

INTERNATIONAL LABOUR ORGANIZATION

THE OFFICE OF THE ILO LIAISON OFFICER

Call for Expression of Interest ILO/YGN/19/25

8 February 2019

Proposal Title:	External Collaborator: <i>Study on the constraints and opportunities for social and economic development of women in Rakhine State, Myanmar (A joint undertaking of UN Women and ILO)</i>
Organization:	International Labour Organization (ILO)
Location:	Rakhine State, Myanmar
No. of Consultant :	One (1) Individual Person
Post Duration:	35 days period between 21 February and 31 March 2019
Closing Date:	15 February 2019 (17:00 hrs)
Applications Details:	<p style="text-align: center;">Applications to:</p> <p style="text-align: center;">Peter Bellen Chief Technical Adviser Skills Development Project - Rakhine State Mobile: +95 995 335 6511; Fax: +95 1 2336538</p> <p style="text-align: center;">No. 1(A), Kanbae Road, Yankin Township Yangon - Myanmar.</p> <p style="text-align: center;">Attention to: Ms. Su Nandi Phyto, email to phyos@ilo.org</p> <p><i>N.B. Only short listed applicants will be contacted for further consultation process.</i></p>

1. INTRODUCTION

Rakhine has the second-highest poverty incidence in Myanmar with 45.7% of the population living below the poverty line¹. The state has the lowest labor force participation rates in Myanmar at 58.8% (83.2% for men and 38.1% for women, the lowest for women among all states and regions) and the highest unemployment rate at 10.4% (9.1% for men and 12.8% for women) compared to the national average of 4.0%². The majority of households are impoverished and rely on casual labor to survive. Despite chronic levels of poverty and under development, Rakhine has significant economic potential. The situation of economic precariousness and exclusion is compounded for women living in Rakhine State, and must be addressed with a special emphasis, recognizing that women's empowerment is not only a development and human rights imperative on its own, but also a pathway to realize peace, stability and resilient communities.

In Rakhine State, UN Women is implementing its women's economic empowerment activities through a one-year (1 April 2018 to 31 March 2019) joint programme together with UNDP on "Inclusive development and empowerment of women in Rakhine state, Myanmar" in collaboration with the Government of Myanmar (GoM), the Rakhine State Government (RSG) and relevant partners. The women's economic empowerment activities for this programme are implemented in four selected townships: Sittwe, Mrauk-U, Pauktaw, and Ponnagyun. The programme aims to reach approx. 16,000 direct beneficiaries while directly reaching the most marginalized women from different ethnic and religious communities across the state including female-headed households, single, senior citizens, widows, adolescent women without a family, women with physical disability.

The International Labour Organization (ILO) is a specialized agency of the United Nations, whose primary goal is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity and creating jobs of acceptable quality. Outcome 1.1 of ILO's Decent Work Country Program in Myanmar is focused on more women and men of working age have decent jobs or are engaged in entrepreneurship. And Outcome 1.3 sees young women and men have improved technical and vocational as well as core competencies. To lay the foundation of appropriate interventions ILO on the national level is conducting an Assessment for Women Entrepreneurship Development (WED). In Rakhine State the ILO is jointly-implementing the "Skills Development Project - Rakhine State" (SDPRS) with the Department of Technical Vocational Education and Training (DTVET) of the Ministry of Education (MOE). Funded by the *Livelihoods and Food Security Trust* (LIFT) Fund, the Project's overall development objective is to support an inclusive and demand driven TVET system in Rakhine State that promote equal and equitable access of women and all communities, and that fosters social cohesion, productive employment and poverty reduction. The Project supports the priorities of the MOE's National Education Strategy Plans and the recommendations of the Rakhine Advisory Commission for a comprehensive TVET strategy for Rakhine State placing women's needs and potentials as a priority. The same Commission also recommended to improve job opportunities for women and men through vocational training and income generating activities inside as well as outside the camps in order to reduce reliance on international aid.

ILO's SDPRS has been designed to provide assistance to the government-run TVET institutions in Rakhine State, i.e. GTI and GTHS by improving the quality and relevance of their TVET system; improving

¹ Integrated Household Living Condition Survey in Myanmar, conducted in 2009-2010, by Ministry of National Planning and Economic Development with technical assistance of SIDA, UNICEF and UNDP

² The 2014 Myanmar Population and Housing Census - The Union Report, Census Report Volume 2

their capacities in management, organization, delivery and monitoring of selected short-term training programmes and flexible modalities to ensure that the programmes are accessible to women and all communities, and link with the economic and skills needs of the locality and the private sector industries. Thus the Project has a particular focus on gender equality promotion, support inclusion and equal access to skills development opportunities.

The importance of promoting gender equality, women's empowerment, and women's leadership along the humanitarian to development transition has been recognized in international normative frameworks to which the Government of Myanmar is a signatory. In Rakhine State, there is a need for more evidence and qualitative analysis of the situation and needs of women from various communities, along with on potential mechanisms and modalities for humanitarian and development actors to support women and girls, including in strengthening their roles as community leaders and decision makers. This leads to a lack of understanding of the gendered vulnerabilities to and impacts of crises to inform humanitarian and development programming and planning that is gender-responsive.

Given the need for qualitative analysis of the status of women's economic security, development, and empowerment in Rakhine state, coupled with the dynamic and evolving security situation, conflict, and inter-communal dynamics, ILO and UN Women would like to jointly commission a qualitative research study that examines household, community, and institutional level access, barriers and opportunities to women's economic development in Rakhine, Myanmar.

This ToR describes the scope of work of the External Collaborator who would provide technical support for Gender Analysis Study.

2. OBJECTIVES OF THE STUDY

The objectives of the study are:

1. To identify and examine various forms of inequalities, constraints and challenges women face at different levels (e.g at the household, community, and institutional levels) that limit and impede their equitable access to and meaningful participation in social and economic development processes and resources including decision-making structures, social protection benefits, education, technical, vocational and livelihood training opportunities; employment/jobs and entrepreneurship, market resources and networks services.
2. To identify and assess the strategic and practical needs of women to enable them to actively take part in the economy.
3. To identify and analyze current and emerging trends, employment and self-employment opportunities that impact on the social relationships and economic development of women; and prepare a profile of service providers and their services (government and non-government agencies) who provide women economic/employment related resources and capacity development.
4. To document and assess success stories, models, practices/strategies and lessons learnt, as well as the enabling factors and strategic inputs behind individuals or groups of women in Rakhine State breaking the barriers and challenging traditional gender stereotypes.

5. To provide recommendations in terms of policies, strategies, mechanisms as well programs and support systems needed to address identified inequalities, constraints and challenges faced by women; and other support systems that will enable women access identified social and economic opportunities; and enable them to communicate and represent their voices and needs, and influence service provisions.

The intended audience and users of the results of the study are the development actors and policy-makers in Rakhine (including at the community-level, for instance civil society and welfare organization) and it is hoped that the study will be utilized as a foundational analysis for improved, gender-responsive programming in various fields including economic empowerment, education, skills development, employment, entrepreneurship, participation, leadership and decision-making, health, etc.

In order to undertake the study, ILO and UN Women would like to commission the services of an International Consultant. The International Consultant will be supported by a national consultant who will provide the expert context-based advice, support with communication, translation, coordination and engaging with stakeholders.

The study will use an intersectional approach, that seeks to examine multiple barriers or any overlapping layers of discrimination women face due to their ethnicity, age, religion, geography, conflict, etc.

3. Methodology and Research Questions

It is recommended that the study follows a mixed approach, combining qualitative and quantitative data from primary data collection and secondary sources. A literature review from a gender-perspective of existing studies and analyses, some of them will be provided by ILO and UNW, should form part of the study, along with identifying gaps in existing literature. This can be followed by primary data collection, which could be through focus group discussions (FGDs) and key informant interviews. The sample size should be disaggregated to ensure that is representative of:

- a. Gender (the perspectives of men and husbands shall also be included),
- b. Geographical locations (inside and outside IDP camps, urban and rural, three major districts of Rakhine State)
- c. Ethnicity (the study should cover at least the three major ethnic groups – M'ro, Muslims and Rakhine),
- d. Religious (Buddhists, Muslims and other)
- e. Age (at least two major age groups)

The sampling design shall be approved by ILO and UN Women.

A detailed questionnaire should be developed for the FGDs and KIIs. The Consultant will have to develop set of questions that will generate the needed data and information that will adequately address the objectives of the study. The following are additional number of *guiding* questions that the study will be geared to answer, within three *indicative* areas:

1. The enabling environment for women's economic development

- Who makes major decision on what aspects in the household?
- Who take the responsibility of breadwinning in the family?

- What is the extent to women's meaningful participation in local economic structures and community-platforms, social organisations in general? To what extent to women participate and lead activities? Do they have a say in decision-making processes?
- What do women perceived as their role or right in participating in societies' major decision making affecting their lives?
- How do men and young boys perceive women's economic empowerment, and how can they be engaged in the process to promote women's empowerment?
- Are there social protection measures in place that are available for women's economic development? Are women able to access these easily? Are women aware of these and what challenges do they face in accessing these?
- How are girls and women's access to education and skills development prioritized versus male counterparts at the household level?
- What are the barriers to women's access to training and education? How can these be accessed and who should be engaged?
- What support do women and men need at the community level to enable a transition towards more financial security and employment for women- these could be innovative community-level mechanisms and practices such as meal-provisions/community kitchens, feeding and day-care facilities, etc?
- Who are the individuals and what are the organizations/officers in their communities/townships do women see will have greater power and influence to promote and support their social and economic development.
- What types of dangers and risks do women and girls experience or perceived in the communities? And how often do they occur? What or who causes these risks? From their perspectives, how can these risks be addressed and/or mitigated? What systems or structures should be in place to reduce or eradicate the vulnerabilities of women and girls?
- Who are the actors and providers of services (government, non-government and CSOs) for ethnicity-sensitive and gender-responsive social and economic development programs? Need profile of key actors and service providers.
- In the recent years, what types of shocks or events in the household and in communities that brought negative (in varying degrees) impact on women and girls? What were the causes of these shocks? How can they be mitigated or controlled if at all? Who should be involved?

2. Women's access to resources

- How do girls and women perceive their economic rights, e.g. access and control over economic and resources?
- What is the level of role and responsibilities of women at the HH in terms of possession and decision making over money, income and properties of the household?
- Who (female/male) spends more time for income earning roles?
- Do women have access to resources for their economic development? (income, education, finance, assets, transport, technology)
- How can women improve their income, without further compromising their well-being and those of the children, at the household level? What type of support are needed? And how do they think can support them?
- In the context of Rakhine, what resources do the women in diverse communities in Rakhine require for their economic development?
- What constraints do women face in accessing resources for their economic development?
- What kind of specific time, mobility, and infrastructure constraints do women face?

3. Women's access to economic opportunities

- To what extent are women meaningfully benefitting from training and learning opportunities to enhance their economic empowerment?
- What social structures or organizations exist in the communities that promote or support girls and women towards economic development?
- In what ways can the supply side (government, TVET service providers, employers, development agencies) acknowledge and address the specific gender-based constraints that women face, and how can they promote women’s economic empowerment?
- What are some entry points for women’s economic empowerment and meaningful participation in the economy?
- What major income earning jobs/livelihood opportunities are accessible to women in their community? In which sectors? Are there sectors with growth opportunities where women are not present?
- What are the barriers that hinder women from starting and profitably managing small business or livelihood projects?
- What programs and services do women need in order to enable them to engage in more paid work or livelihoods? How do women and men manage their family responsibilities and to what extent does this hinder women’s sustained participation in the economy if they so chose. What do they consider should be in place and made accessible for them to be economically productive? Who do women think should be providing these?

Within these indicative three domains, it is suggested that the study analyze the status of women, and the barriers, access, and opportunities they face at three levels: i. Household, ii. Community, iii. Institutional/Policy.

3. KEY DUTIES AND TASKS

The international consultant is to be expected to lead the study, with support from a national consultant in terms of liaison with diverse stakeholders and coordinating field data gathering.

Specifically, the international consultant will have the following duties and responsibilities:

1. Design relevant research methodologies to achieve the objectives of the study
2. Review existing literature from a gender-lens and identify gaps, if any
3. Identify target population samples for the study in collaboration with ILO and UN Women, including geographic areas. Ensure that the sample is representative of the gender, ethnic, religious, and geographical diversity in Rakhine state.
4. Undertake field research including focus group discussions
5. Draft the study, analyzing findings from field research and providing recommendations
6. Present findings of the study at a Validation Workshop with relevant stakeholders
7. Finalize the draft study, incorporating feedback from ILO, UN Women and relevant stakeholders.

4. EXPECTED OUTPUTS/DELIVERABLES AND PAYMENT SCHEDULE

Deliverables/ Outputs	Target Due Dates	Percentage from the total amount of the contract %	Review and Approvals Required
Deliverable 1: Research work plan with timelines	24 February	10%	ILO & UN Women Myanmar Programme Managers, Rakhine

<p>Deliverable 2:</p> <p>a. Draft literature review, research methodology, sampling design and including draft questionnaires for 1) FGDs and 2) key informant interviews, and study outline/table of contents</p> <p>b. Respondent Sample Design</p>	6 March	20%	ILO & UN Women Myanmar Program Manager, Rakhine
<p>Deliverable 3: Draft Report of the study based on findings from field work submitted to ILO and UN Women for review</p>	20 March	30%	ILO & UN Women Myanmar Program Manager, Rakhine
<p>Deliverable 4: Presentation that summarizes the study (including findings and recommendations) for a validation workshop with relevant stakeholders</p>	26 March	10%	ILO & UN Women Myanmar Program Manager, Rakhine
<p>Deliverable 5: Final Report of the study with all comments from ILO, UN Women and other stakeholders incorporated</p>	31 March	30%	ILO & UN Women Myanmar Program Manager, Rakhine

5. CONTRACT PERIOD AND WORK LOCATION

As per ILO contracting protocols, the international consultant shall be engaged for 35 days, working in collaboration with the national consultant, with extensive travel to and within Rakhine state as required.

6. Qualifications

The External Collaborator is expected to have the following attributes and capabilities:

- A Masters degree in social sciences or development studies, with relevant experience on research related to gender or women and development.
- Extensive experience conducting analytical research studies on gender or women-related issues, gender and economics, including on gender in local economic development, and preferably in Myanmar or in Asian contexts
- At least 7 years of experience working on international development, in conflict and post conflict contexts on issues of conflict situations, internal displacement camps, gender equality and women's empowerment, preferably Myanmar or similar contexts in Asia;
- Previous experience engaging with local communities, local and state governments and other key stakeholders in Myanmar, especially in Rakhine, would be a strong advantage;
- Work experience with the UN system would be an asset;
- Ability to communicate in Burmese an advantage, although not necessary;

7. ADMINISTRATION, REPORTING AND COORDINATION

The contract for this assignment will be issued by the ILO Liaison Office for Myanmar. The equipment, tools and other logistic requirements needed to execute the study will be on the account of the External Collaborator/Contractor.

The External Collaborator will report to the Chief Technical Advisor of ILO's SDPRS under the overall direction of the ILO Liaison Officer for Myanmar.

8. PROPOSAL REQUIREMENTS AND SUBMISSION

Qualified candidates must submit the following requirements on or before COB of 15 February via Ms. Su Nandi Phyo phyos@ilo.org

1. Curriculum Vitae (CV)
 2. Letter of Intent or Application Letter
 3. Link or abstracts of previous studies, publications or research reports
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