



TERMS OF REFERENCE

Gender and Protection Assessment in the Context of Climate Change and Natural Disasters in Vietnam *(Contributing to the Vietnam Country Gender Equality Profile)*

1. Background

Vietnam is among the countries most vulnerable to climate change and natural disasters, which have profound socio-economic, gendered, and protection-related impacts. While women, men, girls, and boys experience climate risks differently, existing national and sectoral data often do not fully capture these gender and protection dimensions. Communities—particularly ethnic minorities, women, children, persons with disabilities, and the elderly—face heightened risks of gender-based violence (GBV), child protection concerns, and other forms of vulnerability in times of climate shocks and disasters.

The **Country Gender Equality Profile (CGEP) of Vietnam (2021)** highlighted significant progress in advancing gender equality but also identified **gaps in data and analysis related to gender and climate change as well as protection issues**. These gaps hinder evidence-based policymaking and program design, particularly in climate adaptation, disaster risk reduction, resilience-building, and safeguarding vulnerable groups.

In this context, **Plan International Vietnam and CARE in Vietnam** are partnering to conduct a **gender and protection assessment** that contributes new quantitative and qualitative data to the upcoming update of the CGEP. Field data collection will be conducted in selected communes of **Tuyen Quang, Lai Chau and Quang Tri provinces**, representing diverse socio-economic and climate-affected contexts.

2. Purpose of the Assessment

The overall purpose is to **generate robust, gender- and protection-sensitive evidence on the impacts of and people's response to climate change and natural disasters in Vietnam**, with a focus on women, men, girls, boys, and persons with disabilities in ethnic minority and rural communities.

Specifically, the assessment aims to:

1. Contribute **quantitative and qualitative data** to fill the evidence gaps on gender, protection, and climate change in the Vietnam CGEP 2021.
2. Analyze gendered vulnerabilities, protection risks (including GBV, child protection, and safeguarding), capacities, and coping strategies in the context of climate change and disasters.



3. Provide actionable recommendations for government, civil society, and development partners to strengthen **gender-responsive and protection-sensitive climate and disaster policies and their enforcement.**

3. Scope of Work

The work is expected to be done in no more than 25 working days. The consultant(s)/team will cover the following tasks:

- **Desk Review and research design**
 - Review existing literature, policies, and data on gender, protection, climate change, and disaster risk management in Vietnam.
 - Map data gaps identified in the CGEP 2021, with a focus on gender and protection.
 - Identify sample size and agreed on data collection sites
 - Develop data collection tools
- **Field Research**
 - Test the tools and provide training for data collectors
 - Conduct data collection in selected communes in **Tuyen Quang, Lai Chau and Quang Tri provinces.**
 - Apply both quantitative (household surveys, structured questionnaires) and qualitative (FGDs, KIIs, participatory tools) methods to ensure reliability and statistical soundness, relevant for CGEP.
 - Ensure meaningful participation of women, men, youth, and marginalized groups, especially ethnic minorities and persons at heightened risk of protection concerns.
- **Data Analysis**

The consultant/team will be responsible for conducting a thorough analysis of the data collected, focusing on the following key areas:

1. **Differential Impacts of Climate Risks and Disasters** across gender and age groups

- **Disaggregate data by gender, age, ethnicity, disability status, and geographic location** to identify how different groups experience climate-related hazards.
- Analyze variations in:
 - Exposure to climate risks (e.g., flooding, drought, landslides).
 - Access to early warning systems, emergency services, and recovery support.
 - Economic and livelihood impacts (e.g., loss of income, food insecurity).
 - Health and psychosocial consequences, including stress and trauma.
- Highlight **gender-specific coping mechanisms** and resilience strategies, including the role of women and youth in community response and recovery.



2. Structural Barriers and Protection Concerns

- Identify **systemic and institutional barriers** that limit access to resources, services, and decision-making for women, girls, and marginalized groups.
- Examine **protection risks** such as:
 - Increased incidence of gender-based violence (GBV) during and after disasters.
 - Child protection concerns, including neglect, exploitation, and school dropouts.
 - Safeguarding gaps in humanitarian response and climate adaptation programs.
- Assess the **availability and effectiveness of referral pathways**, support services, and community-based protection mechanisms.

3. Enabling Factors for Gender- and Protection-Responsive Climate Action

- Identify **positive practices, policies, and community initiatives** that promote inclusive and equitable climate resilience.
- Analyze the role of:
 - Local leadership and women's participation in disaster preparedness and climate planning.
 - Civil society and grassroots organizations in advocating for protection-sensitive approaches.
 - Government frameworks and international cooperation in supporting gender equality and safeguarding.

4. Integration into CGEP

- Ensure that findings are clearly linked to the **Vietnam Country Gender Equality Profile (CGEP)** update.
- Provide **evidence-based recommendations** for policy, programming, and advocacy, emphasizing:
 - Gender-transformative approaches.
 - Protection mainstreaming in climate and disaster risk reduction strategies. Inclusive data systems and monitoring frameworks.
- **Reporting**
 - Draft a comprehensive report that:
 - Presents key findings and evidence.
 - Provides policy and programmatic recommendations.
 - Clearly highlights contributions to the CGEP update on gender and protection.



4. Methodology

The methodology should be participatory, gender- and protection-sensitive, and inclusive. It is expected to combine:

- **Quantitative surveys** with sex-, age-, and vulnerability-disaggregated data.
- **Qualitative methods** such as participatory rural appraisal, focus group discussions, and in-depth interviews.
- **Intersectional lens** to capture the experiences of ethnic minority women, men, youth, persons with disabilities, and those at risk of protection issues.

Ethical considerations (informed consent, confidentiality, safeguarding, Do No Harm, referral pathways for GBV/child protection) must be strictly observed.

The sample size will be proposed by the consultant to make sure its statistical representation to the national report on Gender Equality Profile.

5. Deliverables and Timeline

The assignment is expected to take place over three months, from October to end of December 2025, with field data collection scheduled in **Tuyen Quang, Lai Chau and Quang Tri provinces** during November.

1. **Inception Report** (including detailed methodology, tools, and workplan): Third week of October 2025.
2. **Field Data Collection** (quantitative and qualitative datasets, analysis plan, result tables and syntax): First week of December, 2025.
3. **Draft Assessment Report and key findings in Ppt format** (with evidence and preliminary recommendations): Second week of December 2025.
4. **Validation Workshop** with key stakeholders (Plan, CARE, partners, and CGEP consultant team): Third Week of December 2025.
5. **Final Report, including a Full Report in English** (integrated with feedback and formatted for CGEP input), **and Executive Summary in both Vietnamese and English**

6. Required Qualifications

The consultant/team should demonstrate:

- Advanced expertise in **gender equality, protection, climate change, and disaster risk reduction**.
- Proven experience in conducting gender and protection assessments or similar research in Vietnam.
- Strong skills in quantitative and qualitative research methods.



- Knowledge of Vietnamese policy frameworks on gender, climate, and protection.
- Fluency in English; Vietnamese language skills are an asset.

7. Management and Collaboration

The assessment will be conducted under the joint supervision of **Plan International Vietnam and CARE in Vietnam**.

A technical steering group from both organizations will provide guidance and quality assurance throughout the process.

The consultant/team will report to designated focal points from both organizations.

8. Budget

The consultancy cost and all related costs for field data collection cost will be shared between the two organizations. Cost for recruitment advertising will be covered by Plan International Vietnam. The allocation of working days and budget per organization will be discussed and finalized during contract negotiations with the selected consultant.

PIV's budget will be covered by project at the budget line VNM180002-K.7.1; WBS: VN10706-5046-052-2853-07, FAD: VNM180002

CARE's budget: will be covered by the She grows the future project at the budget line 3.1.1

9. Application Information

Interested consultant(s)/teams are invited to submit:

- Technical proposal (understanding of TOR, methodology, assessment team arrangement, quality control plan, workplan).
- Financial proposal (including budget with justification, applicable taxes, and consultants' day rates. Please note that consultancy fees exclude logistical costs, which will be covered separately by Plan International Vietnam and CARE in Vietnam, in line with each organisation's internal policies.
- CV(s) highlighting relevant expertise.
- Samples of previous relevant work.

Deadline for applications

- Closing time for application is 17:00, October 06th, 2025



Address for applications

Applications in sealed envelope (with reference to: Application to the **Gender and Protection Assessment in the Context of Climate Change and Natural Disasters in Vietnam**) are to be submitted to:

- Ms. Pham Thi Hong Van - Plan International Vietnam
- Address: 6th floor, Capital Building, 58C Kim Ma, Ba Dinh, Hanoi
- Or email sent to: Van.PhamThiHong@plan-international.org