



TERMS OF REFERENCE

Consultancy to promote gender equality in the mining sector

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.

All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click [here](#).

1. Background Information

Vietnam mining sector has rapidly grown and made significant contribution to the economic growth, with the output value of the mining industry (oil and gas are excluded), accounting for around 4-5% of the total annual GDP.¹ However, mining activities are considered as one of the industries having environmental and social impacts such as on livelihoods, the environment, and public health on affected communities, women and other vulnerable groups.

From a gender perspective, women are often at a disadvantage compared to men. Men have most access to the benefits, which consist primarily of employment and income, while women and the families they care for are more vulnerable to the risks created by mining sector which consist of mostly harmful social and environmental impacts. The gender impact assessment in mining in particular, has not been prioritized to understand the impacts on men, women, and other minorities groups.²

To contribute to the promotion of gender equality in the mining sector in Vietnam, Oxfam in Vietnam is looking for a competent **agency, organization or group of consultants to promote gender equality in the mining sector.**

¹ Data from General Department of Geology and Minerals, Ministry of Natural Resources and Environment, 2017

² Gender impact assessment report – a case study in Thai Nguyen, CGFED

2. Objectives

To conduct the gender impact assessment in mining sector, in particular on waste management and its health impact to women, men and other groups.

To raise awareness of youth on gender equality in the mining sector in Vietnam.

3. Scope of work

- i. Conduct one literature review/desk study on gender impact assessment in mining sector, in particular on waste management and its health impact to women, men and other groups.
- ii. Organize at least three events for youth in universities on gender equality in the mining sector
- iii. Write and submit reports (narrative and financial) after the task completed

4. Outputs/ outcomes

- One literature review/desk-study report on gender impact assessment in mining sector, in particular on waste management and its health impact.
- Three awareness raising events for youth in universities on gender equality in the mining sector for students in universities in Hanoi
- One narrative report after the task completed with supporting documents and pictures
- One financial report after the task completed

5. Timeline

From March to 30 April 2023

The detail plan will be discussed between Oxfam and the consultancy team

6. Required competence:

- Good profile and experience in working on extractive industries with track records of achievements
- Good understanding in and experience in gender equality
- Good experience with show-case on working with students in universities
- Adhere to Oxfam's principles and values

7. Submission of Interests

Interested agencies should send the following information:

- Portfolio of the team, showcasing relevant experience, previous works, notable clients
- CV(s) of the team members in charge, with relevant experience
- A brief proposal with the components as described in the Scope of work
- A proposed budget plan, including consultancy rate, travel expenses, and other fees to complete the task, including Personal Income Tax or VAT

Oxfam in Vietnam will recruit based on the proposed budget and the quality of the proposed idea. Candidates should present your proposals in a clear and thorough manner.

8. Contact

Applications should be submitted via e-mail (in Vietnamese or English) to the following addresses: hr.vietnam@oxfam.org, with the subject line “[Your name] GAL”, no later than 08h on 20 March 2023.

For further information and clarification, please contact Ms Trang Hoang at trang.hoangthu@oxfam.org

Oxfam is committed to preventing any type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

We regret that only short-listed applicants will be contacted.