

### **III. OBJECTIVE AND MAJOR INDICATORS OF THE PROPOSED PROJECT**

The project is to support national partner (MOJ/CWAJS) in the implementation of CEDAW and other international commitments on gender equality.

**- Project objectives:**

1. Building up capacity of MOJ staff in assessing of all new and revised legislative frame works for compliance with CEDAW and other international human rights norms,

2. Influencing law makers to Improve the access to justice for women, and
3. Improving the monitoring of gender equality commitments of the justice sector of the government of Viet Nam.

- Specific objectives and indicators:

### **3.1 Strengthen the capacity** of the MOJ in applying gender perspective in the law making and oversight of law implementation in all areas of law

This will include:

- Increasing the substantive knowledge and understanding of MOJ decision makers and technical staff, on CEDAW women's human rights principles, other human rights treaties and women's situation in Viet Nam;
- Providing skills and experience for MOJ officials and legal officials of relevant ministries to effectively address women human rights issue in the appraisal of new and revised laws;
- Improving the capacity of the MOJ technical staff and education officials in utilizing CEDAW and other human rights treaties principles for policy advocacy, appraisal of drafting laws and oversight of law implementation.

### **3.2 Sharing knowledge and information** on the situation of women's human rights.

This includes knowledge sharing on the extent of good practices and the degree of discrimination against women in Viet Nam. Currently, the MOJ has a 3 year project with UNDP on access to justice. In term of gender issue, the project focuses on institutionalization works. They provide support to activities relating to assessing and drafting specific laws. However, relating to making law process, there is much participation of other ministries and agencies of local authorities. Hence, this project under this LOA will to provide training courses and training materials to legal official in order to formulate their sensitive senses on gender issues and knowledge on basic principles of gender issues regulated by national laws and international treaties.

This will work towards creating a greater understanding of specific areas of attention required on women's rights that the MOJ and UN Women should focus. The knowledge and information will inform and assist in identifying the priority types of women's human rights to be addressed and in strengthening of MOJ in identified areas of priority.

### **3.3 Support MOJ** in training workshops/constructive dialogues/consultations for law makers, and their secretariat, relevant government ministries, MOJ training and research institutions etc, with the aim to increase their CEDAW and HR knowledge as well as influence law makers in integrating CEDAW principle into new law or revision of laws.

To realize those strategies, training materials on CEDAW and Women's Human Rights will build up the existing CEDAW training materials developed under CEDAW SEAP phase I. There will be a range of training courses, training workshops and other activities that will be organized by the MOJ with technical and financial assistance from UN Women.

The Ministry of Justice also plays an important role in drafting laws in areas under the Ministry's management. As mentioned above, (MOJ) is the state management agency over legislative work and execution, judicial work and public services. The MOJ takes priority to participate in drafting laws at the beginning of initiative formulation. These laws are subject to approval by the authority agencies (NA or the Government). The MOJ's duty of monitoring and reviewing law created an opportunity for the Ministry to propose recommendations and suggestions on perfecting the legal system and improving the effectiveness of law implementation.

The NA and MOJ work closely together in the law revision and development process. For example, the MOJ provides technical input for the National Assembly for the reviewing and endorsement process.

It is noted that under the One Plan programmatic framework from 2012 to 2016 UN Women is working parallel with the PCSA in the NA and MOLISA on 3 year projects according to roles and functions of each agency relevant to target audience. For example:

- The PCSA project provides the opportunity for the NA and its supporting staff, relevant government ministries, NA training and research institutions working on the proposed women's rights issues, not only to increase their understanding of CEDAW and WHR, but also the other related issues for policy development and legislative processes and also to facilitate a common understanding and knowledge among the NA and its relevant associates of human rights principles, international human rights mechanisms.
- The MOLISA project will build capacity for key staff of MOLISA and other relevant Government ministries, members of mass organizations, women's groups and networks, gender advocates, research institutions etc, who work on the proposed women's rights issues) and raise their awareness on CEDAW and women human rights, establish evidence-based data for advocacy for law amendment and development; and strengthen the Periodic Report.
- The project with the MOJ focuses on improving the knowledge of legislative and judicial staff on CEDAW and other WHR principles. This knowledge will support the drafting of new legislation and new procedures that better in line with CEDAW and WHR in Viet Nam.

The purpose of the MOJ project is to provide the opportunity for the MOJ, its supporting staff, law makers, relevant government ministries and research institutions working on the proposed women's rights issues to increase their understanding of CEDAW and WHR. It also aims to increase their understanding of the other related issues for policy development and legislative processes, and to facilitate a common

understanding and knowledge among the MOJ and its relevant associates. This common understanding would include human rights principles, international human rights mechanisms, human rights priorities in the country and the role that they could play for the protection and promotion human rights, especially the rights of women and children from the CEDAW perspective.

Participants of the mentioned above activities will be MOJ officials and officials of relevant government ministries and MOJ training institutions. This project will be implemented to a target group of 40-50 staff in the justice sector, given budget provisions.

In sum, by the end of 2015, the project will expect to achieve:

- MOJ key staff, particularly CWAJS staff will be able to effectively integrate CEDAW and human rights principles in certain laws.
- CWAJS will be able to develop a list of recommendations to NCFAW for better CEDAW implementation in Viet Nam and monitoring CEDAW implementation in Viet Nam.
- MOJ will successful implement Plan of Action for the advancement of women in justice sector and develop new POA for successive years after 2015

This LOA will contribute to:

- **Output 4.1.** of UN Women DRF – VCO “Policy makers, civil society and UN access necessary tools and knowledge to support gender mainstreaming and gender analysis” under **Outcome 4: Effective implementation and monitoring of national and international commitments to gender equality.**
- **Indicator 4.1.4** Number of legislators, government officials and NGO staff who took training on legislative compliance with CEDAW stated the improvement of skills and knowledge on legal reform.

#### IV. MAIN RESULTS OF THE PROPOSED PROJECT

**During the period from 2012 – 2015 the project will focus on the following outputs:**

**One Plan framework:** *Output 3.2.3:* Legal, law enforcement and judicial personnel have enhanced knowledge and skills to carry out their obligations under Viet Nam’s **Constitution and laws** as well as ratified international conventions

**CEDAW SEAP Phase II Frame work:**

*Outcome 1. Increased skills and knowledge for ensuring CEDAW compliance in development and monitoring of new and revised legislative frameworks*

*Output 1.1* Institutionalized programs and arrangements for sustained capacity development on WHR-compliant lawmaking for Parliament, relevant executive agencies and CSOs.

*Outcome 2. Increased awareness among formal and informal justice sectors of CEDAW Commitment*

*Output 2.1.* A core group of actors in plural justice systems with enhanced knowledge and skills on women's human rights – compliant justice delivery

*Outcome 3. Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments*

*Output 3.1. Knowledge resources that support better implementation, monitoring and reporting on CEDAW and WHR-related documents and programs, shared across the region.*

**For the year 2012, UN Women will support MOJ:**

**Activity 1:** *Develop training materials* for the mentioned targets groups on CEDAW and other related treaties. The training materials will build up the existing CEDAW training material, which was developed in the CEDAW SEAP phase I and refer to the UNDP training materials for staff. This includes:

- 1.1. Development of training outlines and modules
- 1.2. Development of modules contents
- 1.3. CEDAW and gender specialists group discussion to provide comments and inputs for the training modules.
- 1.4. Small consultative meeting with relevant specialist to improve and finalize the training materials

In close cooperation with the MOJ, UN Women will contract national consultants to orient stakeholders on CEDAW and other HR treaties as entry inputs for the training materials.

The MOJ will recruit national consultants to develop the training materials with technical support of UN Women and other related specialists on this area.

The MOJ will assign one officer to work as project coordinator, who will work closely with UN Women to coordinate this activity as a part of capacity building for MOJ staff on CEDAW and other HR treaties.

As the active member of the UN governance coordination group, UN Women will share the draft of the training materials with other UN agencies for further comments in the manner of Delivery as One.

**Activity 2:** *Pilot training to finalize training materials*

- 2.1 A pilot training will be organized with the key trainers and MOJ staff, legislators, judiciaries, law makers and CEDAW expert etc.

The pilot training aims:

- Equip key trainers and key MOJ staff, policy makers, lawyers, gender specialist on CEDAW and other HR treaties,
- Examine the training agenda if they are relevant to future participants.
- Find out shortcomings of the training materials and areas to
- Revise and finalize training materials.

The pilot training course will be held for 30 – 35 participants, who are lecturers of Hanoi Law University, Judicial Academy, Legal Research Institute and MOJ staff, gender specialist, lawyers and CSOs specialists.

After the pilot training, MOJ will share the revised training materials based on the comments from participants and other relevant specialists for further comments and finalize it. The MOJ staff will work closely with UN Women for technical inputs of the training materials.

**For the years 2013 to 2015, with support from UN Women, MOJ will implement the following activities:**

**3/ Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2013)**

*3.1 Training workshops for senior officers*

*3.2 Advocacy workshop/Policy Dialogues with relevant stakeholders (MPs, gender experts, policy makers, NGOs representatives....)*

**4/ Mid - term Review workshops of the training results with participants from MOJ Training Centers, trainees, experts etc. (2014)**

**5/ Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2014)**

*5.1 Training workshops for core group of prosecutors, law trainers, judges and other legal professionals on CEDAW and WHR*

*5.2 Advocacy workshop/Policy Dialogues with relevant stakeholders (MPs, gender experts, policy makers, NGOs representatives....). Topic to be decided*

**6/ Review workshops of the training results and documentation (2015)**

*6.1 Review workshop of training results with participants from NA Training Centers, trainees, experts etc.*

*6.2 Documentation of best practices and lessons learnt*

**7/ Operational support cost (support for focal point staff working for this project) for the period 2012 to 2015**

## **V. PROJECT FUNDING MECHANISM**

12. Total project budget: 92.000 USD (equivalent to 1,916,820,000 VND) as UN exchange rate of November, 2012 with 20,835 VND for one USD

11.1. Total grant ODA: 77.000 USD

Total ODA amount already committed: 77.000 USD (regular source of funding).

11.2. Counter part funding (in cash) 312.525.000 VND (equivalent to 15.000 USD).

Form of mobilized counterpart funding: central budget allocation: 312.525.000 VND (100% counterpart funding).

Counterpart funding (in kind): The Ministry of Justice shall contribute technical infrastructure and their staffs to carry out the project.

## **VI. MANAGEMENT AND IMPLEMENTATION ARRANGMENTS FOR THE PROPOSED PROJECT**

### **1. Project structure**

#### **National Implementing Partner (NIP)**

**Technical capacity and commitment:** The Ministry of Justice (MOJ) is the key government ministry responsible for legal and justice affairs, monitoring law implementation of the government, and coordinating foreign assistance resources in legal area. MOJ has highly qualified and professional persons in specialized departments.

MOJ is the designated focal point for legal drafting of a number of laws such as the Penal Code, the Civil Code, Law on administrative sanction; Law on Legal Aid; Law on Grassroot Reconciliation; Law on Civil Status; Law on Marriage and Family... MOJ is also responsible for law dissemination and education, judicial administration, legal aid and other judicial activities nationwide. MOJ is a key member of the Steering Committee of Judicial Reform and plays an important role in the implementation of Legal Reform Strategy of Vietnam to 2010, with vision to 2020.

Within the current Country Programme of Cooperation, MOJ is the coordinating agency for various projects supported by the UN agencies. Therefore, MOJ is experienced in management of UN Women project. In addition, MOJ is the governing agency for a number of programmes of cooperation with other UN agencies such as UNDP, UNICEF, UNODC, ILO, etc as well as other international organizations and bilateral donors.

**Management capacity:** MOJ is capable of managing projects/programmes of cooperation with foreign donors, both multi and bilateral donors, and has been successful in implementing similar projects over the past years.

MOJ is experienced in dealing with difficulties in project management, including management of multi-sector, multi-area, multi-donor, and multi-implementing partner projects/programmes.

In accordance with Decree 131/2006/NĐ-CP dated 30 November 2006 of the Government on the issuance of the Regulation on Management and Utilization of Official Development Assistance (Decree 131), as well as the Harmonized Programme and Project Management Guidelines (HPPMG), taking into account the complexity of the project in terms of its multi-sectorial, multi-area technical assistance, management and coordination, in consideration of MOJ's technical and management capacity, the Ministry of Justice shall be the Project Managing Agency.

Based on considering capacity and function, tasks as well as experience on gender equality, the Ministry of Justice shall nominate the Committee for the Advancement of Women in Justice Sector to be National Implementing Partner (NIP). The Committee shall lead and coordinate to the relating department to deploy the Project under instructions of the Project Managing Agency.

## **2. Project Management Modality**

Based on the assessment of management and professional capacity of MOJ, it is appropriate to apply the National Implementation Modality (NIM), with MOJ in general and the Committee for the Advancement of Women in the Justice Sector shall be suitable.

In accordance with regulation on ODA management of the Government, the Ministry of Justice shall set up a Project Management Unit to carry out supporting works for the MOJ in managing and implementing Project, including this Project with the UN Women. Hence, to this Project, the Ministry of Justice shall assign the Head of Project Management Unit as the Project Director and two (02) project officials to carry out the project.

1. National Implementing Director (NPD): shall be a departmental leader of the Ministry, member of the Committee for advancement of women in justice sector who responsible for the following issues:

Responsible to the Ministry of Justice and the donors in the implementation of project results, as prescribed;

- Take responsible to the Ministry of Justice and the donors in implementing project effectively and in accordance with project management regulation.
- Ensure the quality and effectiveness of Project end results;
- Implement Project approved activities in timely manner;
- Utilize effectively resources, including international consultants;
- Coordinate reasonably the participation of Project related partners, particularly domestic partners.

- (1) Project officials: Besides the director as mentioned above, project officials will be mobilized to support the implementation of the project, including an official having accounting knowledge.

Allowances for the Director and Project officials who are seconded to the Project shall be covered by the Government counter fund allocated to Project implementing agencies. The Project shall recruit administrative official by using **counterpart funding**.

### **3. Main mechanisms to develop and implement project work plans and manage its financial resources (including cash transfer modality(s) selected and the risk rating based on the HACT guidelines)**

#### **3.1. The mechanisms for the development and implementation of the work plan**

The Annual Work Plan (AWP) of the project will be developed by MOJ (the Committee for the advancement of women in justice sector) with support from UN Women staffs. The duration of an AWP is usually 12 months. In the first year, this duration may be longer than 12 months depending on the specific timing of the project activation. AWP is developed based on the content of this DPO and reflects all activities that will be implemented in the planned duration of the AWP. The implementing agencies of the AWP is fully responsible and accountable of their activity.

An approved and signed AWP among parties provides legal basis for developing quarterly working plans. Therefore, the QWP should correctly and elaborate on the activities specified for the planning quarter in the AWP. For detailed guidelines on the development and implementation of the AWP and QWP, please refer to the Harmonized Programme/Project Management Guidelines (HPPMG).

#### **3.2. Financial management mechanism**

The Project's financial management shall comply with the Harmonized Programme/Project Management Guidelines (HPPMG).

Annual budget estimates constitute an integral component of the AWP which is prepared during the annual planning process and approved once the AWP is signed by the competent authority. The quarterly budget estimation is a part of the QWP, approved by the project director and submitted to UN Women for final approval within the first 15 days of the first month of the Quarter.

Cash transfer shall be done in line with HACT. It is possible to apply one or a combination of several cash transfer modalities as follows: (1) direct cash transfer; (2) direct payment; (3) reimbursement, and (4) direct implementation.

When procurement is conducted by a Vietnamese agency, relevant provision of the national Bidding Law and of the HPPMG are applied, according to which procurement contracts must be in the name of the NIP itself. In case procurement is

implemented by UN Women's processes and is done in collaboration with NIP as regulated in HPPMG while procurement shall be under the name of the UN Women.

Either NIP or UN Women can recommend a budget adjustment at any time during the course of the Project implementation. The budget adjustment shall follow the HPPMG.

Cost-norms shall be in line with current UN-EU Guidelines for Financing of Local Costs in Development of Co-operation in Vietnam.

The in-cash counter fund of Vietnamese Government shall be managed and accounted separately in accordance with relevant regulations of Vietnamese Government.

The Project Management Unit shall set up their own account in commercial bank to receive budget sent by UN Women. The Project Director shall be account holder.

### **3.3. Mechanism for Monitoring and Evaluation**

Monitoring will be a key component of implementation of the Project activities, to be done with a view to promote greater accountability on results with verifiable information. Monitoring will be carried out in accordance with the performance monitoring framework (PMF) of the Project which will be developed upon commencement of the Project as the key framework of reference for monitoring the Project.

Day to day monitoring of implementation progress will be the responsibility of both the CWAJS and UN Women. Based on the Project's Annual Workplan and its indicators in the Monitoring and Evaluation Framework, the CWAJS will inform UN Women of any delays or difficulties faced during implementation so that the appropriate support or corrective measures can be adopted in a timely fashion.

Quarter and Annual Report shall be developed and submitted to the relating partners in accordance with the HPPMG.

Towards the end of the Project, the CWAJS will prepare a cumulative results based narrative Final Report, as well as the final financial report and submit them to UN Women. The final report will focus on analysing project results and on drawing lessons for future programming.

#### *Methodology for monitoring and reporting*

The UN Women Viet Nam Programme Officer for Governance will work closely with MOJ for monitoring the project progress.

Monitoring will be undertaken by review the progress reports, observance of the activities and surveys of participants. Efforts will be made to ensure the full and equal

participation of all mentioned beneficiaries. This will be part of the planning and designing of the activities at the onset of the Project itself and will be done in a consultative manner with CWAJS/MOJ and other stakeholders.

Discussions will be undertaken to ensure the full and equal participation of all mentioned beneficiaries. This will be part of the planning and designing of the activities at the onset of the Project itself and will be done in a consultative manner the CWAJS and other stakeholders.

### *Monitoring bodies*

Project implementation according to administrative procedures of UN Women and approved work plans will be done by the MOJ and UN Women.

Monitoring will be a very key component of implementation of the Project activities. Monitoring will be done with a view to promote greater accountability on results with verifiable information.

- Day to day monitoring of implementation progress will be the responsibility of the Standing unit of the Committee for Women Advancement of justice sector with oversight by UN Women. Based on the Project's Annual Work Plan and its indicators, the CAWJC/MOJ focal point staff will inform UN Women of any delays or difficulties faced during implementation so that the appropriate support or corrective measures can be adopted in a timely fashion.
- The PMU will submit to UN Women annual report on financial expense of the project, following FACE form.
- Towards the end of the Project, the Standing unit of the Committee for Women Advancement of justice sector prepares a Final Narrative Report to submit to UN Women. The final review focuses on analyzing project results and on drawing lessons for future programming.
- UN women Viet Nam Country office staff will take on site monitoring when appropriate.

## **VII. PRELIMINARY ANALYSIS OF PROJECT**

The Project is highly feasible because:

- The Project responds to the strategic priorities and programmatic requests of Project partners and beneficiaries;
- MOJ as the NIP, is has extensive and successful experience in management and execution of UN's project funded and funded by other donors.

However, there are potential risks that the Project may encounter are predicted:

### **Risk Analyzing Table:**

Risk	Level	Risk management/controlling measures

Potential turnover of leaders, senior officials or highly capable staff from MOJ	Low	There is likely to be some turnover in the senior leadership of MOJ affecting the Project. However, as shown by past experience, changes in MOJ leadership have not substantial effects on project management and implementation. MOJ commitment to retain the senior and highly capable staffs in Departments involving on project implementation would mitigate the risk.
Potential turnover of staffs of Co-implementing partners may cause difficulties for coordinating Project implementation	Low	There is a risk that key officials or leader of the co-implementing partners who are knowledgeable about and well involved in Project activities will be reassigned to other work at some point during the Project. The Project will promote a team work mechanism in order to avoid the situation that the project activities are much dependent on some certain individuals.
Huge workload of NIP and co-implementing partners may delay the Project progress and cause a risk that the Project may be received the insufficient supports from project implementation partners in certain cases.	Low	The Project's expected outputs were defined in response to priorities of the Government and project implementation agencies/parties. The Project Management Board will work closely with project implementing agencies during the development of AWP and QWP in order to ensure their feasibility and adequate reflection of long-term and short-term priorities of those agencies.

## **VIII. OTHER CONTENTS**

### **1. Social, economic, gender equality and environment impacts**

#### ***Social, economic impacts***

The Project is anticipated to bring about useful social-economic benefits and impacts. In detailed terms, and consistent with the One UN Plan and Vietnamese social-economic planning targets, the Project will assist in integrating the principles of accountability, transparency, participation and rule of law into Vietnam's representative, administrative, judicial and legal systems.

#### ***Gender Equality***

Gender equality is goal and crucial policy of UN Women as well as all UN agencies, as reflected in the One Plan and in the Vietnamese Law on Gender Equality. The Project is to promote women right protection in particular and gender equality in general in all stages of process of law making and enforcement.

The Project will ensure that the gender-related issues are considered in all stages during case analysis and designs, and identify gender – related information gap. Furthermore, the project will ensure that sex-disaggregated data is gathered and presented whenever possible.

In specific terms, all project's awareness raising and capacity building activities will pay special attention to ensure gender equality. A minimum of thirty percent (30%) participating by women is targeted in every activity to be organized by the Project, including workshops, trainings, policy dialogues and study visits whenever applicable.

### ***Environment impacts***

The Project is not directly deal with environmental issues. However, in long-term, the success of improvement law system, law and judicial reforms shall contribute to improve the regulatory environment, particularly transparency of and public participation on policy making, monitoring regulatory implementation in environmental area, and should help strengthen the voice of women in environmental issues.

### ***Sustainability of the project following its completion***

The sustainability of this Project depends on the management and operation of Project activities by MOJ. The Ministry is encouraged to implement the Project and this reflects their strategically priorities and programmatic requirements.

The project intends to promote sustainability by focusing on building long-term capacity and developing replicable models. This type of support provides a strong basis for sustainability.

Hanoi, December 2012

## **Attachments**

### **Annex 1 : Project Workplan and budget**

*(Please identify the total amount of budget of the proposed project. Details of the budget and workplan shall be mentioned in attachment 3: Schedule of Services, Facilities and Payments)*

#### **a. Project workplan 2012, 2013, 2014, 2015**

<b>Project Activity</b>	<b>Nov. 2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>Dec 2015</b>
Training materials developed and pilot training	X				
Consultative workshop for validation of training materials	X				
Training courses and other related activities		X			
Thematic workshops			X	X	
Review workshops of the training results and A Lesson Learnt Paper developed				X	
Reporting and Finalization of Project					X

- Any changes on the budget funded by UN Women must be agreed between the CWAJS/MOJ and UN Women Viet Nam.

**b. Project budget 2012 – 2015**

	<b>Activities names/Description</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>TOTAL (VND)</b>
		<b>VND</b>	<b>VND</b>	<b>VND</b>	<b>VND</b>	<b>VND</b>
<b>1</b>	<b>Training materials and pilot training to increase CEDAW awareness of for core groups of prosecutors, judges, and other legal professionals on CEDAW and WHR for reviewing and drafting legislation</b>	270,019,180				270,019,180
<b>2</b>	<b>Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2013)</b>		416,700,000			416,700,000
<b>3</b>	<b>Mid - term Review workshops of the training results with participants from MOJ Training Centers, trainees, experts etc.</b>			105,010,820		105,010,820
<b>4</b>	<b>Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2014)</b>			416,700,000		416,700,000
<b>5</b>	<b>Review workshops of the training results and documentation</b>				104,175,000	104,175,000

6	Operational support cost (support for PMU)Support for MOJ (support MOJ staff working for this project as UN Women will develop long term LOA with the MOJ for the period 2012 to 2015)	41,670,000	83,340,000	83,340,000	83,340,000	291,690,000
	<b>TOTAL</b>	311,689,180	500,040,000	605,050,820	187,515,000	1,604,295,000

c. Budget breakdown for 2012

No	Activities names	Total USD	2012
			VND
			(Exchange rate at November 2012: 20,835)
I	<b>Develop Training material</b>	<b>6,433</b>	<b>134,053,420</b>
1.1	<b>Development of training outlines and modules</b>		<b>11,700,000</b>
	- Senior consultants (1 person x 5 days* 2,340,000 VND)		11,700,000
1.2	<b>Development of modules contents</b>		<b>66,300,000</b>
	- Senior consultants (1 person x 20 days* 2,340,000 VND)		46,800,000
	- Junior consultants (1 person x 10 days* 1,950,000 VND)		19,500,000
1.3	<b>CEDAW and Gender specialists group discussion to provide comments and inputs for the training modules comments.</b>		<b>14,630,000</b>

No	Activities names	Total USD	2012
			VND
	- Specialists review and provide technical inputs for the training modules (1 Senior specialist x 7 days x 2,090,000 VND)		14,630,000
1.4	<b>Small consultative meeting with relevant specialist to get agreement of the training materials (25 participants)</b>		<b>41,423,420</b>
	- Simultaneous interpretation (2 persons x 1 day x 6,261,000 VND)		12,522,000
	-Headphone for interpretation (30 items x 45,000 VND/item x 1 day)		1,350,000
	-Cabin for interpreter (1day)		1,500,000
	-Refreshments (30,000 VND/refreshment x 2 x 30 persons)		1,800,000
	-Lunch for participant and organizers (30 persons x 150,000 VND/person)		4,500,000
	- Rental fee for LCD projector, screen and laptop (1 day x 2,000,000VND)		2,000,000
	-National consultant - facilitator (1 day x 1,841,920 VND/person)		1,841,920
	-Photocopy documents for participants (70 pages x 400 VND/page x 25 persons)		700,000
	-Stationary (25 persons x 25,000 VND)		625,000
	Documents translation (70 pages x 208,350/page)		14,584,500
II	<b>Pilot training and consultative workshop for validation of training materials (2012) on CEDAW and other related HR (35 participants for pilot training, 2 days in Ha Noi)</b>	<b>6,526</b>	<b>135,965,760</b>
	Facilitation fee - 1 senior facilitator x 2 days x 2 days for preparation x 2,340,000 VND)		9,360,000

No	Activities names	Total USD	2012
			VND
	<i>Facilitation fee</i> <i>- 1 junior facilitator x 2 days x 2 days for preparation x 1,950,000 VND/day)</i>		7,800,000
	<i>- Training room rental (2 days x 7,000,000 VND/day)</i>		14,000,000
	<i>- Refreshment (40 participants x 2 x 2 days x 30,000 VND)</i>		4,800,000
	<i>-DSA for non-residents (15 persons x 3 x 1,260,000 VND) for participants who are very far from the workshop</i>		56,700,000
	<i>-Lunch for resident participant (20 persons x 2 days x 150,000 VND/person)</i>		6,000,000
	<i>-Land travel support (18 person x 32 km x 6,260VND)</i>		3,605,760
	<i>- Rental fee for LCD projector, screen and laptop (2 days x 2,000,000VND)</i>		4,000,000
	<i>-Photocopy documents for participants (100 pages x 400 VND/page x 35 persons)</i>		1,400,000
	<i>-Stationary (35 persons x 20,000 VND)</i>		700,000
	<i>-Backdrop for the workshop (1,000,000/workshop)</i>		1,000,000
	<i>- Air tickets (4 participants x 6,000,000 tickets)</i>		24,000,000
	<i>-Taxi fee to airports in Ha Noi and HCM (650,000 VND/participants x 4)</i>		2,600,000
	<b>Sub-total for I+II</b>	12,960	<b>270,019,180</b>
III	Staff support cost (accountant/assistant) 3 months x 2 peoples x 6,945,000		41,670,000
	<b>TOTAL I+ II+III</b>	<b>14,959</b>	<b>311,689,180</b>

d. Budget breakdown for 2013, 2014 and 2015 please advise breakdown details

	Activities names/Description	2013	2014	2015	TOTAL
		VND	VND	VND	VND
<b>2</b>	<b>Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2013)</b>	<b>416,700,000</b>			<b>416,700,000</b>
2.1	<i>Training workshops for senior officer</i>	<i>229,185,000</i>			
2.2	<i>Advocacy workshop/Policy Dialogues with relevant stakeholders (MPs, gender experts, policy makers, NGOs representatives....)</i>	<i>187,515,000</i>			
<b>3</b>	<b>Mid - term Review workshops of the training results with participants from MOJ Training Centers, trainees, experts etc.</b>		<b>105,010,820</b>		<b>105,010,820</b>
<b>4</b>	<b>Thematic Workshop and Training courses and other related activities/workshops on CEDAW and HR (2014)</b>		<b>416,700,000</b>		<b>416,700,000</b>
4.1	<i>Training workshops for core group of prosecutors, law trainers, judges and other legal professionals on CEDAW and WHR</i>		<i>208,350,000</i>		<i>208,350,000</i>

	Activities names/Description	2013	2014	2015	TOTAL
4.2	<i>Advocacy workshop/Policy Dialogues with relevant stakeholders (MPs, gender experts, policy makers, NGOs representatives....). Topic to be decided</i>		208,350,000		208,350,000
5	<b>Review workshops of the training results and documentation</b>			104,175,000	104,175,000
5.1	<i>Review workshop of training results with participants from NA Training Centers, trainees, experts etc.</i>			83,340,000	
5.2	<i>Documentation of best practices and lessons learnt</i>			20,835,000	
6	<b>Operational support cost (support for PMU)Support for MOJ (support MOJ staff working for this project as UN Women will develop long term LOA with the MOJ for the period 2012 to 2015)</b>	83,340,000	83,340,000	83,340,000	291,690,000
	<b>TOTAL</b>	500,040,000	605,050,820	187,515,000	1,292,605,820

**Annex 2. Estimation of cash contribution by Vietnamese side (counterpart fund of Vietnamese Government)**

No	Content	No.of person	Monthly expense (VND)	Number of months	Total (VND)	(USD)
1	<b>Salary allowance for 3 staffs participating in the Project (1 Director and 2 legal assistants)</b>  Salary allowance for Director (50%) – <i>the agency that assigns the staffs allocates the expense from its distributed budget</i>	1 2	3,000,000 2,000,000 <b>7,000,000</b>	36 36	108,000,000 144,000,000 <b>252,000,000</b>	  12,905.03
2	<b>Hiring Vietnamese experts (develop project documents, appraise, evaluate and supervise the Project, formulate the comprehensive, annual plan...)</b>	1	5,000,000	2	<b>10,000,000</b>	479.96
3	<b>Expense to maintain the project activities</b> (expenses on meetings, translation of documents/reports, interpretation in meetings with international experts materials, office equipment, in-bound and out-bound trip allowance... - other expenses not funded by donors)		1,403,472	36	<b>50,525,000</b>	2,425.01
	<b>Total</b>				<b>312,525,000</b>	<b>15,000.00</b>

Exchange rate from VND to USD: 20,835 VND = 01 USD