

TERMS OF REFERENCE



Title: Consultant to review
Location: Hanoi
Duration: March – April 2023
Reporting to: Hoang Huy Thanh – Portfolio Manager
Ngô Thị Thanh Hương - Researcher

Founded in 1945, CARE is a leading humanitarian organisation fighting global poverty and providing lifesaving assistance in emergencies. In 100 countries and territories around the world, CARE places special focus on working alongside poor girls and women because, equipped with the proper resources, they have the power to help lift whole families and entire communities out of poverty. To learn more, visit www.care-international.org.

CARE International in Vietnam is a creative and dynamic organisation which has worked with Vietnamese and international partner organisations since 1989 in over 300 projects. We recognise that the key to achieving equitable development outcomes lies in addressing deeply rooted, structural underlying causes of poverty and injustices which contribute to the exclusion and vulnerability of particular groups in society. Our long term programme goals in Vietnam are that Remote Ethnic Minority Women (REMW) and Socially Marginalised People (SMP) in urban areas equitably benefit from development, are resilient to changing circumstances and have a legitimate voice. To learn more, visit www.care.org.vn

Rationale and purpose

CVN aims to conduct an assessment as a follow-up of the 2020 study to sketch a comprehensive picture of the economic and social impacts of COVID19 on workers in the garment sector and their lives post- Covid-19 pandemic. This study aims to understand situation and challenges that workers are facing in the post-COVID-19 context as well as their needs for recovery. Especially, the study will explore capacity and skill gaps that workers might need to utilize job opportunities and bring influences in order to better their working environment (labour relation, dialogue and negotiation with employers, group and union to voice worker's needs to employers). The study will also examine the implications of capacity gaps to provide input for the development of training materials and the digital platform, as established in the previous phase, to best fit with workers' needs.

CVN has already recruited a research agency to conduct the study and is now looking for a consultant to provide an additional independent perspective for the study. The consultant is expected to propose a set of recommendation and strategic intervention based on the findings of the study in order to contribute to CVN's programming and design in the coming years.

Key objectives

- To provide inputs for the research team to better understanding how worker's lives change under COVID19's impacts, why those changes happened and/or what elements created those changes and made them survive during the COVID-19, and explore capacity needs and gaps regarding knowledge and skills development towards economic resilience and social protection for future in the context of post-COVID19.
- To review and provide inputs on the draft report and share insights regarding to study topics including detail understanding about worker's practices in information access and learning motives, existing supports at multiple dimensions to workers with different stakeholder involvements including

- To provide recommendations as well as strategic ideas for further programing development based on findings from the assessment.

Scope of work and key deliverables:

- Review and provide inputs to desk review and draft report
- Develop written recommendations and strategic ideas for interventions to inform program development
- Connect CARE and partners with relevant stakeholders to ensure effective implementation of the research

Tentative Timeframe

Activities	Deliverables	Number of days	Deadline
1. Provide inputs to research framework in consultation with CVN and research team	<ul style="list-style-type: none"> • Written comments will be provided to or discussed with CARE and consultant team 	1	March 2023
2. Review and provide inputs to desk review report and report outline	<ul style="list-style-type: none"> • Desk review report and report outline are reviewed with detailed comments. 	2	March 2023
3. Review and provide inputs to key finding presentation and draft report for further analysis and provide more insights	<ul style="list-style-type: none"> • Key finding presentation and draft report are reviewed with detailed comments. 	3	April 2023
4. Develop written recommendations and strategic ideas to inform program development	Presentation of the key points to share with CVN	2	April 2023
	TOTAL	8	

- CARE will provide all required logistical support such as accommodation, transportation to/from/within project areas as well as arrangement of meetings and field visits for the data collection.
- Number of days can be adjusted based on discussion with the consultant.

Selection criteria

- A master's degree in social sciences such as: Anthropology, Sociology, Human Geography or any other disciplines related to social and behavioral research;
- Experience in conducting applied research, field research in the community and applying

- qualitative information collection techniques
- Experience in documenting and skills in analysing information including information synthesis, interpretive analysis, and information generalisation based on research topics as well as case-study analysis.
 - Experience in conducting researches with factory workers and migrant workers, providing programs supporting workers, especially workers working in garment and textile.
 - Having a good understanding about factory workers and COVID19's impacts on workers, follow up closely government policies and supports to people affected by COVID19

Application procedure:

Interested candidates should send (i) CVs in English and (ii) an example of a previous similar piece of work, (iii) Consultant fee, clearly stating the title of the Terms of Reference to email: Procurement@care.org.vn, deadline for application is before 9AM on March 14th 2023.

CARE is an equal opportunity employer committed to a diverse workforce. Women, ethnic minorities and people with disabilities are strongly encouraged to apply.

Thanks for your interest in CARE! We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our organisation and imbed child protection in all we do. Protection from sexual harassment, exploitation and abuse and child protection are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve. As well as pre-employment checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations. To find out more, please contact the Human Resources Manager.