



## **TERMS OF REFERENCE CONSULTANCY FOR WORKERS' OCCUPATION TRANSITION SURVEY AND SEMINAR**

### **1. Background**

Oxfam is a global movement of people who are fighting inequality to end poverty and injustice. There are currently 21 member organizations working in 87 countries. We have a vision of a just and sustainable world. A world where people and the planet are at the center of our economy. Where women and girls live free from violence and discrimination. Where the climate crisis is contained. And where governance systems are inclusive and allow for those in power to be held to account.

Oxfam in Vietnam believes that a reduction in poverty, injustice, and inequality will occur through the interaction between active citizens, accountable states and responsible private sector and that it is fundamental to Vietnam's development. Oxfam in Vietnam aims to influence the current growth-based development model to shift to a Human Economy Development Model, putting people and the planet before profits.

Oxfam in Vietnam has been implementing various projects so that factory workers, particularly women, are able to exercise their rights and increase their economic and social resilience by influencing relevant decision makers to expand, finance, and deliver social protection more effectively and more equitably.

According to the Ministry of Labour, Social Invalids and Social Affairs (MOLISA), by the end of December 2022, there are around 530 businesses receiving less purchase orders, mostly in the Southern areas. As a result, approximately 637,000 workers reduced or lost their jobs. The labour industry is forecasted that by the end of the first quarter of 2023, the textile and garment, leather and footwear, wood processing, and mechanical industries will continue to face difficulties and lack of jobs, due to their dependence on the export market.<sup>1</sup>

Oxfam in Vietnam is currently looking for a consultant(s) to work with our team and experts to forecast the labour market in 2023, explore possible occupation transition for workers in 2023 with expert/specialist opinions on these opportunities.

### **2. Scope of work**

The consultant will work with Oxfam to conduct a survey for workers on their abilities to adapt to the volatile labour market and their needs to make occupational transition (if any). Based on this survey, the consultant and Oxfam will organize a seminar to discuss with experts in government, private sector and research institutes on workers' job opportunities and challenges in 2023.

Key participation include:

- Workers
- Government agencies
- Civil society organizations
- Research institutes
- International NGOs
- The private sector
- Social and mass Media

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<sup>1</sup> <https://vnexpress.net/cuoc-song-o-khu-tro-cong-nhan-mat-viec-can-tet-4557451.html>



### 3. Deliverables and schedules

- One quick online survey on workers' needs for occupation changes and opportunities in other (relevant) sectors, to be done in February 2023.
- One seminar on workers' occupation transition with multi stakeholder participation to be organized in the beginning of March 2023.
- One report (of maximum 15 pages) on the finding of survey and seminar mentioned above, to be submitted end of March.

Note: The timeline can be adjustable due to real working conditions and changes.

### 4. Qualification requirements

- Fluent in Vietnamese and/or English;
- At least five years of professional experience in conducting workers survey and/or seminar, with background in social issues, workers rights, workers policies is an advantage;
- At least five years' experience in working with / support workers on employment / occupation transition/worker rights, existing network(s) with factory workers is preferable;
- Excellent understanding of the social and political context in Vietnam
- Good knowledge of gender issues in Vietnam and gender mainstreaming approach/ methodologies/ tools
- Proven experience in working with international organizations and having prior experience with Oxfam's project is an advantage;
- Able to meet deadlines and prioritize multiple tasks;
- Proactive, resourceful, and meticulous.

### 5. How to apply

The applicant package must include:

- The consultants/company's profile/CVs and related experience
- Samples of relevant works
- 01 technical proposal that provides a detailed description and explanation of proposed survey methodologies, work plan and timeline, team members and their qualifications, role/tasks of members, and any other resources that the consultant will make available to execute the assignment
- 01 financial proposal that specified number of working days required with consultancy rate and proposed budget for logistics

The Proposal could be submitted by email to [hr.vietnam@oxfam.org](mailto:hr.vietnam@oxfam.org) before **28 February 2023**.

Note: Only those candidates selected for an interview will be contacted.