

TERMS OF REFERENCE

TOT TRAINING ON “GENDER, GENDER EQUITY”

I. BACKGROUND

Hoa Binh is a mountainous province in the northern part of Vietnam with a population of around 910,000 people. The poverty rate in the province is 25%. In 10 districts of Hoa Binh province, there are a total of 95 extremely difficult communes, mainly in mountainous districts with difficultly economic conditions such as Lac Son, Da Bac, Mai Chau, and Kim Boi districts. In particular, due to the specific conditions of location and topography, Da Bac and Mai Chau are two districts that still face many limitations in socio-economic development, so the percentage of poor households and near poor in these two districts is quite high (Da Bac: 43.33% and Mai Chau: 29.22% - Source: Decision of Hoa Binh PPC # 2857/QĐ-UBND, 2020).

According to the results of the Nutrition Census in 2020, Hoa Binh province belongs to the group of provinces with a higher malnutrition rate than the national average (underweight rate was 15.5% and stunting rate was 24.3% compared to the national average of 11.5% and 19.6%, respectively). In comparison with other districts in the provinces supported by WV Vietnam, the proportion of malnourished children in Da Bac and Mai Chau districts in general and in the target communes in particular are still very high (In 2020, the stunting rate and underweight rate for Da Bac was 27.7% and 20.2%; and Mai Chau was 28.6% and 19.2% respectively).

Da Bac and Mai Chau districts are the home of 7 ethnic groups, accounting for 72% of the population. Main characteristics of the ethnic minorities (Muong, Dao, Thai...) in these areas is that they consider pregnancy and childcare as the duties of the women. Husbands play a limited participation and interest in addressing this issue. Women are often disadvantaged in accessing health care services and resources for themselves and their children.

Therefore, apart from the interventions related to the mothers, the influence on the husband, who influences the decision-making in maternal health care and children is essential. The “Men care for kids” project is designed for strengthening the role of husbands to improve children’s nutritional status with integrated approaches.

To increased awareness of community about gender and gender equity, there is a need in organizing training on “Gender equity” for core partner and family.

II. TRAINING OBJECTIVES AND EXPECTED OUTCOME

I. Training objectives

After the training, the participants will:

- Be equipped with basic knowledge on “Gender equity”.
- Be able to reflect on gender concepts and issues.
- Be able to develop plans, design lectures and retrain members of the “Father clubs”

2. Expected results:

- 100% of participants will have basic knowledge on “Gender equity”.
- 90% of participants will have skills on approach to mainstream gender in program management.
- 70% of the participants will able to develop plans, design lectures and retrain members of the “Father clubs”.

III. TRAINING CONTENT

Session 1: Summary about the training and guideline on find some gender issues in community.

Session 2: Summary about the condition accessing to gender equity and the practice of community people.

Session 3: Key concepts, (Gender, Gender stereotype and gender norms, Gendered division of labour, Factors shape and reinforce Gender inequality, Gender equality and equity)

Session 4: Group reflection on representation of gender stereotypes, norms and division of labour in daily life.

Session 5: Gender mainstreaming in program management structure

Session 6: Guideline on implementing the communication activities.

IV. TRAINING AGENDA

(Will be sent when finishing discussing with the consultant, at least 10 day before the training)

V. DETAILS INFORMATION

Two class will be conduct for 2 districts: Da Bac and Mai Chau in Hoa Binh.

	Class 1 in Da Bac	Class 2 in Mai Chau
Time	2 days: 03 rd Dec – 04 th Dec 2022	2 days: 05 th – 06 th Dec 2022
Place	Tan Minh commune, Da Bac district, Hoa Binh province.	Mai Chau district, Hoa Binh province
Participant	<ul style="list-style-type: none"> - District partners: 3 partners (1 from Labour - Invalids and Social Affairs Division, 1 from district health center and 1 from the Women Union) - Commune partners: 2 communes Tan Minh and Tan Pheo: 6 partners (3 partners/commune: 1 from Labour - Invalids and Social Affairs, 1 from commune health center and 1 from the Women Union) - “Father club” key partners (28 partners): 14 partners/commune (Choosing the partner who in-charge of Father club). - AP staffs: 1 staff (PA) 	<ul style="list-style-type: none"> - District partners: 3 partners (1 from Labour - Invalids and Social Affairs Division, 1 from district health center and 1 from the Women Union) - Commune partners: 2 communes Tan Thanh and Thanh Son: 6 partners (3 partners/commune: 1 from Labour - Invalids and Social Affairs, 1 from commune health center and 1 from the Women Union) - “Father club” key partners (40 partners): 20 partners/commune (Choosing

	- Training consultant: 1. Total: 39 participants	the partner who in-charge of Father club). - AP staffs: 1 staff (PA) - Training consultant: 1. Total: 51 participants.
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Participants required:

- Have skill participatory training.
- Have commitment to fully participate in this training

VI. RESPONSIBILITIES OF THE PARTIES

1. Health and Nutrition Technical Officer (TPO) of North I Zone

- Provide comments/ feedback on the TOR
- Provide comments/ feedback on the training agenda.
- Provide comments/ feedback on the training report of the consultant.
- Conduct field visit to monitor and provide technical support after the training.

2. “Men care for kids” Project Asistant in Da Bac and Mai Chau

- Develop the TOR, work in collaboration with TPO (Mr. Nguyen Quang Minh) to reach an agreement on the objective and expect outcome for the training course.
- Work in collaboration with PnC to recruit consultant for the training.
- Work with the consultants and TPO to prepare the training agenda 10 days prior to the training.
- Prepare budget plan for approval.
- Send the announcement to partners to select relevant participants.
- Prepare the invitation letter to communes partners to participate in the training.
- Work in collaboration with communes partners to prepare logistics for training courses.
- Process payment for the related costs for the training including consultant costs and organizing costs.
- Conduct field visit to monitor and provide technical support after the training.

3. Consultant Responsibilities

- Work with the Technical Program Officer (TPO) to get agreement on the training content of Gender equity.
- Prepare and sending the training materials (including the training presentation) in accordance with the above-agreed content to the TPO 10 days before the training.

- Develop the training agenda which suitable to the participants, objectives and expect outcome and the time of the training and send the training agenda to TPO 10 days before the training.
- Prepare content, methods and the pre/post test for the training course (Focus on the training knowledge).
- Send the logistics needs (Including training hall, documents, stationery and material for the field practice) to the AP at least 7 days before the training.
- Conduct the training course to follow the above-agreed timeline to meet the objective and expected outcome.
- Write the training report after finishing the training course in Vietnamese, the report includes assessing the knowledge of the participant before and after the training (Focus on the training knowledge); training course progress (with picture); training methods; recommendation on typical participants, other recommend (if any) for the improving the training quality.
- Send the report to the TPO within 7 days after the training.
- Mentor and support the knowledge and skills for the participants who are the potential participant for the Father clubs.

VII. WORKING SCHEDULE FOR CONSULTANT

#	Content	Time (Day)	Consultant fee
I	Training		
1	Prepare and develop the training packet (Including the training presentation)	0,5 days	Follow the World Vision Vietnam policy
2	Conduct the training	04 days	
II	Writing report	01 day	
Total		5,5 days	

Note:

- 1. All the meals were included in the consultant fee*
- 2. The stationery and travelling fee will be paid base on the reality receipt and with the reasonable level*
- 3. The hotel room will be booked and paid by World Vision Vietnam*