

Reaching The Furthest Behind in Quang Tri and Hoa Binh

Terms of Reference

Consultancy for Training Courses and Coaching on Disability Inclusion Development

Introduction

Plan International is an independent development and humanitarian organisation that advances children’s rights and equality for girls. Plan has over 80 years’ experience and works in more than 75 countries across the world.

Plan International has been working in northern and central Vietnam since 1993. Our programming targets diverse young people, with a particular focus on adolescent girls, in both rural and urban areas and with the most marginalised communities, including ethnic minority and migrant groups. We focus on three core areas of work: gender-responsive parenting to support early childhood care and development; preventing gender-based violence and promoting girls’ leadership; and building girls’ life and vocational skills. Our work supports marginalised children and youth, especially adolescent girls, to start life and grow up physically and mentally healthy and as adolescents so they are leading the way to shape their own future.

We strive for a just world, working together with children, young people, our supporters and partners.

Background of the consultancy

Supporting and protecting the rights of people with disabilities have centered in various government’s programs and international aid assistance. This effort results from the fact that people with disabilities often face challenges such as poverty or systematic inequalities. Furthermore, people with disabilities also deal with multiple forms of discrimination on the basis of disability coupled with other aspects of their identity such as gender, age, ethnicity, minority status, or other grounds. Women with disabilities have to deal with multiple forms of discrimination, which places them at higher risk of gender-based violence, sexual abuse, neglect, maltreatment and exploitation.¹

It is estimated that there are about 6.2 million people with disabilities in Vietnam, of which 58% is women, 28,3% is children and approximately 29% is people with serious disabilities.² The State of Vietnam has implemented a number of programs as well as adopted legislation to promote and protect the rights of people with disabilities, i.e. the Law on People with Disabilities No 51/2010/QH12. Accessibility to public and social services for people with disabilities has increased and discrimination towards people with disabilities seems to have decreased since then. According to a survey conducted by ACDC about the wellbeing of people with disabilities in Vietnam over the period of 2009 – 2019, people with disabilities have faced less discriminatory attitude and behaviors in terms of employment, education, and participation in the public life.³

Despite of progresses for people with disabilities in Vietnam mentioned above, certain issues still remain such as discrimination and marginalized status, low access to public service or participation in

¹ United Nations, Toolkit on Disability for Africa, <https://www.un.org/esa/socdev/documents/disability/Toolkit/Disability-inclusive-development.pdf>

² Thanh Hà, 2020, Cục Trợ Giúp Pháp Lý, <https://tgpl.moi.gov.vn/Pages/hoi-nhap-phat-trien.aspx?ItemID=81&l=NghiencuuveTGPL>;

³ ACDC, 2020, So sánh 10 năm về kì thi, phân biệt đối xử và nhận thức đối với người khuyết tật, <https://acdc.vn/vi/bai-viet/431-so-sanh-10-nam-ve-ky-thi-phan-biet-doi-xu-va-nhan-thuc-doi-voi-nguoi-khuyet-tat.html>

public life in Vietnam. It is proposed by leading development institutions, particularly United Nations, to apply disability inclusion development approach. This approach recognizes and is responsive to the intersection of disability with other drivers of discrimination, such as gender, ethnicity, religion, age, and national or social origin, that can compound exclusion and disadvantage. A disability-inclusive approach will be critical to ensuring that structural inequalities experienced by people with disabilities can be addressed (United Nations). This approach is centered in the Convention on Rights for People with Disabilities (CRPD) and Vietnam ratified this Convention in 2015.

Plan International in Vietnam expects to apply the disability inclusion development (DID) approach in one of its major projects namely Reaching The Furthest Behind in Hoa Binh and Quang Tri, supporting the most vulnerable communities in the mountainous districts in Hoa Binh and Quang Tri provinces. Plan also expects that this application will contribute to materialize positive results for people with disabilities targeted in this project. Plan therefore is looking for a (team of) consultant(s) to provide training courses and coaching service for related stakeholders in this project to gain awareness of DID approach and ways for integrating this approach in project implementation activities.

Budget line for this activity is VN10560 – 5046 – 049 – 2731 – 00 / VNM100516-1.4.

Objective of the consultancy

- To equip project-related stakeholders with knowledge on DID
- To identify key concepts relating to disability-inclusive development within the provisions of the CRPD and the relationship between CRPD and Sustainable Development Goals;
- To consult possible ways to apply DID approach in project activities;
- To coach Plan team and Plan's partners in application of DID

On completion of this module, participants will have:

- discussed disability-inclusive development;
- contextualized the DID as a development instrument in Vietnam and project's context;

Deliverables

The consultant is expected to:

- deliver three training courses on DID for Plan and partners based in Hanoi, Quang Tri, Hoa Binh
- coach for Plan teams and partners on DID application processes in project activities, some models and processes as below:
 - community-based construction
 - community based disaster risk management
 - safe school model
 - women-led livelihood model
 - social-economic development planning processes
- deliver DID application guidelines tailored for each type of models and process as mentioned above.
- complete a report at the end of the training and coaching process with recommendations for good results-based application for PwD within project sites and scope.

Targeted Participants

- Plan team and implementing partners based in Hanoi
- Local partners scoped within this project based in two provinces of Hoa Binh and Quang Tri

Language of training and coaching

- The language of training course and coaching process is in Vietnamese.
- The language of the report is in English.

Tentative plan

No	Activities	No of working days	Note
1	<p>Provide 3 training courses for Plan and Plan's partners in Hanoi, Quang Tri and Hoa Binh</p> <p>The content of the training course:</p> <ul style="list-style-type: none">- Explain the different models of supporting people with disabilities: charity model, medical model, social model and rights-based model- outlines the link between poverty, exclusion and disability which is crucial to understanding disability-inclusive development;- explain concepts relating to disability and inclusive development;- review the provisions on disability-inclusive development in the Convention on the Rights of Persons with Disabilities (CRPD);- include learning exercises to accompany the material; and- list useful resources for additional reference.	6 days 15 – 30/9/2022	2 days for each course
2	<p>Provide coaching services for Plan team and Plan partners (roughly 3 organizations)</p> <p>The content of the coaching process:</p> <ul style="list-style-type: none">- provides practical strategies for ensuring that project activities are inclusive of persons with disabilities;- provide guideline in written form each type of project model and process	15 days 30/9 – 29/10/2022	3 day for each group/organization
3	Complete the activity report	1 day 29/10 – 4/11/2022	
	Total working days	22	

The consultant is expected to travel to Hoa Binh and Quang Tri to deliver training courses and coaching services within this consultancy.

Expected qualifications:

The consultant should have the following qualifications to effectively carry out the tasks:

- Graduate university in disciplines relating to social study, development management, or political science. Master degree will be an advantage.
- Have at least 10 years' experience in working with and for people with disabilities in Vietnam: be familiar with the disability inclusion development approach, and the intersectionality of disability with other identities such as gender, age, sexual orientation...
- Have at least 5 years' experience in delivering training courses and coaching for capacity development focusing on disability inclusion.
- Good communication skills in Vietnamese and good writing skill in English.

How to apply:

For those who are interested in providing the consultancy, please send CV, training/coaching proposal and proposed consultancy rate to the email address at VNM.Procurement4@plan-international.org or send documents to the address: Plan International Việt Nam, tầng 6, Tòa nhà Capital Building, 58C Kim Mã, quận Ba Đình, Hà Nội. All documents must be delivered at Plan office before 17h00, September 8, 2022.