



TERMS OF REFERENCE

Project: Promoting Gender Equality in Vietnam's Labour Code (IWI)

Position Title: Consultant to lead the photovoice process with factory workers

Reporting to: SMP Team Lead

Duration: August - September 2018

1. BACKGROUND

About CARE International in Vietnam

In adopting CARE International's program approach, CARE in Vietnam (CVN) has shifted the focus of our work from changes at the sectoral or geographical levels, to that of *impacts* for particularly marginalised and vulnerable groups of people – our program *Impact Groups*.

CARE in Vietnam has two programs defined by two impact groups:

- (i) Rural Ethnic Minority Women (REMW) – those in rural settings who are land poor and have weak resilience to hazards and shocks; and
- (ii) Socially Marginalized People (SMP) – those in urban settings who experience denial of multiple rights, live and work in unsafe environments, especially women.

CARE recognises that the key to achieving equitable development outcomes lies in shifting deeply rooted, structural **underlying causes of poverty** which contribute to exclusion and vulnerability of these particular groups in society.

About CVN's work in promoting Gender Equality in Vietnam's Labour Code

The 2012 Labour Code is Vietnam's overarching legal framework for labour rights and social protection, which affect not only Vietnam's labour force but also its socio-economic development and international relations. The Government of Vietnam's Ministry of Labour, Invalids and Social Affairs (MOLISA) has committed to reforming the 2012 Labour Code, including removing barriers to women's economic empowerment.

CARE in Vietnam is implementing an advocacy campaign in order to increase public awareness and support for gender equitable provisions in the Labour Code, with a focus on (i) equal division of labour, (ii) workplaces free of gender-based violence and sexual harassment, (iii) equal pay for work of equal value, and (iv) harmonization of retirement ages for women and men.

2. OBJECTIVE

In order to collect human interest stories of urban workers who are directly affected by the revision of the Labour Code, especially the 4 focus areas mentioned above, CARE in Vietnam is looking for a consultant to design and facilitate the implementation of a photovoice activity with a group of 40 factory workers tentatively in Hung Yen province. These human interest stories can reflect both positive and negative experience of participants and the people around them in the 4 focus areas.

Key aspects to be explored through the human interest stories include:

- (i) Equal division of labour
 - Current division of labour in terms of housework and family responsibilities
 - How have housework and family responsibilities affected workers' well-being and career?
 - What changes do workers like to see?
- (ii) Workplaces free of gender-based violence and sexual harassment
 - Places where they have experienced or seen someone experiencing GBV or sexual harassment
 - Impacts of GBV and sexual harassment on them and on their workplaces
- (iii) Equal pay for work of equal value
 - Roles of women and men at work
 - Value of women's and men's contributions at work
- (iv) Retirement age
 - Where do workers see themselves at retirement age?

The outcomes of the photovoice activity are expected to be a collection of 15-20 stories prepared by and from the perspectives of the insiders, i.e. workers, and supported with illustrative photos. The photovoice process itself should enable workers to increase their awareness of these issues, reflect upon their own experiences and express their observations and/or wishes. The photovoice collection will add to the diversity and substance of a groundswell of stories and voices of workers generated through various activity channels, and will be used as communications materials as well as evidence for public awareness and policy advocacy in support of the revision and implementation of gender equitable provisions in the Labour Code.

3. SCOPE OF WORK AND DELIVERABLES

Scope of work	
a. Design a photovoice activity plan in order to achieve the desired outcomes within the activity budget and timeframe including:	
<ul style="list-style-type: none"> - Develop the photovoice questions based on the 4 focus areas to steer the thinking and photo-taking processes for participants; - Design the photovoice process with specific steps and time needed for each step including how factory workers will participate and submit photos and stories, what kinds of coaching are necessary, etc. 	Home-based
b. Facilitate the photovoice process including:	
<ul style="list-style-type: none"> - Provide training and/or coaching sessions as needed (tentatively 02 sessions x 02 days of training, plus coaching throughout the process) to 40 factory workers. For example: <ul style="list-style-type: none"> o Understanding the photovoice questions and the 4 focus areas; o Smart phone photography training; o Writing stories and captioning; o Providing feedback and further support on content and techniques as needed; 	Field-based

- Conduct a quick survey at the beginning and end of the photovoice process to measure the level of change in awareness of participants of the 4 focus areas	
- Collect and review photo submissions in order to provide feedback and facilitate the story writing and captioning part.	Home-based

Deliverables

- An activity plan with concrete details of the photovoice questions and photovoice process;
- A facilitation plan for the photovoice process;
- Training/coaching sessions carried out with factory workers as per the facilitation plan approved by CVN;
- Progress update based on initial review of photo submissions;
- Photo and story submissions from workers as a result of the facilitation process;
- A summary of survey results indicating any changes in awareness of workers of the 4 focus areas.

4. TIMEFRAME

The assignment is expected to commence in August 2018 and end in September 2018.

5. SELECTION CRITERIA

Required attributes:

- a. Proven capacity and experience in designing and facilitating photovoice and storytelling activities;
- b. Experience conducting trainings at community level/for factory workers;
- c. Familiarity with factory workers' experiences and challenges;
- d. Up-to-date understanding of current Labour Code revision in Vietnam;

Preferred attributes:

- a. Experience working with factory workers inside and outside factory settings
- b. Experience working in policy advocacy;
- c. Knowledge the Vietnamese development context;
- d. Understanding of gender-based violence and gender issues in Vietnam.

6. APPLICATION

Interested candidates should send (i) a CV in English, (ii) preliminary workplan and proposed budget and (iii) an example of a previous similar piece of work to: procurement@care.org.vn. Deadline for submission is before 9am on 20 August 2018.

CARE International in Vietnam

Zone B1, 9th floor, CDC Building, 25 Le Dai Hanh Str., Hai Ba Trung District, Hanoi, Vietnam

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.

- *CARE Vietnam is 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 staff understand and are aligned with these expectations. Refer to Child Protection Policy and Code of Conduct which outline CARE Vietnam's best practices procedures including reporting and investigation of an incident.*