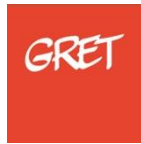


"Choosing a fairer world"



Terms of reference External evaluation

Phu Nu 3 Project

I. The action to be monitored/evaluated and the players involved

1.1 Presentation summary of BATIK International

BATIK International is a French association created in 1998, working to empower people in vulnerable situations, such as: women, young people, people in a situation of migration. The projects carried out by the association take place in Vietnam, on the southern shore of the Mediterranean (Algeria, Egypt, Morocco, Tunisia) as well as in France. Each of these projects aims to improve the integration and access to socio-economic rights of people in vulnerable situations, through the reinforcement of their empowerment and the support of peer organizations that work directly with these populations.

1.2. Description of the action to be evaluated

Origin and history of the action

Following Vietnam's exponential industrial development from the 1990s, large industrial zones employing large populations of migrant workers have quickly developed across the country. The opening to international markets was characterized by the signing of numerous transnational exchange treaties¹, and accompanied by a growing job precariousness for migrant workers in these areas. Indeed, this rapid economic transformation did not allow for a simultaneous development of appropriate policies to protect the workers, particularly for those with the lowest incomes. Migrant workers who move around the country to find jobs in industrial zones are often very isolated - mostly travelling mostly alone, with no local contacts - and live in poor conditions. Their priority, most of the time, remains to send money to their families still in their provinces of origin. Therefore, they tend to accept to live in unsanitary accommodations, with very low rents but dilapidated and unsafe facilities - such as the installations for water and electricity. This double factor of social isolation and precariousness exposes them to many forms of abuse: some landlords arbitrarily set water and electricity prices - sometimes also due to the lack of existing regulations - and many women have no formal employment contract, or only an oral agreement with no written record.

To address this issue, BATIK International is coordinating the Phu Nu project, in consortium with the French NGO GRET and the Vietnamese science and technology organization CDI. In addition to these three organizations, provincial partners are also part of the project team, namely:

- In Hai Duong: the Provincial Labor Union, which provides resources to animate/facilitate women's clubs;
- In Vinh Phuc: the Provincial Labor Union, more specifically two people from the province's Legal Aid Center.

The Phu Nu project aims to contribute to the improvement of the living and working conditions of migrant workers, particularly women workers, by strengthening leadership capacities and multi-stakeholder coordination in the industrial zones of Nam Sach (Hai Duong province) and Khai Quang (Vinh Phuc province).

¹ Examples of recent such agreements: Comprehensive and Progressive Trans-Pacific Partnership Agreement (signed and ratified in 2018) and the EU-Vietnam Free Trade Agreement (signed in 2019, ratified in 2020), respectively CPTPP and EVFTA in English.

Specific objectives of this project:

- SO 1: Women's empowerment: consolidate the role and recognition of networks of women leaders as stakeholders in the development and advocacy of recommendations to protect their rights;
- SO 2: Strengthening provincial partners: sustaining support mechanisms for women workers for the respect, protection and implementation of their economic and social rights;
- SO 3: Advocacy: contribute to the revision of existing institutional and legal frameworks related to women workers.

Beneficiaries

The project directly targets:

- 50 women leaders, 500 workers sensitized;
- 120 representatives of civil society, public and private institutions in the provinces of Vinh Phuc and Hai Duong.

Indirect beneficiaries:

- 2,400 residents of housing areas: this figure corresponds to the number of people living in the 25 housing areas targeted by the project since 2019. The objective for these people is to help them benefit from improved access to public services, including decent price of water and electricity, water quality, health centers and schools;
- 60 representatives of public, private and civil society institutions for the other provinces (these people are present during the national exchanges of experiences): the estimated number is based on the exchanges of experiences that the CDI organized in 2019 and which brought together all the actors from different provinces.

Activities performed/carried out/undertaken

To improve the living and working conditions of women workers, the project includes the following activities:

- Capacity building for migrant workers network through training; learning & sharing session and study tour. Training the networks of migrant worker (75% of them are women) on information related to labor law, but also on the necessary skills to lead worker's collectives. In addition to training, these worker leaders participate in seminars to exchange experiences with workers from other provinces. Once trained, the leaders co-host information meetings with the representatives of the Labor Union on labor rights for other workers, including gender issues. The core members of the workers network participate in the study tour for sharing and learning the good practices of improving working conditions and discussion on how to strengthen the network for better operation.
- Training of members of provincial networks mobilized on gender issues and workplace harassment: initiated during the second phase of the project, provincial multi-stakeholder networks are trained on gender to invite them to implement prevention initiatives concerning sexual and gender-based violence (GBV).
- Workers conduct initiatives on promoting gender equality and sharing information to improve their knowledge of labor law through participating training, making video, role play, podcast; organizing cultural events and conducting multi - stakeholder dialogue.
- Implementation of resources on labor law for female workers: the Vinh Phuc Labor Union website is updated with several video contents to help workers better understand the legal provisions concerning them; as well as a chat box to answer their questions.
- Organizing training on social dialogue and effective communication at factories for workers, trade union and management.
- Organization of multi-stakeholder dialogues (workers, companies, labour federations, landlords, and others) on water/electricity prices, access to health services, etc.

- Advocacy actions based on field experiences are carried out: this involves the publication of reports on the condition of women's lives.

II. The requested service from the evaluator

This service consists of supporting BATIK International in carrying out a final external evaluation, allowing us to measure the effects of the project since 2014.

2.1. Rationale for Requirement

The evaluation will focus on:

- **Analyse and document the action and the intervention strategy:**
 - o The effects of the project;
 - o The relevance of the deployed strategy;
 - o The possibilities for scaling up;
 - o The mobilization and relations between players (competent authorities at regional and local level, companies, different social groups of the local population, intervention partners, etc.);
 - o The level of ownership of local stakeholders;
 - o The efficiency of the organization, of the monitoring mechanism.
- Assist in decision-making regarding the continuation of the project: suggest concrete and realistic **avenues/tracks for action to sustain the activity**.
- **Provide elements of accountability** to the program stakeholders (partners and funders).

2.2. Purpose of monitoring and evaluation

The evaluation will focus on the effects of the project in a prospective approach. Past activities should serve as a basis for analysis to reflect on future actions to be taken/carried out in the coming years.

Founding postulates of the action, of which the relevance should be assessed:

- ❖ Enable women working in the peri-urban areas of Hai Duong and Vinh Phuc to take ownership of their social rights in the personal and professional spheres:

The activities put the targeted women at the heart of the project by giving them the means (skills, knowledge, confidence) to feel empowered, strengthen their power to act and make decisions to improve the living and working conditions of all women in industrial areas.

- ❖ Improve the articulation of local support and information services on living and working conditions and rights for women working in the formal and informal sectors:

The whole challenge consists of creating links between local organizations and the various stakeholders involved in improving women's living and working conditions. This is the purpose of the working and dialogue groups (local authorities, businesses, owners) that meet separately and jointly on a regular basis throughout the project to discuss specific cases, tried-and-tested practices, difficulties encountered in interaction with representatives of women leaders. The meetings allow to progressively build a network, habits of collaboration and exchanges while mobilizing various interests: the local authorities responsible for the organization and the proper functioning of their competence territory, the owners of rental accommodation involved in the dynamism of the municipality, the companies which, within the framework of an implicit or explicit Corporate and Social Responsibility (CSR) strategy, wish to improve the living and working conditions of their female workers.

- ❖ Sensitize targeted stakeholders (companies, landlords and local authorities) to intersectional gender issues/Raise awareness on intersectional gender issues among targeted stakeholders (companies, landlords and local authorities):

At the local level, the situation of these women is still insufficiently considered by the local services. These women have no real interlocutors to turn to at the level of the public authorities. Yet they contribute to the economic effort of the areas concerned, as do women working in informal jobs often generated by the very fact of the arrival of young migrant women. Experience-sharing activities and advocacy productions are organized to raise awareness of the situation of these women.

Evaluation questions

The evaluation process must be able to:

- Action: medium-term effects
 - ✓ Measure the changes in women's living and working conditions, by analysing more particularly the empowerment process of migrant women workers and the coordination capacity of provincial partners (province of Hai Duong and Vinh Phuc).
- The intervention strategy: measuring all the choices that guided the action
 - ✓ Evaluate the mechanisms for mobilizing project stakeholders (core groups, social dialogues, improvement funds, etc.) in order to provide appropriate responses to the labour rights needs of women workers.
- Perspectives for expanding the project:
 - ✓ Estimate the capacity to replicate the project's approach and the coherence of the actions implemented within the project with the political orientations in the areas concerned.

2.3. Methodology

Participatory approach: particular attention will be paid to the methodological proposals allowing the participation of the different actors and actresses, their appropriation of the approach and the recommendations. Change-oriented approaches may be proposed to promote the participation of all, while considering the constraints of the different partners. A positive opinion will be given to proposals based on **change-oriented approaches**.

Theory of change

Change-oriented approaches attempt to take complexity into account. A key element is to consider the different actors who interact within a process. It also involves looking at the causes and structural mechanisms that lead to a given situation. This means questioning the power relations between actors.

Gender and empowerment approach: it is requested that the analysis considers the different dimensions of empowerment.

Multidimensional Empowerment

Workers are subject to very unequal power dynamics with companies. The project does not seek to upset these relations, however, the activities aim to empower workers in multiple dimensions:

- Inner power: self-esteem, confidence, and awareness of one's abilities;
- Power to: access to information, training, services, economic resources, etc.
- Power with: ability to join forces to change a given situation.

In this context, the main stages of the process would be as follows:

✓ **Scoping / preparation (May/ June 2023):**

- Analysis of the documents drawn up within the framework of the project (dossier proposed to donors, activity reports, partnership agreements, logical framework of the project, photographic plates, etc.) with a view of producing a framework note;
- Scoping meeting with the project team based on this note.
- Deliverable expected from the consultant: a framework note. It will include an indicative provisional program (nature, period and content of the scheduled interviews, scope of the work considered for each stage of the process, outline of the content of the monitoring-evaluation reports) and an initial analysis of the project description and organization.

✓ **Final project evaluation (June to October 2023)**

Following this first phase, the consultant will oversee the conduct of the final evaluation. One of the main challenges of the evaluation is to measure the effects, but also to analyse the relevance. To do this, the consultant will have to analyse the successes and weaknesses of the choices made during the implementation of the project, to draw lessons and formulate recommendations for a future project.

This second intervention by the consultant should be organized around the **following activities**:

- Scoping of the evaluation via meeting with the extended project coordination team;
- Travel to industrial zones: site visits and meetings with project stakeholders: women workers, labour federations, company representatives, owners, provincial representatives and members of gender networks, women's unions, etc.
- Immediate feedback at the end of the mission: meeting with the actors and actresses who participated in the meetings;
- Drafting of a provisional final report evaluating the achievement of program objectives and proposing recommendations for a new project;
- Submission of the definitive final report, completed by the remarks made and validated during the restitution of the provisional final report, and a summary (see below);
- Feedback to the project partners.
- Compilation of evaluation report information in the format of an animation clip, duration is about 4-5 minutes.

Restitutions and reports expected

The definitive final report includes a detailed report and a summary of the main findings and recommendations (10 pages maximum) in the form of an advocacy document (*white paper* that can be shared with the authorities) and an animation clip (max 5 minutes) showing key learnt lessons/good practices of the project.

An oral restitution must be scheduled within 30 days of the delivery of each deliverable, in the presence of BATIK Int and the partners GRET and CDI. The definitive final report may be the subject of a broader restitution to the members and provincial partners of the project.

Regarding animation clip, its scripts, development process and content must be proceeded closely with and agreed by Batik focal point.

For each deliverable, questions/comments may be formulated by BATIK Int and a new version of the deliverable taking into account these questions/comments must be sent by the consultant no later than 30 days after their dispatch.

Consultants are asked, in their service offer, to comment on the methodological elements proposed above, and to make detailed proposals regarding the methodology they propose to implement (steps of support, actors and actresses consulted, meetings and feedbacks, methodology and tools for collecting/processing information, documents produced, coordination with the sponsor). If a team is proposed, the consultants will also propose, in their offer of services, the distribution of the number of

working days between them in the different phases of the support, their respective roles, and will specify the methods of coordination/communication/articulations between them for the realisation of the support.

2.4. Means

Human Resources

The expertise may be carried out by a single consultant or by a team of consultants, with proven experience in workers' rights, welfare and social protection, gender evaluations and gender studies.

The interventions of the experts will take a form and duration left to the discretion of the consultant according to the timetable of the study that he/she/they will propose.

Main skills sought for consultants:

- Expertise on the technical, economic, social, environmental and management aspects of access to water, sanitation, and electricity, in a Vietnamese context;
- Expertise on workers' rights, welfare and social protection.
- Expertise of survey and interview tools and techniques;
- Good ability and pedagogical quality in group animation for the holding of participatory workshops, ability to generate support;
- Knowledge of community dynamics (in a human sciences/sociology approach) and of institutional and methodological dimensions;
- Ability to propose a monitoring-evaluation (M&E) methodology adapted to the specific needs of volunteer experts and remote monitoring;
- Knowledge of the Vietnamese context;
- Analytical skills according to a rights-based and gender approach;
- English proficiency.

The following skills will also be appreciated:

- Experience working with workers and factories in industrial zones
- Knowledge of labour law
- Training in human sciences, sociology or anthropology.

Given the constraints related to obtaining visas for experts (as well as authorizations to travel to the areas of intervention), it was decided to rely on international or Vietnamese consultant experts already present in Vietnam, for this study.

Financial

a. Budget

Consultants are asked to make a detailed budget proposal in their offer including tax and all the costs inherent to the monitoring-evaluation work, includes per diem and travel to the sites.

b. Financial plan

Payments will be made according to the following schedule:

- 40% upon signing the contract;
- 30% after validation of the provisional final report by BATIK Int;
- 30% after restitution and submission of the definitive final report and the animation clip.

2.5. Calendar of carrying out monitoring/evaluation

2023										
1	2	3	4	5	6	7	8	9	10	11
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Dissemination of TOR & selection of the consultant, possible interviews														
Scoping phase														
Final evaluation phase (1st field mission) (July in Vinh Phuc)														
Submission of the provisional final report														
Review of the provisional final report and extended restitution														
Submission of the final report														
Finalize animation clip														

The consultants, in their offer, will make a proposed schedule for the support taking into account these elements.

The technical and financial offer, including a CV of the evaluator responsible for the mission, should be sent by email to the following 2 contacts before 10/6/2023:

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Nguyen Thu Hang, Co-head in Vietnam:
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