**Call for Expression of Interest**  **– International Consultant**

Assessment of drivers and constraints for occupational safety and health (OSH) in the coffee global supply chain (GSC) in Vietnam

1. **Background**

The Vision Zero Fund (VZF) is an initiative of the G7 that envisions a future in which there are zero workplace accidents and diseases and in which decent work is a reality. It is the objective of the VZF to bring about change to workplaces and workers’ lives through interventions that prevent work-related accidents, injuries and diseases in global supply chains and support the development of effective Employment Injury Insurance (EII) schemes and compensation mechanisms. It is a multi-donor trust fund supported by a number of governments, inter-governmental organizations as well as multinational companies.

At country level VZF operations aim to foster prevention and compensation of OSH risks through a mix of private and public sphere interventions, including strengthening institutional frameworks and systems and piloting OSH improvement measures in workplaces. Country level interventions are being identified through applying the ILO methodology for the assessment of drivers and constraints for OSH improvement in global supply chains and intervention design. It consists of the following steps: 1) Selection of supply chains with high replication potential, 2) Assessment of the drivers and constraints for OSH improvement in each targeted supply chain, 3) Design of intervention models tailored to maximize impact, 4) Implementation of intervention models to improve OSH outcomes in the targeted supply chains, and 5) Sustainability check and recommendations for replication in other supply chains.[[1]](#footnote-1)

In Vietnam, through comprehensive desk review and stakeholder consultations, coffee was selected as the project’s single target supply chain from the agriculture sector, based on the following criteria:

* Integration in GSCs and overall market position/growth potential;
* Importance for employment generation (it provides a large number of jobs in the local supply chain from which a substantial percentage of economically disadvantaged people benefit (e.g. small farm households from poor districts, upland ethnic groups);
* Existence of OSH hazards and risks for workers at the different stages of the local supply chain;
* Existence of climate change factors and environmental degradation that threaten the livelihoods of coffee farmers;
* Existence of organized structures in the supply chain (sector- and producer associations, unions);
* High potential for replication in other food and agriculture sub-sectors in Vietnam (notably plantation cash crops).
* Synergies and South-South learning opportunities with the VZF country projects in Lao PDR and Latin America (Mexico, Columbia, Honduras), which also focus on coffee.

1. **Objectives**

The consultant is expected to achieve the following objectives:

1. Conduct an assessment of drivers and constraints for OSH in the Vietnam coffee supply chain with a regional focus. Particularly, the OSH assessment will:
   1. include an identification of the dynamics that both drive OSH compliance or result in OSH non-compliance in the coffee supply chain;
   2. identify the OSH risks faced by workers at the different stages of production by developing vulnerability profiles.

1. Recommend interventions to improve OSH in the Vietnam coffee supply chain on the basis of the information gathered through the assessment of drivers and constraints for OSH improvement and the outcome of stakeholder consultation workshops (one at national and one at provincial level), to be held in Q1 2021. Recommended interventions shall aim to improve the health and safety of workers in the coffee supply chain, with emphasis on developing a mix of interventions or intervention models that promote collective action by stakeholders, private sector engagement and gender-specific OSH improvement measures. Also, interventions for better OSH outcomes should be proposed with a view to strengthening the economic performance of the coffee supply chain, by taking into consideration livelihood challenges caused by climate change and environmental degradation. The assessment should also take into consideration how the COVID-19 pandemic has impacted the coffee supply chain in Vietnam.
2. **Activities**

The consultant will complete the following activities:

1) Prepare the inception report, including proposed methodology and work plan;

2) Conduct a desk review of relevant literature, including ILO VZF technical reports on OSH and other ILO documents with relevance for the assessment as well as any other reports, studies and statistics that provide useful background information for this assignment. Desk review should include a review of literature on women's specific situation in the sector and in the value chain.

3) Adjust the information gathering and analysis tools for the OSH assessment as included in the ILO’s “Occupational Safety and Health in Global Value Chains Starterkit” (e.g. guiding questions for focus group discussions and interviews with key informants to fit the Vietnam context) in consultation with the VZF VN project team;

4) Conduct the assessment of drivers and constraints for OSH in the Vietnam coffee supply chain, with emphasis on the identification of:

* The main risks to safety and health of workers along the chain through rapid OSH risk assessments,
* The most vulnerable groups to specific OSH hazards (with a focus on gender-related vulnerabilities),
* The factors that drive OSH improvements and the constraints that affect OSH performance of workplaces (resulting in non-compliance with OSH requirements as per national labour law and international good practices on OSH);
* The climate change factors that influence OSH outcomes

5) Analyse key qualitative and quantitative information on the Vietnam coffee supply chain’s market and institutional environment, i.e. relevant actors, rules & regulations, supporting functions. Gender aspects here also play an important role e.g. support functions such as including existence of OSH competence in national institutional mechanisms for gender, existence and implementation of laws on non-discrimination, violence and harassment in the world of work etc.).

This analysis will include, among others, an assessment of:

* Value chain performance (value addition, productivity, profit distribution within the chain);
* Firm performance in relation to job quality (and identification of underlying causes of failure to meet decent work standards);
* Linkages between actors, power relationships and supply chain governance;
* The role of key supporting functions and rules, and how they may be linked to address supply chain constraints.

6) Identify interventions at policy, sectorial, enterprise, and farm household levels that have the potential to improve OSH conditions and workers’ compensation in the coffee supply chain from which coffee workers - especially the most vulnerable ones - can benefit; proposed interventions need to reflect the VZF strategies on gender and private sector engagement and also take into consideration climate change factors that impact on OSH outcomes.

7) Present findings of the OSH assessment and proposed intervention models in stakeholder workshops at national and provincial levels for further discussion and validation;

8) Finalize the design the interventions and identify for each of them objective, target audience, feasibility, proposed budget and the timeline within which they should be implemented. (Given the project’s short duration of 30 months, envisioned interventions should be of short-term nature and implemented within this time span).

1. **Deliverables**

In consideration of the abovementioned activities, the consultant will be expected to deliver the following products:

Product 1: Inception report, including 1) application of relevant ILO methodologies and VZF strategy papers on collective action, private sector engagement and gender, 2) proposed methods and tools for data collection, 3) detailed work plan.

Product 2: Report on “Assessment of drivers and constraints for OSH improvements in the Vietnam coffee supply chain”, including a comprehensive OSH risk assessment, coffee worker vulnerability profiles and recommended interventions (max. 50 pages including annexes and bibliography);

Product 3: PowerPoint slides and other material (graphs, charts, and other visuals) to be used for stakeholder consultations to validate the findings of the OSH assessment and discuss proposed interventions. The assessment cum intervention design report is to be finalised as per the outcomes of those consultations.

1. **Methodology**

The consultant will implement this assignment through desk review and field work and by applying the ILO- EU adapted methodology on OSH in GSCs (see footnote 1) This assignment will focus on step *2) Assessment of the drivers and constraints for OSH improvement in each targeted supply chain,* and step *3) Design of intervention models tailored to maximize impact* of the methodology. At the start of the assignment, the VZF VN project team will share with the consultant key technical documents produced by the ILO for the desk review, including the “Occupational Safety and Health in Global Value Chains Starterkit” and other relevant documents, such as findings of OSH assessments of coffee supply chains conducted in the VZF country projects for Laos as well as Mexico, Columbia and Honduras, the VZF strategy 2019-2023, the draft VZF private sector engagement strategy and the draft VZF gender strategy. Throughout the assignment, the consultant will work closely with a team of national consultants who will cover selected research topics in more depth (such as on OSH and the coffee business) and the VZF project team who will provide support in the following areas: filling data gaps, logistics, translation, organization of workplace observations in the coffee sector, organization of interviews and focus group discussions with key informants and the organisation of stakeholder workshops at national level (either Hanoi or Ho Chi Minh City – to be decided) and provincial level to validate the findings of the OSH assessment and discuss with stakeholders recommended interventions. The consultant will attend these workshops and present the OSH assessment findings and possible interventions and contribute to the discussions. After the workshops, the consultant will finalize the OSH assessment report cum intervention design report by incorporating the outcome of the workshop discussions as well as the research parts of the national consultants.

1. **Time Frame**

The assignment shall be conducted between 1 November 2020 and 28 February 2021.

**4) Requirements**

The consultant must have experience in agricultural value chain development (notably the coffee value chain), experience conducting research as relate to working conditions and preferably occupational health and safety (OSH) in agriculture and a good understanding of gender issues to be integrated in the research work as cross-cutting theme. The consultant should also have good knowledge of the local political, economic and social context in Viet Nam (experience in the country is highly preferable). S/he will be expected to work in close consultation with the VZF Viet Nam project staff and work with a team of national consultant(s) with the necessary skills to complete this assignment successfully (e.g. expert knowledge on gender and OSH, the Vietnamese coffee industry, knowledge of the local language, expert knowledge on the social and economic context of the assignment etc.).

**Technical competencies:**

* Capacity to implement research in agricultural value chains and market systems in agriculture.
* Experience dealing with working conditions and especially safety and health in agriculture.
* Excellent English writing communication and presentation skills.
* Strong social, organizational and knowledge management skills required in order to coordinate and manage a research and project network.
* Capacity to produce high-quality reports
* Ability to work in a multi-cultural and multi-disciplinary team.

Application process

* Candidates are invited to submit proposals to ILO VZF Vietnam Project Manager at kurths@ilo.org. The proposals must include the following:
* A CV and a summary of qualifications and experience to deliver this assignment by the lead consultant.
* CVs and summary of qualifications and experience of other consultants included in the proposal.
* A short summary/cover letter including how this assignment would be delivered - including any key risks that would need to be managed.
* Initial financial proposal in US dollars.

1. **Reporting responsibilities**

The consultant will report to and work under the direct technical supervision of the VZF Vietnam Project Manager and the VZF Vietnam project team. Additional support and guidance will be provided by the Global Programme Manager for the Vision Zero Fund, based in Geneva.

1. This methodology was developed under the auspices of the joint ILO-EU project to improve knowledge base and safety and health in global supply chains to support G20 work on safer workplaces. See *ILO, Occupational Safety and Health in Global Value Chains Starterkit - Assessment of drivers and constraints for OSH improvement in global value chains and intervention design, 2018.* It has been applied in the selection of target supply chains in all VZF country projects, including in Lao PDR and the regional project for Mexico, Columbia and Honduras which focus on the coffee sector as target supply chain. [↑](#footnote-ref-1)