

TERMS OF REFERENCE



Title: Disability inclusion training consultant
Location: Cam Thuy, Thanh Hoa
Duration: Nov – Dec 2023
Reporting to: Project Manager

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.

CARE International 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

Project information

Background information: CARE Australia is investing funds to build a peer-to-peer micro-lending start-up focused on women-owned or run micro and small-medium enterprises (MSMEs) in the Asia region. The online platform will allow individuals and groups in Australia to make loans to women to help them establish or develop their economic activities, including running small and micro businesses in the Asia region. This promotes the participation of the Australian public in social investment and increases the total pool of funds available to CARE's local financial service providers (FSPs). In Vietnam, CARE Australia is partnering with Thanh Hoa Microfinance Institution (THMFI) to provide fundings to women-owned micro and small businesses in Thanh Hoa.

The issue of accessing finance particularly affects women entrepreneurs who are more likely to operate micro and small businesses. However, even if women are able to access microfinance, they often face additional barriers in using or benefiting from financial services in the same way as men. Market systems themselves can be exclusionary with a lack of financial products and services designed for women. Microfinance intersects with gender norms related to women's and men's expected roles both inside and outside the household. In some circumstances, microfinance can change household gender dynamics and may put women at risk of economic, physical, psychological or other types of violence.

To avoid as many unexpected consequences as possible, CARE in Vietnam (CVN) and THMFI have agreed to enter a series of co-designed GBV mitigation and disability inclusion activities, accompanied with a light-touch measurement plan. This phase shall be from September 2023 to May 2024.

Rationale and purpose

As a compulsory component under the above-mentioned GBV Mitigation project, and DFAT/CARE Australia inclusive requirements for the development projects, CVN is seeking the support of **a consultant to deliver a half-day disability inclusion training to 30 participants** including THMFI credit offers and local WU staff,

tentatively on 18th November 2023. This training component will be held together with another 1.5-day training provided by a GBV mitigation consultant.

Key objectives

- Provide project stakeholders an introduction to disability and disability inclusion with a focus on what it is and why it is relevant within the project scope and;
- Introduce participants to the principles and practical steps to implement disability inclusion in the daily work of THMFI credit officers and commune women union staff;
- Develop and introduce to the training participant a simple template to collect data on disability inclusion with the project intervention.

Scope of work & key responsibilities

The consultant will:

- discuss with CVN and the GBV mitigation consultant to finalize the training agenda (noted that two consultants will separately be in charge of each session);
- deliver a half-day disability inclusion training component with main contents as prescribed in key objectives;
- Work with the CVN MEL team to draft the disability data collection template for consultation with training participant and to finalize based on comments.

Key deliverables

- Training materials (preferred in PowerPoint format) including Pre/Post test questions
- A finalized disability data collection template with agreement from CVN MEL lead.

Tentative Timeframe

Deliverables	Estimated No. of working days	Timeline
Training materials including Pre/Post test	1	04 Nov 23
0.5-day training for 30 THMFI credit officers and local WU staff	1	18 Nov 23
The disability data collection template	1	20 Nov 23
TOTAL	3 days	

Selection criteria

- Demonstrated knowledge and experience on Disability and Disability inclusive development in Vietnam context;
- Demonstrated strong knowledge on development approaches/ principles for disability;
- Strong experiences working as a participatory facilitator;
- Demonstrated written communication skills including ability to communicate disability concepts in plain Vietnamese;
- Preferred attribute: Experience in working with financial service providers and target audience at rural areas.

Applications:

Interested candidates should submit the following documents in English, clearly stating the title of the Terms of Reference to email: procurement@care.org.vn before 9AM on 6 October 2023.

Applications including:

- CVs/profile
- Work plan
- Financial proposal

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.