

TERMS OF REFERENCE

Consultancy for Addressing Care Economy and Unpaid Care Work of Women in Cambodia

1. Information

Assignment Title:	National Consultancy for Addressing Care Economy and Unpaid Care Work of Women in Cambodia
Cluster/Project:	Ministry of Women’s Affairs of Cambodia and UN-ESCAP
Location:	Phnom Penh
Type of Contract:	Individual Contract
Post Level:	Consultant
Language Required:	English and Cambodian
Expected Duration of the Assignment:	50 consultancy days

2. Background

Ministry of Women’s Affairs of Cambodia (MoWA) envisions a society in which women and men enjoy equal rights, where women fully participate in social life at the same time that they do not face discrimination at the public neither the domestic sphere. MoWA is mandated to promote gender equality and women’s empowerment within an institutional and societal environment which is largely conservative and discriminatory with women and girls. In order to achieve this goals and mandate, it is crucial for the ministry to mobilize the entire society in cooperation with a wide range of stakeholders: line ministries, civil society organizations –including women’s organizations-, private sector, universities, research centers, development partners and individuals themselves.

One of the critical areas toward to achieve gender equality in Cambodia is to address care economy and unpaid care work of women. There is a need to explore more about its values for the social and economic development and the best practices of its policy and program interventions in order to put the specific and concrete steps forward more transformative.

With a view to address this priority, the Ministry of Women’s Affairs, in collaboration with the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) is conducting a research into the best practices on policy and program intervention to address care economy and unpaid care work of women in Cambodia (and how to recognize, reduce and redistribute) and to link with in the Asia and Pacific region – provide options and recommendations based on the research. Based on the finding and recommendations, MoWA will work with selected line ministries to formulate an action plan on how to integrate the unpaid care work of women and care economy considerations into national policy responses by using the Gender Responsive Budgeting approach. In addition, a package of advocacy materials, including multimedia materials (TV spots, posters, pamphlets, social media campaign) will be developed to raise awareness and sensitize target groups on the importance of recognizing, reducing and redistributing unpaid care work at household level.

Moreover, within this collaboration with ESCAP, MoWA will establish the partnerships with social enterprise/training institutes to facilitate and coordinate the trainings and activities for the entrepreneurship development. A survey with the women entrepreneurs will be conducted to understand how unpaid care work is distributed at their household level and how this effects their entrepreneurship activities.

Within this framework, MoWA is seeking a national consultant to support the ministry mainly conduct a research into the best practices on policy and program interventions to address care economy and unpaid care work of women in Cambodia, and to work with selected line ministries to formulate an action plan on how to integrate the unpaid care work of women and care economy considerations into national policy responses including within the context of COVID-19.

3. Objective of the Consultancy

To document the evidence and best practice on addressing care economy and unpaid care work of women in order to serve the policy interventions formulation and advocacy tools development to further promote gender equality and women's empowerment in economic and social development.

4. Scope of Work and Duties

The national consultant will be selected to support MoWA mainly consist of literature review and analysis and follow by the policy recommendations. The consultant also will provide technical support to organize the consultations with relevant line ministries and stakeholders, and to support MoWA to work with selected line ministries to formulate an action plan on how to integrate the unpaid care work of women and care economy considerations into national policy responses including within the context of COVID-19.

5. Deliverables:

- **Inception report** with detailed methodology, workplan in response to scope of work.
- **Report on the best practices on policy and program intervention** to address care economy and unpaid care work of women in Cambodia (and how to recognize, reduce and redistribute) and to link with in the Asia and Pacific region – and providing options and recommendations.
- **An action plan on how to integrate the unpaid care work of women and care economy considerations** into national policy responses, including within the context of COVID-19.
- **A Concept Note and proposed key messages and contexts** for the advocacy materials, including multimedia materials (TV spots, posters, pamphlets, social media campaign) to raise awareness and sensitize target groups on the importance of recognizing, reducing and redistributing unpaid care work at household level.
- **Support the conduct of a survey with women entrepreneurs**, which will aim to understand how unpaid care work is distributed at their household level and how this effects their entrepreneurship activities.

6. Institutional Arrangement

The consultant will be directly supervised by the MoWA Director General of Gender Equality and Economic Development. S/he will also work closely with the Gender Equality Department and Economic Development Department. The draft final report will be reviewed by both MoWA and UN-ESCAP, who will revert feedback within two weeks after draft report is submitted. MoWA will approve on deliverables (to release the payment) based on confirmation of satisfactory outputs from both departments.

7. Duty station

The duty station of the mission work is Phnom Penh, Cambodia. Some home-based work is to be performed for preparation of mission and draft of final report, which shall include correspondence by email and telephone/virtual as well.

8. Competencies

- Demonstrated commitment to MoWA's mission, vision and values;
- Sensitivity and adaptability to Cambodian culture;
- Highest standards of integrity, gender-sensitivity, age-sensitivity, discretion and loyalty.

Functional Competencies:

- Excellent communication skills (spoken, written and presentational);
- Good interpersonal skills and ability to work in and with teams;
- Ability to set priorities and manage time effectively

9. Required Skills and Experience

Education:

- Advanced University Degree (Bachelor or Master) in women's studies, research and development, gender studies, economic, public administration, political science, sociology, anthropology, human rights or other relevant fields.

Experience:

- Minimum 03 years of relevant experience in the field of research, gender equality and/or gender mainstreaming and care economy.
- Strong practical experience in advising governments and public institutions for gender equality/mainstreaming and research institute

Language Requirements:

- Excellent verbal and writing English language skills

Application Information

To apply, please submit your cover letter and CV -including names of at least 3 referees- to the link below.

<https://docs.google.com/forms/d/1UAOX1IDN5J9uoSwGn6moDtRPvy6MFqJAy1T9FSig8JA/edit>

All job applications are kept confidential. Only selected candidates will be contacted to discuss about the working arrangement.

Closing date: 16 June 2021

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