



## TERMS OF REFERENCE

### ANNUAL REVIEW AND PLANNING WORKSHOP

#### PROJECT “*Expanding Migrant Workers’ Collective Voice in Vietnam to Promote Social Protection Policy Changes (GR-001627)*”

#### BACKGROUND

Urbanization and industrialisation in Vietnam, combined with a lack of jobs in rural areas, has created a massive flow of workers from rural areas to urban and industrial areas. Migrant workers now account for more than 50% of the urban labour force, with 60% of them being women (Vietnam Academy of Social Sciences, 2009). Most of them are working in labour intensive factories, such as garment, footwear, and electronics. Of a total of 11 million migrants and their dependents, 70% live in and around industrial zones.

While labour migration is one of the key factors for Vietnam’s high economic growth, migrants do not receive a fair share of benefits from this growth, either in terms of treatment inside factories (working conditions) or social welfare outside factories (access to social protection). These constraints are the cause of continuous wildcat strikes; however, most strikes have not been effective to improve the overall situation of workers.

In this project, Oxfam supports Vietnamese civil society organisations in networking, organising and facilitating grassroots migrant workers groups. The organising approach is bottom-up, from outside the boundary of the factory, rather than the traditional method that only organizes workers inside the factory floor. Workers' groups begin as autonomous groups and may later decide on affiliation with Vietnam's state-sponsored Labour Union (or Women's Union). Oxfam and partners will promote new initiatives in organizing core leaders of workers' groups, building networks, and using communication tools such as social media. The project is led by Center for Development and Integration (CDI), with key implementing partners is M.net - Network for Action of Migrant Workers (M.net) and its members, Legal Aid Center – Dong Nai Labour Union, and various working groups for rights of domestic workers.

The overall goal of the project is that migrant workers in Vietnam have measurable improvements in wages, working conditions and equitable social protection. There are two objectives: Organised migrant workers in industrial zones in Hai Phong, Bac Ninh and Dong Nai provinces have improved capacity to influence governmental and employer policies affecting their lives; and Advocacy and public mobilisation by migrant workers and the M.net coalition results in improved policies on working conditions and basic social services.

In order to give constant monitoring inputs to improve project implementation, project is designed to organise annual review and planning events with participation of all stakeholders involved. In 2019, the annual review event will be tentatively organised by early June 2019.

#### 1. WORKSHOP OBJECTIVES

- To assess primary project achievements, including changes in knowledge, attitude and practices of targeted workers, workers’ rights activists and organizations working to protect the rights of domestic workers.
- To validate relevance of project design and strategic approaches, by answering following questions, including but not limited to, to what extent was the project strategy and activities implemented relevant in responding to the rights of targeted workers? Do any project activities, targets, methodologies or strategies need to change, why and how?

- To identify the possible risks that may prevent for the project from achieving its objectives and propose possible solutions
- To provide lessons learnt to date with clear recommendations to for the future implementation and to improve project delivery during the remaining duration of the project.

## **2. METHODOLOGIES & PARTICIPANTS**

The external consultant will facilitate the workshop to get inputs from the participants using participatory methods, including but not limited to, group discussions, presentation, questions & answers...

Workshop will engage estimated 30 – 40 participants, including:

- Targeted workers from Hai Phong and Dong Nai provinces;
- Representatives from private sector and local government, including Hai Phong Industrial Park Management Board and Dong Nai Labor Union;
- Representatives from four working groups: Ethical business , Freedom of Network, Mechanism to Protect worker Rights and Living Wage;
- Representatives from relevant organizations & policy makers, including but not limited to, Oxfam, CDI, Mnet, Ministry of Labor Invalids and Social Affairs...

## **3. EXPECTED WORKSHOP CONTENTS & OUTPUTS**

### ***Key workshop contents***

- Project introduction;
- Project baseline findings, and;
- Group discussion on project primary systematic changes, relevance review and proposed future programming.

### ***Key workshop outputs***

- Group discussion results divided by each group: workers, experts/activists, project implementers, policy makers, local authorities, private sectors, and;
- A workshop report including gathered comments and feedbacks from all actors, along with technical insights from consultant.

## **4. SCOPE OF WORK OF CONSULTANT:**

- Study and review related documents, project logframe, relevant laws and policies, project reports...
- Develop discussion guides to operationalize the objectives of the workshop;
- Co-facilitate the group discussions to give inputs for project review and planning, and;
- Develop the workshop report taking into account the gathered comments and feedbacks from all actors, along with technical insights from consultant.

## **5. QUALIFICATIONS, EXPERIENCES AND COMPETENCIES OF CONSULTANT TO FACILITATE THE WORKSHOP**

- Rich expertise on dynamic workers' rights issues;
- Strong professional experiences facilitating workshops at national scope;
- A strong commitment to delivering timely and high-quality reports, and;
- Excellent communication skills