

## TERMS OF REFERENCE



**Title:** Consultant(s) to conduct study on the intersection of gender and climate change in the garment context

**Location:** Ha Noi, Hung Yen and Ho Chi Minh city

**Duration:** May and July 2024

**Reporting to:** Policy Researcher

Founded in 1945, CARE is a leading humanitarian organisation fighting global poverty and providing lifesaving assistance in emergencies. In over 100 countries and territories around the world, CARE places special focus on working alongside poor women and girls 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](http://www.care-international.org).

CARE in Vietnam is a creative and dynamic organisation working 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 contributing to the exclusion and vulnerability of particular groups in society. Our long-term program goal in Vietnam is that poor and marginalised ethnic minority and urban people of all genders, particularly women, equitably benefit from development. To learn more, visit [www.care.org.vn](http://www.care.org.vn)

### Project information

The garment and textile sector is one of Vietnam's most important industries, with the country's second-largest export turnover. The industry's export value accounted for 16 % of total GDP in 2019. Accumulated in 2022, the revenue of the textile industry in 2022 will reach nearly 40 trillion dong.<sup>1</sup> The garment industry is also a spearhead of Vietnam's industry, providing jobs for nearly 1.8 million people, with nearly 80% women.<sup>2</sup> Analysis from Cornell University's Global Labor Institute and asset management firm Schroders predicts that global warming-related weather events will cause massive disruption to manufacturers and workers in Bangladesh, Cambodia, Pakistan and Vietnam by 2030.<sup>3</sup> Four Asian nations to lose \$65bn this decade as heat and flooding shock clothing industry.<sup>4</sup> Despite of availability of data and information to inform programming in neighbour countries such as Cambodia, Myanmar and Bangladesh,<sup>5,6</sup> the related data source is quite limited in Vietnam, especially data on the interlinks between climate change, gender and other factors including wage and decent works.<sup>7,8,9</sup>

In this context, CARE in Vietnam will conduct a formative research to get insights about the interconnection between climate change and gender in the context of garment; learn more about solutions to solve problems as well. Collected evidence from this research will help to inform CARE's program strategy and program development in this area.

### Objectives

To meet above purposes, the study will answer the following objectives:

- To explore garment worker's perceptions on climate change, and its gendered impacts on their wellbeing and productivity (socio-economic and health impacts, in vary context such as migration and

<sup>1</sup> [Vietnam textile industry report in 2023 - VIRAC \(viracresearch.com\)](http://viracresearch.com)

<sup>2</sup> [BSR-HERproject-Advancing Digital-Financial-Inclusion-Garment-Workers-Vietnam-Report.pdf](#)

<sup>3</sup> [Climate change to devastate apparel supply countries | Materials & Production News | News \(ecotextile.com\)](#)

<sup>4</sup> [Four Asian nations to lose \\$65bn this decade as heat and flooding shock clothing industry | The Independent](#)

<sup>5</sup> [The impact of climate change on the lives and livelihoods of readymade garment \(RMG\) workers: an exploratory study in selected readymade garment factories in Bangladesh | BMC Public Health | Full Text \(biomedcentral.com\)](#)

<sup>6</sup> [Fast fashion intensifies climate change impact on Cambodian workers \(royalholloway.ac.uk\)](#)

<sup>7</sup> [Samantha-BO3\\_ILO.pdf \(unfccc.int\)](#)

<sup>8</sup> [Turning up the heat: Exploring potential links between climate change and gender-based violence and harassment in the garment sector \(ilo.org\)](#)

<sup>9</sup> [Are Low Wages and Climate Change Connected? — Remake](#)

ethnicity); as well as their coping strategies and needs to mitigate those impacts inside and outside their factories.

- To examine apparel companies' perspectives on climate change and its gendered impacts on their business as well as their practices and plans for adaptation and mitigation.
- To understand enabling environments (legal frameworks, financial and technical supports, etc) from stakeholders to support apparel companies and their workers in climate change adaptation and mitigation.
- To identify available solutions in Vietnam or other countries with similar context (at both national level and company level, including stakeholder mapping) supporting apparel companies and their workers in climate change adaptation and mitigation (such as forecast based financing and early action, etc); and opportunities to replicate/scale in Vietnam context.

### **Tentative methods**

This is formative research aiming to explore current situation of the intersection of climate change and gender in the textile and garment context. Therefore, the study utilizes possible channels to reach stakeholders (workers, factory representatives, government, and non-government representatives) and employs qualitative data collection tools using participatory techniques to get information and insights as much as possible, not representative information.

CVN is looking for a consultancy to work with CARE researcher for this study. The consultant (either a consultant group or an agency) is expected to propose a plan for the study with high quality standards. In general, the data collection techniques will be participatory, gender and culturally sensitive and appropriate for workers and relevant stakeholders. Overall, the approach and work-plan will be discussed carefully between CARE researcher and consultant team.

### **Scope of work and key deliverables:**

A consultant or a group of consultants will be recruited to work closely with the CARE researcher to support conduct desk review, develop data collection tool, conduct data collection, process information, and draft the report as well as other required documents; detail tasks below :

- Conduct desk-review to inform the inception report (max 5 pages, in English) of key points on related research topics including practical solutions for climate change mitigation and adaptation in garment factories , in closed discussion and consultation with CARE team.
- Prepare of written progress update and attend the internal learning workshop (with global team and Chrysalis, Sri Lanka) to update the study progress and better understanding about global perspective on this study.
- Conduct data collection at 2 factories in Hung Yen and 1 factory in HCMC adhering strictly quality control plan agreed between CARE and consultants, under close supports from CARE.
- Qualitative data synthesis in the form of thematic system related to research topics including fieldnotes will be provided to CARE.
- Develop an brief of key findings and potential interventions to present to CARE team
- Draft a full report (max 30 pages in English) and country package.

### **Key deliverables:**

- Inception report: outline key points from desk review (not more than 5 pages in English)
- Written progress update with key findings and attendance in an internal learning workshop (with global team and Chrysalis team)
- All field-notes and pictures from field-team and recordings (if have)
- PPT presentation on key findings with CARE team in English?
- Final report (not more than 30 pages in English)

- Country package including a brief on key gender and climate challenges and opportunities in the context of garment manufacturing communities in Vietnam (1-2 pages); country-specific guidelines for the CVN team on how to effectively operate at the intersection of gender + climate in garment manufacturing communities (2 pages) and 2-3 case studies of projects/ programs with potential to replicate/ scale.

### Tentative Timeframe

No	Activity	Deliverable	Timeline	Working days
1.	Consultant Recruitment	Qualified Consultant (s)	By end May	
2.	Desk review (including working with CARE researcher to refine data collection tools)	Inception Report (including attend an internal learning workshop and prepare of written progress update with key findings to date in advance of workshop)	First week of June	5
3.	Qualitative data collection at 3 factories in Hung Yen and HCMC	Qualitative notes	By 21 June	7
4.	Data and information processing (including working with policy researcher to accommodate data and information from qualitative and quantitative data collection)	PPT presentation of key findings from quantitative and qualitative survey shared to CARE staffs	21 – 30 June	7
5.	Write the 1 <sup>st</sup> report (30 pages max.)	First draft report (including country-specific resource package)	25 June – 5 July	9
6.	Gather feedback and refine the drafts (report and country package)	Final report and country package	5-15 July	2
			<b>Total</b>	30 days

Number of days can be adjusted upon 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, including: in-depth interviews and focus group discussions, using participatory facilitation tools (such as pictures, paintings, role-plays, games, etc.);
- 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.
- Practical understanding about climate change, direct and indirect impacts, climate change mitigation and adaptation, working environment and occupational health in factories and gender equality.
- Experience in conducting researches with factory workers and migrant workers, providing programs supporting workers, especially workers working in garment and textile.

### Application procedure:

Interested candidates should submit the following documents in English, clearly stating the title of the Terms of Reference to email: [Procurement1@care.org.vn](mailto:Procurement1@care.org.vn) before 9AM on 20 May 2024.

Applications including: (i) CVs, (ii) a brief of study plan, (iii) proposed budget inclusive all associated consultant costs (including income tax), and (iv) an example of a previous similar piece of work.

Only short-listed applicants will be contacted for interviews. Please do not make telephone contact after submitting the application.

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 consultant/supplier understand and are aligned with these expectations. To find out more, please contact the Human Resources Team Leader.*