



Vacancy for Consultancy

“Designing GEDSI-Responsive Membership Extension Strategy to Address Informality in the Private Sector”

Enabling Sectoral Pathways towards Formality for Vulnerable Workers

Date of Publication: 08 July 2025

Work Commence Date:	15 July 2025
Work Completion Date:	30 July (15 Working days)
Language Required:	English/Nepali
Location Work Area:	Kathmandu
Reporting to	EWPN Project Unit and Project Coordinator, Employers’ Council in Federation of Nepalese Chambers of Commerce & Industry – FNCCI

I. BACKGROUND:

1. Thematic Introduction:

The Federation of Nepalese Chambers of Commerce and Industry (FNCCI), in collaboration with the International Labor Organization (ILO), has been a longstanding partner in advancing the decent work agenda in Nepal. FNCCI’s interventions have focused on fostering gender-equitable, non-discriminatory, safe, and healthy working environments in accordance with national and international labor standards. These efforts have been supported through the organization’s internal capacity strengthening, particularly in gender mainstreaming within its structure and policies, as well as through active participation in social dialogue and labor policy advocacy at various levels of government.

In pursuit of its commitment to promoting decent jobs, FNCCI has benefited from ILO’s substantial technical support in key areas such as tripartite social dialogue, labor inspection systems, social security administration, employment services, gender equality, formalization of employment, and the elimination of child labor, forced labor, violence, harassment, and occupational safety and health risks.

Despite notable progress in economic growth and private sector development, a significant proportion of Nepal’s workforce continues to operate within the informal economy. This sector is often marked by unregulated employment relationships, absence of social protection, limited access to financial and business development services, and inadequate legal safeguards. These challenges disproportionately affect women and marginalized groups, undermining national efforts to achieve inclusive growth and gender equality. Recognizing the urgent need to engage with informal economy actors more effectively, FNCCI is prioritizing the development of a Gender Equality, Disability, and Social Inclusion (GEDSI)-responsive strategy. This strategy will enable FNCCI to extend its membership outreach and provide tailored services to employers operating in the informal economy. It will also serve as a foundation to support their transition toward formality, thereby enhancing both worker protection and enterprise productivity.

In line with Output 2.4 of the initiative and the broader framework of the DWCP 2023-2027 it aims to strengthen its institutional capacity to address informality. Through the design of effective policy tools, mobilization of technical expertise, and strategic engagement with informal sector stakeholders, FNCCI seeks to facilitate private sector efforts in promoting formalization and inclusive economic transformation.

II. Project Background

Under Output 2.4 of the “Enabling Sectoral Pathways Towards Formality for Vulnerable Workers” initiative-“FNCCI and other business stakeholders strengthen their capacity to address informality through policies, tools, and expertise”. The Federation of Nepalese Chambers of Commerce and Industry (FNCCI) seeks to develop a comprehensive Gender Equality, Disability, and Social Inclusion (GEDSI)-responsive strategy. This strategic document will serve as a guiding framework for FNCCI to effectively engage with employers in the informal economy.

The objective of this initiative is to design an inclusive, practical, and forward-looking strategy that enables FNCCI to extend its membership services to informal economy actors. The strategy will outline mechanisms to offer relevant, value-driven services aimed at encouraging formalization, enhancing representation, and promoting compliance with national labor legislation and international labor standards.

Once developed, the strategy will be tabled for review and formal endorsement at the Executive Committee (EC) meeting of FNCCI. Its institutional adoption is expected to contribute significantly to FNCCI’s long-term engagement in supporting informal economy employers, fostering inclusive economic growth, and strengthening the private sector’s role in promoting decent work across Nepal.

III. DUTIES AND TASKS OF CONSULTANT

The selected consultant will be responsible for:

- a. Conducting a rapid assessment of FNCCI’s existing structure, service portfolio, and engagement with informal sector employers.
- b. Mapping key challenges, opportunities, and incentives related to membership extension to informal employers, with attention to GEDSI considerations.
- c. Holding consultative meetings with FNCCI representatives, informal sector actors, and relevant stakeholders.
- d. Designing a practical, scalable, and GEDSI-responsive strategy for extending FNCCI’s membership and service coverage to informal economy employers.
- e. Presenting the draft strategy to the FNCCI Employers’ Council and incorporating feedback.
- f. Finalizing and submitting the strategy document in English and Nepali.

IV. MAJOR DELIVERABLES

- Inception Report with methodology and work plan
- Stakeholder consultation summary
- Draft GEDSI-Responsive Membership Extension Strategy
- PowerPoint presentation to FNCCI Executive Committee
- Final Strategy Document (English & Nepali)

V. PAYMENT MODALITY

1. Payment for consultancy services will be based on the assigned tasks. The consultancy fee shall be finalized through mutual agreement with the selected consultant.
2. The detailed payment schedule and conditions will be specified in the contract between FNCCI and the consultant.

VI. REPORTING

1. 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 Ms. Samyukta Bhandari, Project and Communication Officer samyuktabhandari123@gmail.com on the status and results of the assigned tasks under the given Terms of Reference (ToR).

2. 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

- a. Advanced degree in Economics, Development Studies, Gender Studies, Public Policy, or a related field.
- b. Proven experience (minimum 7 years) in private sector development, informality, labour market reform, and GEDSI frameworks.
- c. Strong understanding of Nepal's informal economy dynamics and labour law frameworks.
- d. Demonstrated expertise in institutional strategy development, stakeholder engagement, and policy analysis.
- e. Excellent writing, presentation, and facilitation skills in both English and Nepali.
- f. Familiarity with FNCCI's institutional functions will be an added advantage.

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, (2) expected fees and (3) CV. Applicants are requested to send the documents to hari@fncci.org no later than 14 June 2025 (Seven days from publication of the notice). Applications received after this will not be considered.

Please indicate “Application:Designing GEDSI-Responsive Membership Extension Strategy to Address Informality in the Private Sector”in the subject line.