

I. Contract Overview

Reference Number:	TOR-VNM-2026-020
Consultancy Title:	Gender expert to provide technical support to review and update the National Strategy on Gender Equality (2021-2030)
Location:	Home Based with travel to Ha Noi for meetings and workshops
Travel:	Travel required
Practice Area:	Gender Equality, Laws and Policy analysis
Category (Eligible applicants):	External
Post Type and Level:	Team Leader: VNM4 – UN EU Cost Norm 2022 ¹
Starting Date:	1 October 2026
Duration of Contract:	October - December 2026

II. Consultancy Assignment

1. Background/Context

The United Nations Entity for Gender Equality and the empowerment of Women (UN Women), grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Placing women’s rights at the center of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States’ priorities and efforts, building effective partnerships with civil society and other relevant actors.

In Viet Nam, UN Women contributes to the development objectives of Viet Nam’s Socio-Economic Development Plan and the National Strategy for Gender Equality. Its Country Strategy Note for 2022-2026 is aligned to the UN Sustainable Development Cooperation Framework (CF) 2022-2026 and is supporting Viet Nam’s fulfilment of Gender Equality commitments under The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the promise of the 2030 Sustainable Development Agenda to “leave no one behind”. The key priorities of UN Women in the 2022-2026 period are:

- By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to safer and cleaner environment resulting from Viet Nam’s effective and gender responsive mitigation and adaptation to climate change, disaster risk reduction and resilience building, promotion of circular economy, the provision of clean and renewable energy, and the sustainable management of natural resources.
- By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from more sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work;

4. By 2026, people in Viet Nam, especially those at risk of being left behind, will have benefited from and have contributed to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality, and freedom from all forms of violence and discrimination in line with international standards.

Government Resolution No. 28/NQ-CP of 3 March 2021 promulgated the National Strategy on Gender Equality (NSGE) 2021–2030. The Strategy aims to narrow gender gaps and create conditions and opportunities for women and men to participate in and benefit equally from development. It establishes six objectives covering: (i) political participation and leadership; (ii) economy and labour; (iii) family life and the prevention of and response to gender-based violence; (iv) health; (v) education and training; and (vi) information and communication. It also assigns implementation, monitoring and reporting responsibilities to relevant ministries, sectors and provincial authorities.

After five years of implementation, the Ministry of Home Affairs (MOHA) is conducting a midterm review of the NSGE. The review will assess progress against the 2025 milestones and the likelihood of achieving the 2030 targets; identify data, implementation, financing and coordination gaps; and examine whether the Strategy's objectives, targets, indicators and institutional responsibilities remain relevant, measurable and responsive to the current context.

The review will take into account significant changes in Viet Nam's development and governance context, including national and subnational administrative restructuring; emerging demographic, economic, social, environmental and technological trends; and new laws, policies and national development priorities. Particular attention will be given to the gender implications of digital transformation and artificial intelligence; population ageing and the care economy; climate change and disaster risk; migration and labour-market transformation; technology-facilitated gender-based violence; and intersecting inequalities experienced by different groups of women and girls.

The midterm review and proposed update of the NSGE should also contribute to the implementation of Viet Nam's international commitments. The 2026 CEDAW concluding observations call, among other matters, for a strong national machinery for gender equality supported by a unified monitoring framework and adequate resources; strengthened interministerial coordination; systematic collection and use of disaggregated data; greater use of temporary special measures; stronger action to address gender stereotypes and all forms of gender-based violence, including technology-facilitated violence; equal and inclusive participation of women in decision-making; and measurable follow-up to the Committee's recommendations. As the Committee requested written information within two years on the implementation of selected recommendations, aligning the updated NSGE and its monitoring framework with CEDAW follow-up requirements is particularly timely.

Against this background, UN Women seeks a national consultant to provide additional technical inputs to MOHA's midterm review of the NSGE and advice on its proposed updates. MOHA will lead the review and updating process and retain ownership of all policy decisions. The consultant will provide independent technical analysis, recommendations and advice in close collaboration with the technical team of the Department of Youth Affairs and Gender Equality (DYAGE).

5. Description of Responsibilities/ Scope of Work

The successful performance of the incumbent will effectively contribute to the development of knowledge on gender legislation development and provide recommendations to strengthen gender equality laws and policy in Viet Nam.

The objective of the assignment is to provide technical support to MOHA in assessing the implementation of the NSGE 2021–2030 and developing recommendations to strengthen its objectives, targets, indicators, implementation arrangements and monitoring framework, taking into account the current national context, government priorities and Viet Nam’s international commitments.

The consultant is expected to work closely with technical team of Department of Youth Affairs and Gender Equality during the review and update of the NSGE, with following tasks:

- Review of existing national reports, studies and data related to the implementation of NSGE to assess implementation progress, results, gaps and lessons against the NSGE objectives, targets and 2025 milestones, and assess the likelihood of achieving the 2030 targets.
- Analysis of recent government policy priorities to assess the relevance, coherence, measurability and ambition of the Strategy’s objectives, targets, indicators, tasks, solutions and institutional responsibilities.
- Review other relevant legal documents on gender equality, as well as international commitments (CEDAW, SDGs, BPfA, etc.) to identify gaps between the NSGE and international commitment.
- Identify policy adjustments required to reflect the new institutional and development context, national priorities and laws, and Viet Nam’s international commitments, including the 2026 CEDAW concluding observations and follow-up requirements.
- Provide recommendations for the development of a strengthened results and monitoring framework with clear indicator definitions, baselines, milestones and targets; data sources and collection frequency; required disaggregation; responsible and coordinating institutions; reporting flows; and quality-assurance arrangements.

Guiding approach

- Results-based management: distinguish activities and outputs from changes in outcomes; assess contribution, implementation quality, coverage and sustainability, not only completion of activities.
- Gender-transformative and intersectional analysis: examine structural causes and differentiated outcomes by age, disability, ethnicity, geography, migration status and other relevant characteristics, subject to data availability and appropriate national terminology.
- Evidence and traceability: triangulate official statistics, administrative data, evaluations, research and stakeholder evidence; document definitions, limitations and the basis for proposed changes.

6. Deliverables

Tasks and Deliverables	Expected due date and payment
1. Technical review report on NSGE implementation and continued relevance	30 October 2026

○ A concise technical report assessing progress against the NSGE objectives, targets and 2025 milestones; prospects for achieving the 2030 targets; implementation, data, financing and coordination gaps; continued relevance of the existing framework; and alignment with current government priorities, relevant national laws and policies, and international commitments, including the 2026 CEDAW concluding observations (in English and Vietnamese). (15 days)	60% of the total payment
2. Final recommendations for updating the NSGE and strengthening its monitoring framework ○ Recommendations for updating the NSGE objectives, targets, indicators, tasks, solutions and institutional responsibilities; a proposed strengthened results and monitoring framework; indicator recommendations covering baselines, milestones, targets, disaggregation, data sources, reporting frequency and institutional responsibilities; and a presentation summarizing the main findings and recommendations. The final package should incorporate comments agreed by DYAGE, MOHA and UN Women (in English and Vietnamese). (10 days)	15 December 2026 40% of the total payment

7. Consultant's Workplace and Official Travel

This is a home-based consultancy. The consultants will be requested to attend meetings and workshops related to the work.

As part of this assignment, the consultant is required to travel to attend workshop outside Ha Noi. Work related travel of UN Women's consultants are considered as official mission and will be arranged by UN Women, in line with UN Women's Consultant Contract Policy, UN Women Duty Travel Policy and UN-EU cost norm.

III. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Please visit this link for more information on UN Women's Core Values and Competencies:

<https://www.unwomen.org/en/about-us/employment/application-process# Values>

FUNCTIONAL COMPETENCIES:

- Excellent analytical, research, and drafting skills.
- Ability to synthesize complex information into clear, evidence-based findings and recommendations.
- Strong facilitation and presentation skills for engaging with government, UN, and civil society stakeholders.
- Familiarity with Viet Nam's legal and policy context on gender equality is highly desirable.
- Strong communication skills in English

IV. Required Qualifications

Education and Certification:

- Advanced university degree (Master's or equivalent) in social sciences, gender studies, public policy, international development, or a related field.

Experience:

- At least 15 years of professional experience in gender equality and gender-responsive public policy in Viet Nam.
- Strong quantitative and qualitative analytical skills, including assessment of official statistics, administrative data and evidence limitations.
- Demonstrated ability to design results frameworks, indicators, monitoring systems and reporting arrangements for national strategies or programmes.
- Demonstrated track record in preparing Vietnamese analytical reports, gap analyses, and policy recommendations.
- Knowledge of the NSGE, current institutional context, CEDAW and other international commitments
- Prior experience working with government agencies, UN bodies, or international organizations on gender-related legal and policy reforms.

V. Criteria for Evaluation																	
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V. How to Apply																	
Interested candidates are requested to submit electronic applications no later than 14 Sept 2026 Ha Noi time via the E-recruitment system of UN Women uploaded with the following required documents • Personal CV or P11 (P11 can be downloaded from: https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Employment/UN-Women-P11-Personal-History-Form.doc) • A cover letter (maximum length: 1 page) • Example of analytical reports, gap analysis and policy recommendations (only required for shortlisted candidates). *NOTE: * Documents required before contract signing: • The medical statement from the physician certifying good health to work and travel. (This is not a requirement for RLA contracts). • Copy of Health Insurance Card • Completed UNDSS BSAFE online training course. EN: https://agora.unicef.org/course/info.php?id=17891 • Release letter in case the selected consultant is government official. * Regarding application submission: • Applications received incomplete or after the closing date will not be considered. • Only successful applicants will be contacted to be advised of the next phase of the recruitment process. • All applications will be treated in the strictest confidence. <i>UN Women is committed to achieving workplace diversity in terms of gender, nationality and culture. People from minority groups, indigenous groups and people with disabilities are equally encouraged to apply.</i>																	

At UN Women, we are committed to creating a diverse and inclusive environment of mutual respect. UN Women recruits, employs, trains, compensates, and promotes regardless of race, religion, color, sex, gender identity, sexual orientation, age, ability, national origin, or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, competence, integrity and organizational need.

If you need any reasonable accommodation to support your participation in the recruitment and selection process, please include this information in your application.

UN Women has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UN Women, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to UN Women’s policies and procedures and the standards of conduct expected of UN Women personnel and will therefore undergo rigorous reference and background checks. (Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.)

For UN Women only (It is for internal use only, please delete when sending for advertisement or post circulation):

Prepared by PM in-charge	 Tran Thi Thuy Anh	Date: 27/8/2026
Certified by HR Assistant	 Ho Nguyen Van Anh	Date: 3 Sep 2026
Reviewed and approved by Country Representative	 Pham Thi Minh, OIC	Date: 4 Sep 2026