



TERMS OF REFERENCE CONSULTANT ORGANIZATION TO CONDUCT A REVIEW AND CONSULTATIONS ON PROMOTING GENDER EQUALITY IN EMPLOYMENT

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 contributing to promote gender equality in employment. Oxfam and Mnet have collaborated with experts and Ministry of Labour, Invalid and Social Affairs (MOLISA) in researching on access to social protection/ social insurance for migrant workers, especially female workers.

After more than six years of implementation, the Law on Social Insurance 2014 and the Law on Employment 2013 have expanded its coverage to workers the formal sector, in terms of social insurance, vocational trainings and job access. Many provisions of these two laws, however, need to be updated to keep up with the rapid transformation in the labor market, and to ensure that formal and especially informal and marginalized workers can have access to and benefit from the government's policies. Especially, access to vocational trainings, decent employment, credits, social insurance and unemployment policy for informal and marginalized workers continue to be the primary concern for policy makers.¹ The government plans to revise both laws in 2023 and 2024, and currently seeking opinions and recommendations from relevant stakeholders for the revision.²

Oxfam in Vietnam is currently looking for a consultant organization to work with Oxfam, partners and MOLISA to conduct a review and consultations to provide inputs and recommendations for the revision of employment and social insurance laws.

2. Scope of work

The consultant organization will work with Oxfam, partners and MOLISA to conduct a review and consultations with related stakeholders on the overview of the provisions of Law on Social Insurance 2014 and the Law on Employment 2013; viewpoints and strategic direction in the revision of these two Laws; reviewing Oxfam and partners existing researches as mentioned before; stakeholders meetings and propose inputs/recommendations for the coming revision.

3. Deliverables and schedules

- Two review reports with two discussion papers, to be done before May 15th, 2023.
- Two consultation workshops with participation of relevant stakeholders, to be done by June 15th, 2023.

4. Qualification requirements

¹ <https://nld.com.vn/cong-doan/som-sua-luat-viec-lam-20230207213414008.htm>

² <https://nhandan.vn/xay-dung-luat-viec-lam-sua-doi-la-mot-trong-nhung-nhiem-vu-trong-tam-nam-2023-post736001.html>



- Fluent in Vietnamese and/or English;
- At least ten years of professional experience in conducting research on law, public policy, social protection and employment issues;
- At least ten years' experience in working with/ support workers on their labour rights (social protection and employment), existing network(s) with other research institutes and universities is an advantage;
- Excellent understanding of the economic, social and political context in Vietnam
- Good knowledge of gender issues in Vietnam and gender mainstreaming approach/ methodologies/ tools in policy
- Able to meet deadlines and prioritize multiple tasks;
- Proactive, resourceful, and meticulous.

5. **How to apply**

The applicant package must include:

- The consultant organization's profile and related experience
- Samples of relevant works
- 01 technical proposal that provides a detailed description and explanation of proposed research 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 before **9th April 2023**.

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.

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