

TERMS OF REFERENCE TO ENHANCE ORGANISATIONAL CAPACITIES FOR EFFECTIVE STRATEGIES PROMOTING GENDER EQUALITY

1. Project Background:

Work: No Child's Business (WNCB) is a multi-country programme launched to contribute towards the concentrated global efforts in ending all forms of child labour by 2025. The programme is implemented by an alliance consisting of Stop Child Labour, Save the Children and UNICEF. Through four integrated pathways of change to address the root causes of child labour and its impact on children, youth, their families and communities, the alliance works for achieving the impact that children and youth are free from child labour and enjoy their rights to quality education and (future) decent work thereby contributing to SDG 8.7 in six countries Ivory Coast, Jordan, Mali, Uganda, Vietnam and India.

In India, a network of organizations jointly implement the WNCB Programme in three regions: Delhi, Rajasthan and Bihar and focus on eliminating child labour from the natural stone, garment and textile industry, domestic/informal and agricultural labour respectively.

Having started the project in July 2019, the WNCB project is more than half way into the project implementation phase. Promoting gender equality and women empowerment across all activities has been the ambition from the start of the program. Two meaningful interventions have already been undertaken by the network in 2020 and 2022 These interventions resulted in the publication of two internal reports:

- The first report was a gender mainstreaming strategy for WNCB India partners published in 2020 and outlined future steps to mainstream gender within the program and the activities.
- The second report released in 2022 was a gender analysis and explored the root causes and impact of child labour for boys and girls within the WNCB target groups and sectors in India. The report also included recommendations to better address the risk factors of child labour and promote protective factors for boys and girls within the WNCB program target groups and sectors in India.

Therefore many partner organisations in the WNCB network are already applying a gender lens implementing their activities around eradication of child labour. Early 2023 the ambition was expressed by the organizations to receive further in depth tailor made support and specific accompaniment to enhance gender equality within the organizations and within the programs. The complete network consists of 8 partners based in India based in 3 regions.

3. Objective of the assignment

On behalf of the WNCB project, ICCSPL is looking for proposals of consultants who are experienced in providing tailor made accompaniment and training to the members of our network to develop effective strategies for promoting gender equality in the organisation. The training has two objectives.

- Increased capacity to promote a safe, *inclusive and diverse workplace* free of discrimination, harassment, (gender) stereo typing and promoting gender equality (includes management, HR and program staff);
- Increased capacity to incorporate gender mainstreaming / a gender transformative agenda into our programs and project activities. – Program staff;

The capacity building trajectory may include the following topics:

- Social constructs related to gender inequality and the influence of patriarchy;
- Knowledge exchange about practises of discrimination, harassment gender stereotyping at the workplace;
- Measures to promote an inclusive and diverse workplace, free of discrimination, harassment;
- Strategies to promote gender equality at organizational level;
- Approaches to increase gender sensitivity in programs (gender sensitive analysis) / applying an intersectional gender lens in programs;
- Approaches to implement a gender transformative agenda in programs;

Summarizing, the interventions will include a tailor made capacity building trajectory to promote gender equality at the organisation level targeting the project staff at different levels (management, programs and support staff). The intervention will enable a better understanding how to promote gender equality. It will create insights in the

roles and responsibilities both personally and at the workplace and it will therefore provide a better basis to bring across gender learnings at community level through the programs. In this way by embracing and promoting gender equality at the personal and organizational level, the organisations will also increase their capacity to advocate gender equality convincingly amongst the community they are serving.

4. Methodology:

- ✓ Tailor made training module geared towards the specific needs of each partner organisation (the network consists of eight Indian organisations based in Bihar, Delhi and Rajasthan. The Consultant will discuss with each partner organisation their specific needs to discuss their scope of work, capacities which is essential to understand the needs of every organisation);
- ✓ A survey and feedback form to be issued based after the initial consultations with partners;
- ✓ An interactive training including practical exercises to apply the newly obtained knowledge;
- ✓ Accompaniment of a tailor made organizational action plan prepared by the organization with proposed improvements and a time line;
- ✓ The training has to be in primarily in Hindi and also in English.

Submissions may include more details about the proposed curriculum and training approach.

5. Outputs

- An initial needs assessment / gender assessment per organization through an online survey + interviews (on site or online)
- Two/three days capacity building workshop of the partner organisations in the respective states.
- An organizational action plan prepared by each organization with proposed improvements and a time line.
- A report in English to be prepared partner wise with a set of recommendations.

6. Where and for whom?

- ✓ The trainings will take place in the 3 regions (partner locations).
- ✓ The workshop targets Directors / Management board / HR staff – responsible for a safe environment free of harassment and discrimination and Program staff assigned with the implementation of the WNCB project.

7. Timeline

- ✓ Aug-Sept 2023

8. Travel

- ✓ ICCSPL will take care of the logistics of these workshops and will coordinate with the partner organisations for the same;
- ✓ ICCSPL will provide provisions for the local stay and travel for the Consultant.

9. Expression of Interest

Interested consultants/firms should submit their applications by the 30th of June 2023 and should include;

- Detailed technical proposal in response to TOR, with specific focus on interpretation of TORs, methodology, budget and work plan to be used and key selection criteria.
- Initial work plan based on methodology.
- Company profile or CV including relevant experience and a minimum of 3 references.
- Detailed budget breakdown based on expected daily rates and initial work plan.

The application must be sent to

1. Ms. Aditi Datta at adatta@iccspl.com
2. Ms. Sonali Patro at spatro@iccspl.com