



Terms of Reference For Advocacy on Gender Inclusive Private Sector Friendly Budget & Program

Work Commence Date:	30 June 2024
Work Completion Date:	Planned work is for 15 days per consultant but spread across three months
Language Required:	English/Nepali
Location Work Area:	Home Office with a visit to the FNCCI & concerned stakeholders
Reporting to	Empowered Women Prosperous Nepal Project Unit and Project Coordinator, Employers' Council in Federation of Nepalese Chambers of Commerce & Industry – FNCCI

I. BACKGROUND:

1. Thematic Introduction:

Nepal has taken significant steps towards advancing women's economic empowerment, several gaps remain. The gaps include low female labour force participation (LFP) rate (26.3 per cent compared to 53.8 percent male LFP)¹; lower weekly hours worked for pay or profit², and higher burden of unpaid care work³. In Nepal, women carried out 85 percent of daily unpaid care work, spending a total of 29 million hours a day (cumulatively) compared to 5 million hours spent by men.⁴

Among "inactive persons", 39.7 per cent of women indicated "unpaid care work" as the main reason for being outside the labour force, while only 4.6 per cent of men indicated the same reason.⁵ Therefore, women with care responsibilities are more likely to be self-employed or be contributing family workers, concentrated in the informal sectors, with less likelihood of protection under the labour laws, poor accesses to social protection measures, exploitative working conditions, and increased vulnerability to external shocks (such as COVID-19).

Particularly women, young workers, and those engaged in non-agricultural activities have been the most severely affected. With sectors providing employment still recovering, income of wage workers and informal workers have been severely impacted. This has deepened pre-existing

¹ NLFS 2017/2018

² As per NLFS, the weekly hours worked for pay or profit was 33.3 hours for women with 3 or more children under six years of age, while it was 44.7 hours for men with 3 or more children under six years of age.

³ The time-use survey has not been initiated in Nepal so the relevant data is not available and thus relying on the NLFS for somewhat related statistics.

⁴ <https://ilostat ilo.org/millions-of-hours-spent-daily-on-unpaid-work-evidence-from-asia-and-the-pacific/>

⁵ NLFS 2017/18

gender inequalities as women were already overrepresented⁶ among the underpaid and unprotected workers. Significant increase in women's unpaid workload, depletion of their emergency savings, increased emotional and physical stress due to a lack of coping strategies and the considerable increase in gender-based violence (GBV) amid inadequate mechanisms to respond to it during the COVID-19 crisis have also been noted.⁷

Over the past decades, Nepal has made important progress in strengthening the legal and policy frameworks and institutional capacity to address inequalities and discrimination and realize gender equality and decent work. Issues around occupational safety and health, violence and harassment are important to be prioritized in creating safe working environment for all. Ensuring safe and healthy workplaces requires regular and continuous efforts from all actors- government, employers, workers, public health actors and other partners and stakeholders. The adoption of the ILO Convention on Violence and Harassment, 2019 (No. 190) and Recommendation on Violence and Harassment, 2019 (No. 206) at the International Labour Conference in 2019 brought renewed attention and call by key stakeholders to strengthen action to realize a world of work free from violence and harassment for all in Nepal.

Federation of Nepalese Chambers of Commerce and Industry (FNCCI) has worked together with ILO in Nepal to promote decent work in the past along with the Government, workers' and other employers' organizations. FNCCI interventions are on promoting the gender-equitable, non-discriminatory, safe, and healthy working environment in line with national and international legislation through its capacity strengthening for gender mainstreaming within its structure and policies, social dialogue on labour and employment policies and advocacy at different levels of the government. FNCCI has worked towards decent job promotion and in this journey the ILO has contributed substantially to building the capacity of workers and labour market within the key areas like tripartite social dialogue, building labour inspection, social security administration, decent job creation, employment services, gender equality, non-discrimination, formalization, and the elimination of child labour, forced labour, violence and harassment, occupational safety, and health.

The implementation agreement is expected to contribute for inclusive economic growth programs covering the Decent Work Country Program (DCWP) 2023-2027.

2. Project Background

FNCCI is implementing the ILO project "Build strong inclusive participation of empowered youth, women, employers and their respective stakeholders for prosperous development in Nepal", at the federal and provincial levels (Koshi, Madhesh, Karnali and Sudurpashchim province) under an integrated Implementation Agreement (IA) modality. FNCCI is collaborating with three out of ten intensive municipalities across nine districts where the Empowered Women Prosperous Nepal (EWPN) is operational. The municipalities involved in FNCCI project are as follows:

Madhesh: Janakpur sub- metropolitancity in Dhanusha district, Pakaha Mainpur rural municipality and Birgunj municipality in Parsa district & Agnisair Krishna Savaran rural Municipality in Saptari district

⁶ According to NLFS 2017, 90.5 percent of female work force are working in informal economy.

⁷ National Women Commission's Initiatives in Responding to and Reducing Gender-based Violence during Lockdown, Integrated Platform for Gender-based Violence Prevention and Response (Sambodhan), August 2020

Karnali: Birendranagar municipality in Surkhet district, Narayan Municipality in Dailekh district, & Shuvakalika rural municipality in West Rukum.

Sudurpaschim: Dhangadi sub-metropolitan city in Kailali district, Dipayal Silgudi municipality in Doti and Badimalika municipality in Bajura district.

The objective of the integrated IA are:

Objective 1: Empowered Women, Prosperous Nepal (EWPN)/RBSA-ESP: Enhanced knowledge and strengthened capacities of employers to address issues of labour, employment and social security through gender responsive policies, programme, models and budget

Objective 2: S+H for All: Enhanced knowledge on occupational safety and health (OSH) of the entrepreneurs and employee to promote decent work and productivity.

II. DUTIES AND TASKS OF CONSULTANT

The Federation of Nepalese Chambers of Commerce and Industry (FNCCI) is recruiting three consultants to develop research-based position papers and support the project "Build strong inclusive participation of empowered youth, women, employers and their respective stakeholders for prosperous development in Nepal." This project aims to support gender-responsive local and provincial level budgets & programs to ensure better working conditions in the private sector. This will address the challenges faced by women entrepreneurs and women-led businesses through local and provincial budgets and programs. The purpose will be to encourage more budget allocation to create opportunities for supporting women entrepreneurs and enterprises. All activities and deliverables need to be in line with Provincial engagement strategy.

The main duties are:

- To draft three provincial and five municipal position papers on gender inclusive private sector friendly budget and programs.
- To influence in introducing gender responsive private sector friendly budget and programme in at least two municipal and one provincial government.

Specific duties:

Research and Analysis:

- Conduct detailed research on labor market issues with a focus on gender dynamics, equal pay for equal value of work, non-discrimination, violence, and harassment in the workplace and care economy.
- Analyze existing local and provincial policies, programs, and budgets to identify areas/entry points for gender-inclusive reforms.
- Gather and interpret data to support the development of position papers and advocacy materials for women led enterprises and entrepreneurs' friendly budget in province and local level.

Development of Position Papers:

- Draft comprehensive position papers on gender inclusive private sector friendly budget and program at province and local level in Nepali language in close consultation with the Provincial Coordinators.
- Incorporate research findings to provide evidence-based recommendations.
- Ensure the position papers are clear, concise, and accessible to diverse audiences e.g. women led enterprises, policy makers, media, local chambers, etc.

Advocacy and Engagement:

- Advocate for gender-inclusive, private sector-friendly budgets and programs through engagement with policymakers, stakeholders, and FNCCI members.
- Facilitate discussions and workshops to raise awareness about the challenges faced by women entrepreneurs and women-led enterprises.
- Provide strategic advice on integrating gender considerations into local and provincial budgets and programs.

Capacity Building:

- Strengthen the capacity of FNCCI's Research and Development Cell by providing training and mentorship.

Collaboration and Networking:

- Collaborate with other consultants, FNCCI staffs, and external partners to ensure a cohesive approach to advocacy and policy development.
- Build and maintain relationships with key stakeholders, including government agencies, NGOs, and private sector representatives.

Reporting and Documentation:

- Prepare regular progress reports detailing activities, outcomes, and challenges.
- Document best practices and lessons learned throughout the consultancy.
- Submit a final comprehensive report summarizing the consultancy's impact and providing recommendations for future initiatives.

III. MAJOR DELIVERABLES

The consultant will work with the Programme Coordinator to provide support from the FNCCI Secretariat.

- Detailed position papers in Nepali language on gender and labor issues.
- Regular progress reports and a final consultancy report.
- Documentation of stakeholder engagement and insights gathered.

IV. WORK SCHEDULE

The planned work is for 15 days per consultant spread across three months. The consultants should complete the specified work within the stipulated time from the date of signing the contract. Extensions may be granted upon request but will not include additional fees.

V. PAYMENT MODALITY

- Consultancy payment is based on assigned tasks. The consultancy fee shall be paid @10000 per day basis for 15 working days.
- The detailed payment schedule and conditions will be defined by the Contract to be concluded between FNCCI and the consultant.
- In addition to the consultancy fee, FNCCI will pay the amount in three installments, and if the consultant must visit somewhere or someone for this assignment, FNCCI is not obliged to pay extra fee to the consultant.

VI. REPORTING

- The consultant will report, in written form, to Mr. Gokarna Raj Awasthi, Director General (fncci.dg@gmail.com) of FNCCI, Mr. Hari Paudel, Assistant Director of FNCCI (hari@fncci.org), and Samyukta Bhandari, Admin & Finance Officer (bhandarisami123@gmail.com) on the status and results of the assigned tasks under the given Terms of Reference (ToR).
- Details on a reporting timeline will be defined by the Contract to be concluded between FNCCI and the Consultant.

VII. REQUIRED SKILLS, EXPERIENCE AND COMPETENCIES OF THE CONSULTANT

- Minimum university or equivalent degree in communications, journalism, economics, business administration, or a related discipline;
- Minimum five years of relevant working experience in the professional field;
- The consultant is expected to have experience on policy paper development;
- Knowledge of gender equality and women's empowerment issues;
- Ability to work constructively with different stakeholders in a complex environment and under strictly defined timeline;
- Excellent command of written and spoken English.

VIII. APPLICATION

Interested individual (national) with relevant expertise and proficiency in English and Nepali language, are requested to submit their 1) Cover letter explaining why you are the suitable candidate for this assignment and 2) expected fees and 3) CV. Applicants are requested to send the documents to hari@fncci.org no later than 30 June 2024. Applications received after this will not be considered.

Please indicate “**Application: Consultant on Advocacy on Gender Inclusive Private Sector Friendly Budget & Programme**” in the subject line.