



**Vacancy for Consultancy**  
**“Training on care economy for the private sector covering care services in the workplace”**  
**Empowering Women, Prosperous Nepal**  
**Date of Publication: 10 June 2024**

<b>Work Commence Date:</b>	16 June 2024
<b>Work Completion Date:</b>	30 June 2024 (15 days)
<b>Language Required:</b>	English/Nepali
<b>Location Work Area:</b>	Kathmandu
<b>Reporting to</b>	EWPN 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 per cent male LFP)<sup>1</sup>; lower weekly hours worked for pay or profit<sup>2</sup>, and higher burden of unpaid care work<sup>3</sup>. In Nepal, women carried out 85 per cent of daily unpaid care work, spending a total of 29 million hours a day (cumulatively) compared to 5 million hours spent by men.<sup>4</sup>

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.<sup>5</sup> 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 gender inequalities as women were already overrepresented<sup>6</sup> 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.<sup>7</sup>

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

<sup>1</sup> NLFS 2017/2018

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> NLFS 2017/18

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

<sup>7</sup> 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

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.

## **II. 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.

The objectives of the integrated project 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

*This initiative is part of the broader objective under the "Empowered Women, Prosperous Nepal (EWPN)/RBSA-ESP" project, which aims to develop a training manual and conduct training sessions on care economy for the private sector covering care services in the workplace."*

## **III. DUTIES AND TASKS OF CONSULTANT**

- a) Conduct a desk research of existing information on care economy and care services models in the private sector and at workplace.
- b) Develop a comprehensive training manual on the care economy for the private sector, focusing on care services in the workplace.
- c) Conduct necessary research and gather data to inform the manual.
- d) Collaborate with relevant stakeholders, including FNCCI, ILO, and other partners and experts, to ensure the manual's relevance and applicability.
- e) Provide recommendations for the implementation of care economy policies and models within the private sector.
- f) Provide 2.5 days training in each province (Madhesh, Karnali & Sudurpashchim) on the basis of same module.

## **IV. MAJOR DELIVERABLES**

- a) Table of contents: submit a draft table of contents for review and feedback and revise accordingly.
- b) Draft Training Manual: Submit a draft of the training manual for review and feedback.
- c) Final Training Manual: Incorporate feedback and submit the final version of the training manual.
- d) Presentation: Deliver a presentation summarizing the key components and recommendations of the training manual to FNCCI and other stakeholders.

## **V. WORK SCHEDULE**

16 June 2024: Commencement of work.

18 June 2024: Submit a draft table of contents for review

24 June 2024: Submission of the draft training manual.

26 June 2024: Feedback received and addressed.

30 June 2024: Submission of the final training manual and presentation

Date of training will be finalized after the completion of training manual in mutual consent with the consultant.

## **VI. 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.
3. In addition to the consultancy fee, FNCCI will pay a lumpsum amount, as the consultant is required to visit to project sites (Karnali, Madhesh and Sudharpashchim province) for the training.

## **VII. REPORTING**

1. The consultant will report, in written form, to Mr. Gokarna Raj Awasthi, Director General ([fncci.dg@gmail.com](mailto:fncci.dg@gmail.com)) of FNCCI, Mr. Hari Paudel, Assistant Director of FNCCI ([hari@fncci.org](mailto:hari@fncci.org)), and Ms. Samyukta Bhandari, Admin and Finance Officer [bhandarisami123@gmail.com](mailto:bhandarisami123@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.

## **VIII. REQUIRED SKILLS, EXPERIENCE AND COMPETENCIES OF THE CONSULTANT**

- a. Master's degree in Social Sciences, Gender Studies, Labour Studies, Public Health, Economics, or a related field. PhD in a relevant field is a plus.
- b. At least five years of experience in developing training manuals or educational materials.
- c. Experience with gender equality, labour issues, and the care economy.
- d. Prior work with international organizations/UN agencies, NGOs, or government agencies in Nepal.
- e. Experience in research, data analysis and training related to gender, labour and care economy issues.

## **IX. 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](mailto:hari@fncci.org) no later than 14 June 2024 (five days from publication of the notice). Applications received after this will not be considered.

Please indicate “**Application: Consultant for training on care economy for the private sector**” in the subject line.