NEWSLETTER | QUARTER 3, 2024

> A ROAD WITH BUMPS AND BENDS, OUR WILL IS TO **GROW AND TRANSCEND**

In 2025, Oxfam will mark 70 years of presence in Vietnam with our work in 1955, providing humanitarian assistance. As Vietnam develops, we have gradually expanded our development and influencing works, all to support Vietnam address rising inequalities and achieve a more sustainable future for all

Since 2016, changes in Vietnam's operational context have profoundly impacted the development sector, with prolonged operational license renewal processes, delays in project approvals, and a sense of caution as we adapted our operations. These shifts in political economy and operational contexts are incremental and subtle that require longitudinal monitoring and

Oxfam in Vietnam has reflected and reframed our approach during this transition phase, focusing on balancing our globa mission with a locally informed approach. We position ourselves as a trusted partner with the Vietnamese people, development partners, and various government agencies, wh advancing mutual understanding and policy discussions on inequality topics. As our understanding of Vietnam's prioritie evolves, Oxfam ramps up our adaptive organizational capaci including our technical capacity to engage directly and timely with high-level dialogues and policymakers during critical moments, as Vietnam transitions its priorities from poverty reduction to shared prosperity.

This newsletter will elaborate on our consistent efforts. From Oxfam's approaches to human economy influencing, redefining our role with the government's development agenda, to the successful completion of JIFF, GAL, and COVID-19 recovery projects. Oxfam has proven our ability to develop the capacity of partners, facilitate networks and multi-stakeholder platforms, and engage in innovative research and policy processes. Our learning series on feminism and digital rights, social listening to address complex power relations and the multifaceted role of technology in the development sector highlight our commitment to knowledge sharing. Lastly, our successful license renewal process, involving in-depth engagement and strategic adaptive choices, and the Oxfam Resilience Framework, ensure our operations remain locally relevant and adaptive, while leveraging global identity and knowledge to achieve impact at scale.

We invite you to read further about our stories and see how Oxfam in Vietnam plays a pivotal role in redefining the roles and operational modalities that international NGOs can adopt in Vietnam's evolving contexts.

CELEBRATING THE RENEWAL OF OUR OFFICE LICENSE!

OXFAM'S HUMAN ECONOMY INFLUENCING WINS: SEIZING WINDOWS OF OPPORTUNITY,

CHARTING UNEXPLORED PATHWAYS

On March 21, 2024, the National Director of Oxfam in Vietnam served as a panelist in "Vietnam: 40 years of Doi Moi and 2045 vision" - a high-profile event mapping the country's pathways towards its centennial by 2045. Following the conference, in April 2024 Oxfam contributed a briefing paper titled 'From Doi Moi to Shared Prosperity: An Analysis of Vietnam's Efforts to Reduce Poverty and Inequality' that summarizes key analyses and policy recommendations.

On April 26, 2024, Oxfam was informed that our paper had been circulated among top

Vu Thi Quynh Hoa, National Director

political entities. These entities are involved in the review and drafting of strategic documents for the 14th National Party Congress, Vietnam's most significan political event in 2026 which will guide the nation's directions and set its priorities for the forthcoming period (2026-2030).

This event not only highlights the recognition of Oxfam's leadership and expertise in poverty reduction, inequality, and the Human Economy, but also suggests an emerging strategy. This strategy allows Oxfam to take on a more strategic position, supported by its in-house expertise and insights, and bolstered by the capacity for for high level engagement.

analysis to identify trends

With a gentle smile, Cam said: "I am grateful for the project. It helps my daughter and me have enough food to eat, clothes to wear, and money to buy medicine when we are sick. I am overjoyed!" The "Inclusive and Sustainable Clam and Bamboo Value Chain Development in Vietnam" (SCBV), a EUR 4.3 million project funded by the EU and implemented from 2018 to 2023, recently underwent an independent audit conducted by the European Court of Auditors (ECA). This audit visit was part of the 2024 Statement of Assurance exercise, crucial for the EU budget discharge procedure. The ECA's mission involves conducting independent and rigorous audits to assess the economy, effectiveness, efficiency, legality, and regularity of EU actions. This aims to enhance accountability, transparency, and financial management, thereby strengthening public trust and addressing current and future challenges facing the EU. The ECA audit votably stringent and meticulous, with detailed requirements ensuring compliance not o with EU grant contracts but also with Oxfam's internal policies, procedures, and those of project partners. Through close collaboration and thorough preparation between Oxfam' finance and program teams, the engagement with ECA was highly successful and garne positive feedback from both ECA and the EU. At the debriefing meeting, the ECA and the EU Delegation to Vietnam acknowledged the auvisit to Oxfam and the SCBV project as exemplary among 10 projects selected for the 2024 audit mission in Vietnam. Insights and lessons from this audit will be carefully documented and shared within Oxfam to enhance operational effectiveness and compliance in future EU-funded projects. This recognition underscores Oxfam's commitment to transparency, accountability, and efficient financial management.

Then Cam received support from the "Restoring and enhancing resilient livelihoods fifter the COVID-19 pandemic for poor and near poor female farmers in disadvantaged communes in Thua Thien Hue province" project, funded by the New Zealand Sovernment and implemented by Oxfam in collaboration with the Red Cross Society of

Cam participated in training courses on livestock management, where she learned skills in effective animal care, from constructing pens to selecting breeds and preventing diseases. With a cash grant of 3,200,000 VND from the project, she decided to purchase larger, vaccinated piglets, minimizing disease risks and increasing economic efficiency. By applying the knowledge gained from the training, Cam expected to earn a profit of about 3,000,000 VND from the four pigs she raised over four months. Though not a large sum, it provides the necessary boost to inspire and instill confidence in her.

Pham Thuy Dung, Project Man

FUNDRAISING UPDATES

Sadly, we had a rare loss on the EU proposal focused on Ethnic Minorities and Agroforestry. The proposal had a commendably high mark of 88%, and we are on the reserve list. We are awaiting results on the COAST tender and foreon Transition Fund (GTF) both with the UK. Ne is currently paused due to a change of Government in UK, but we hope for good news soon.

Work continues on the roll-out of the Oxfam Partnership Platform (OPP) and the BD team is preparing to test the first version soon, we have also participated in a range of initiatives related to strategic foresight, most notably Oxfam's EU Engagement Plan, and Asia Regional Donor scan. We will provide a summarised update for everyone next quarter.

PEOPLE & CULTURE

WEI COMING NEW OXFAMERS!

TRAN VU BAO NGAN INTERN, GOVERNANCE PROGRAM

THAI TOAN DAT

"Being an Oxfamer marks the next chapter of my self-discovery and development journey. I have always loved the ideas of warm hugs, animals, soul-searching conversations, and doing-nothing days."

"I used to play in a rock-band when I was in hig school and university. Having a background in university of a Youth Union leader, I love social activities. When I have time I still volunteer for some activities under Voice of Vietnam."

matched their feelings after the process!

LET'S TALK ABOUT LET'S TALK!

We've gathered insights from our staff members who shared their experiences, from witty remarks to personal goals, highlighting what they value most about the "Let's Talk!" process. We also asked them to flash the expression that best

One thing in 360 feedback that you love? Supportive, proactive, relentlessly "chasing" staff for their signatures.

First thing you did after the review? I took a week off, with the intention to go for a healing trip, but I ended up babysitting and the kids tore my healing heart to shreds.

3 words to describe your goal setting? To learn, to gain more power, and to become better at arguing. *laughs*

One thing in 360 feedback that you love? They appreciate my contributions to the team. First thing you did after the review? I estimated how much m raise would be so I could treat my loved ones to a celebratory

One thing in 360 feedback that you love? People say I'm friendly, and I'm pretty sure that it's true. First thing you did after the review? I immediately reviewed Oxfam's policies and values to see how I can practice them better next year.

3 words to describe your goal setting? Be positive, be friendly, and he officing.

One thing in 360 feedback that you love? "Did you receive my 360 feed back? I did it again for you already!" Our colleagues sent the feedback for me two times to ensure that it reached my line manager, to avoid risks of digitalize transformation.

First thing you did after the review? I kept up with several nearest deadlines

3 words to describe your goal setting? To thrive in a VUCA world.

One thing in 360 feedback that you love? I really valued people providing feedback and showing appreciation for my work, and calling me patient.

First thing you did after the review? I immediately sprang back to work and continued writing a proposal.

3 words to describe your goal setting? To win more funds, and make sure the proposal serves the most people.

One thing in 360 feedback that you love? They said that I am a responsible team member. First thing you did after the review? I breathed a sigh of relief, feeling happy now that it's done!

3 words to describe your goal setting? Same as usual: be stable, be conservative.

PROGRAM COORDINATOR

HEAD OF BUSINESS DEVELOPMENT

LE BA VIET BACH Program manager cum energy specialist

scribe your goal setting? To challenge things, an

NGUYEN THI HONG THUY PROGRAM ADMINISTRATIVE O

NGUYEN THI MAI MEL SPECIALIST

3 words to desc and be efficient! LE THI SAM

IAN BROMAGE

LE THI THANH HUYEN PROGRAM FINANCE OFFICER

The salary increase will, consequently, raise the cap for Social Insurance and Health Insurance contributions from VND 36 million to VND 46.8 million across all regions.

This affects those with salaries above VND 36 million. Additionally, the cap for Unemployment Insurance contributions will rise, for example in Region I, from VND 93.6 million to VND 93.2 million, impacting those earning above VND 93.6 million.

TRANSFORMING BUSINESS SUPPORT

Transforming Business Support (TBS) at Oxfam is set to revolutionize our operating model by implementing efficient systems and simplifying processes to build a sustainable future. Initiated in 2020 as part of the Oxfam 2030 strategic decisions, TBS aims to solve three organizational issues:

Effective business model: Cost efficient quality business support services with adequate cost/risk and liability sharing
 A shift in culture and behaviour: Bring clarity in 'who the employer is' vs line management accountability
 Harmonization of business support: Eliminate overlapping systems, policies and producers that cause massive amount of low-value transactional work

This reform is crucial for Oxfam staff as it promises to streamline operations and reduce low-value transactional work, allowing staff to focus on high-impact activities that align with our mission towards a just and sustainable world. The whole process is expected to be completed in 2025.

ra M

n, CLV Business Development Tea

This quarter was a busy time for all those involved in fundraising. The most notable achievement was the submission of a full proposal (GoRICE) focusing on de-carbonisation of rice value chain and a concept note (Gearing for a Brighter Future) focused on inclusive vocational training services to Global Affairs Canada (GAC). These submissions have a value of over 10 million EUR and particular thanks go to Lan and Huong who led these efforts.

EXEMPLARY AUDIT SUCCESS: OXFAM'S SCBV PROJECT

HOANG ANH DUNG GOVERNANCE PROGRA One thing in 360 feedback that you love? There is not a single thing but I like how the feedbacks become the encouragement and motivation that strives me to become a better version. First thing you did after the review? I maintained stable, got on with other tasks and set a more proper plan for the next year. 3 words to describe your goal setting? To be adaptive, to make efforts, to keep learning. TRAN THANH HANG CLV PEOPLE & CULTURE MANAGER General observation about Let's talk this year? In general, Oxfamers are happy as our rates are all raised. Let's mark the date in August to celebrate this! First thing you did after all staff completed the review? I felt a growing sense of anxiety about devising the training plan and navigating resources for staff development for the coming year, given the significant responsibility it entails. 3 words to describe your goal setting? To meet staffs training needs, to allocate funds properly, and to stay healthy and happy. VIETNAM'S BASIC SALARY INCREASE Effective from July 1, 2024, the basic monthly salary will increase from VND 1.8 million to VND 2.34 million. This is enforced by the Government's new Decrees 73/2024/ND-CP and 74/2024/ND-CP. This 30% increase in basic wages aligns with ongoing wage reform efforts to enhance living standards and economic development, though further adjustments are anticipated to ensure effectiveness.

On May 9th, 2024, Oxfam in Vietnam hosted the learning session "Social listening: Experience from the Youth and Gender Project & Its application in awareness raising and campaigns for social change." Dinh Tran Tuan Linh - a digital media expert from TuVa Vietnam, OIVS partner in the project - shared about social listening using Al and big data to stay tuned with public discussions on gender stereotypes and gender equality in the Youth and Gender project. Participants also discussed potentials and limitations of Al in ongoing and future initiatives. The Youth and Gender is a four year public awareness raising project aiming to shift gender stereotypes towards healthy norms. The project's messages amounted to 11 million reach, underscoring the effectiveness of the technology in impact monitoring. EXPLORING SOCIAL LISTENING IN PUBLIC CAMPAIGNS DIGITAL RIGHTS IN A DIGITAL AGE In our ongoing commitment to enhance digital literacy and policy understanding, Oxfam in Vietnam held a full-day training titled "Digital Rights in a Digital Age – Translation from Policies to Practices." Held on July 25, 2024, the session was led by Mr. Lorenzo Urbinati, a Strategic Advisor in Rights in Digital Space and Data Justice from Oxfam in Asia. The session aimed to familiarize staff with the Right in a Digital Age (RIADA) Policy, particularly focusing on its application across five critical pillars. Participants gained insights into creating safer digital spaces for government, business, and citizens, which are essential for developing effective project proposals. Key discussions also revolved around recognizing and mitigating biases and discrimination in AI usage, and the importance of a feminist approach to understanding digital rights.

BUILDING OFFICE

RESILIENCE AT O

JOURNEY TOWARDS OFFICE RESILIENCE

Office resilience, defined as the capacity of Oxfam to strategically and operationally respond and adapt to changes in the operational environment, including humanitarian and regulatory risks, is seen as a journey. Oxfam in Vietnam continues to transition gradually into a more resilient model in both strategy and operation with guidelines, practices, and a change in resilience mentality.

In the first three months following the whole office resilience meeting in April 2024, Oxfam focuses on "closing the loop". This involves testing an Essential Resilience Practice docume to gauge the initial understanding of how resilient practices impact on behaviours and mentality, and to cast a wider net of operational risks when a new resilience lens is introduce.

derstanding digital rights.

 Action with minimal efforts: The OERP is designed to be easily implemented, requiring minimal effort and cost, and causing minimal disruption to the current way of working. The OERP is presented in an animated format, accompanied by reminders in office areas and a TVC in the elevator, set to be launched in July 2024. Things change as the situation evolves: The OERP is used in the Ba scenario and is adapted as situations evolve. OXFAM AROUND THE GLOBE OXFAM'S NEW GLOBAL STRATEGY: FIGHTING FOR A FEMINIST AND GENDER-JUST WORLD Oxfam just launched our new Global Strategy: "Fighting for a Feminist and Gender-Just World", which sets our direction towards feminist futures and lasting gender justice for

the first year (until March 2

everyone.

The strategy grounds its transformative vis

on three strategic goals and five thematic focus areas that will guide us over the next five years (2024-29). This ambitious roadmap is informed by our current work, lessons learned, our vision and feminist alternatives for the future.

RESILIENCE PRACTICE/OERP?

Within six months, Oxfam aims to refine the Office Resilience Framework and the Essential Resilience Practice, combined with a more comprehensive review of safety and resilience practices from Asia Platform and global security teams. Based on these reviews and feedback from a three-day workshop scheduled in August 2024, Oxfam will refine the Office Resilience Framework and Essential Resilience Practice documents by October 2024. Within 025), Oxfam will regularly monitor risks, re lience practice shifts in mentality/risk sensitivity to eventually shift the norms alongside systemic changes (FUN) FACT: PRINCIPLES WE USED TO DESIGN OXFAM ESSENTIAL Collective action: The OERP includes practices endorsed at the individual level across six resilience domains. No one is immune to these once in effect. Practices chosen are those that significantly impact the organizational resilience and staff well-being. Co-creation: The OERP was co-developed through staff consultation, review of internal and external documents, and expert consultation. And this is not the first time we have done such a collective exercise at Oxfam! **✗ Do Quy Duong**, Governance & Research Specialis Our priorities include: Reaffirming our commitment to support and being led by intersectional women's rights, feminist and LGBTQIA+ movements; Advancing a radical, long-term, and bottom-up feminist transformation; Deepening our work to center decolonial feminist practice in our organization as an intrinsic part of this vision.

This strategy was collaboratively crafted by diverse teams and contributors across the Oxfam Confederation, reflecting a collective effort and commitment to our feminist principles. The new Global Strategy is not just a roadmap for the next five years; it is a deep commitment to our vision of a feminist future. This vision encompasses a world where all women, girls, trans, and non-binary people enjoy full rights and autonomy, living a life of dignity, safety, and joy in a just and sustainable world. **NEW: OXFAM SOLID WASTE GUIDELINES** Oxfam introduced the new Oxfam Solid Waste Guidelines, a comprehensive re designed to assist our teams worldwide in enhancing waste management par organization deeply involved in environmental and climate advoacy, it is cruci embody the principles we promote. The guidelines address the diverse waste crucial that we through our programs and operations, including packaging, obsolete equipment nt, and organic The guidelines not only aim to bolster the efforts already being made across but also to inspire innovative solutions for waste reduction and management. We encourage all staff, whether involved in programmatic or operational capacities, to utilize this guide to refine their knowledge and implement greener practices within their offices. By sharing practical examples and learning from each other, we can collectively enhance our environmental stewardship.

Follow us on social media: ∰ (7 (2) (6) (2) (2)