



Australia-Viet Nam Economic Reform (Aus4Reform) Program

Term of Reference for Gender Expert

1. Background to Aus4Reform

The Australia-Vietnam Economic Reform (Aus4Reform) Program works with the Vietnamese Government to boost productivity and competitiveness in Vietnam. The program supports the development of quality policies, laws, and institutions through advocacy, consultation, and by strengthening the evidence base for economic policies - drawing on international experience and expertise, especially from Australia.

Specific outcomes that the Program will contribute to by the end of 2020 include:

- a. An improved and more equitable business enabling environment resulting in the formal registration of at least one million private enterprises by 2020;
- b. More competitive and transparent product and factor markets;
- c. Stronger competition law institutions, including an amended competition law, and restructured competition agency and enforcement mechanisms;
- d. Improved evidence base on impact of efforts to accelerate rural restructuring;
- e. Increased evidence base and awareness of the links between Women's Economic Empowerment (WEE), reducing gender gaps in labour productivity, and accelerating productivity growth.

The Program will help the Government of Vietnam achieve these objectives via four targeted components

- Building more Competitive and Transparent Markets and Business Enabling Environment;
- Ensuring Markets Operate Competitively in Consumer and National Economic Interests;
- Facilitating the Restructuring of the Rural Economy;
- Greater Business and Women's Voice in Investment Climate and Economic Restructuring Issues;

In addition, a Flexible Fund to Respond to Emerging Bottlenecks to Productivity Growth and Innovation.

2. Activity Context

Government of Vietnam Position

1. The Government of Vietnam is focus on inclusive development, including improving the rights and economic opportunities available to women in national development plans.
2. Vietnam is party to the international Convention of the Elimination of all forms of Discrimination against Women (CEDAW). A National Strategy on Gender Equality was approved in 2010 with the objective of achieving equality between men and women by 2020, enhancing women's participation in managerial and leadership positions, narrowing the gender gap in labour and employment, raise the quality of female human resources, and ensure gender equality in access and benefit to programs, services and rights. A National Action Plan on Gender Equality for the period 2016-2020 was issued in 2015.

Australian Development Support

3. Gender equality and women's empowerment are overarching objectives of the Australian Government's development assistance program that commits Australia to engage on gender equality policy in the countries and regions in which it works. Promoting women's empowerment is one of the three core objectives of the Australian Aid Investment Plan for Viet Nam: 2015/16-2019/20
4. The Australia in Vietnam Gender Equality Strategy and Action Plan 2016-2020 was launched in November 2016. This Action Plan supports the Vietnam National Gender Equality Strategy 2011-2020 and is aligned to DFAT's Gender Equality & Women's Empowerment Strategy. The Strategy consists of 3 pillars:
 - Enhancing Women's Economic Empowerment
 - Promoting Women in Leadership and Decision Making
 - Ending Violence against Women and Girls

Aus4Reform Interest in Gender Issues

5. One of the targeted outcomes of the Aus4Reform Program is “Increased evidence base and awareness of the links between Women’s Economic Empowerment (WEE), reducing gender gaps in labour productivity, and accelerating productivity growth”. In addition to promoting more equitable development, reducing gaps in entrepreneurship, workforce participation, and labour productivity are expected to make an important contribution to accelerating overall productivity growth. Strategies used by Aus4Reform implementing agencies include:
- Providing gender disaggregated breakdown of participation in Aus4Reform supported events, and on the gender breakdown of Aus4Reform supported experts;
 - Including a focus on gender issues in Aus4Reform supported studies;
 - Identifying program staff to engage in practical gender awareness training.

The stronger gender focus is already being reflected in gender issues receiving attention in all Aus4Reform study designs, reports and workshops.

6. In 2018, the Aus4Reform’s Gender Equality Action Plan was developed and approved. With the implementation of this Action Plan, gender has become the significant objective of Aus4Reform. Gender equality and women economic empowerment has been incorporated across the Aus4Reform’s key activities.

3. Activity Objectives

To support Aus4Reform agencies to implement the Gender Equality Action Plan in order to achieve the Aus4Reform’s expected WEE outcome.

4. Consultant’s Duties and responsibilities

- Review the implementation of the Program’s gender related activities under the second annual workplans;
- Provide implementing agencies with advice, support and guidance to implement the Aus4Reform’s Gender Equality Action Plan;
- Update the Gender Equality Action Plan for period 2020-2021;
- Prepare Report on the Program’s gender related activities and results. Make recommendations for improvement.

5. Qualifications of the Consultant

Skills and Experience Required:

- Degree/expertise on gender and WEE related areas, with expertise in economics and/or economic development;
- Proven experience in designing and coordinating communications, outreach and/or media programs and campaigns;
- Proven experience in providing consultancy and/or conducting research on gender and WEE related areas;
- Experience in similar assignments with other development partners is an advantage.

Competencies:

- Effective communication skills, ability to present information logically, clearly and concisely, ability to think creatively, to develop and implement innovative solutions in a challenging environment;
- Fluency in written Vietnamese and English language;
- Good knowledge on economic reform and restructuring issues, and experience in preparing and delivering high level policy advice;
- Proven ability to manage diverse and complex tasks;
- Ability to achieve results and meet strict deadlines in an effective manner, maintaining a high-quality standard throughout.

6. Timing

From January 2022 - November 2022

7. Direction

The Gender Expert will be responsible to the Senior Program Manager.

The Australian Embassy's Gender Advisors, the Aus4Reform's Senior Policy Advisor and Implementing Agencies will provide ongoing guidance and co-operation to the Gender Expert.