

TERMS OF REFERENCE – Activity Based Contract

Decent Work in Garment Supply Chains Asia project

Local Consultant supporting in-country research on sustainability in the textile and garment sector – multiple countries

February 2021 – 30 June 2021

Background

The [Decent Work in Garment Supply Chains Asia](#) (DWGSCA) project, funded by the Swedish International Development Corporation Agency (SIDA) aims to support decent work and sustainability in the garment sector. The COVID-19 pandemic has exacerbated the urgent need to increase both in the sector.

Two pillars of the DWGSCA project activities and cross-cutting themes for the entire project are environmental sustainability and gender equality. The garment sector has significant negative environmental impacts; the main impacts emerge from the use intensity of water resources, chemical use including toxic chemicals, wastewater discharges and lack of treatment processes, and energy use and high carbon intensity of electricity. The sector employs some 40 million workers, with the vast majority being women. Yet women are most likely to be undertaking the most insecure, low-skilled and low paid work, with the least opportunities to move into higher skilled, higher paid jobs and tasks. COVID-19 has further exacerbated two key issues, namely women's disproportionate share of unpaid domestic care duties and the prevalence of gender-based violence, harassment and discrimination. Furthermore, the absence of sufficient and meaningful voice, representation and leadership of women (alongside men) in policy and decision-making at all levels is undermining the sector, in particular in times of crisis. These areas also intersect with climate change impacts in the garment sector. The pandemic has further amplified these inequalities, as well as increased the likelihood that workers previously working in the formal sector will transfer to the informal sector to access work.

The pandemic is also accelerating change in the sector, with the sector's complex, long and increasingly fragile global supply chains being questioned. Strong demands already existed from stakeholders for increasing environmental sustainability and gender equality in line with compliance with national and international labour standards, as well as global commitments to the sustainable development goals (SDGs). The health and economic impacts of the pandemic could enable significant restructuring in the textile and garment sector, but how and where these changes will occur, and the impact on decent work including gender equality, and environmental sustainability need to be informed by a broad group of stakeholders, including those directly affected.

As part of the DWGSCA project a major study – *Building Back Better: Achieving Environmental Sustainability and Gender Equality in post COVID-19 in the garment sector in Asia* – will be undertaken in 2021. The study will build on previous activities undertaken in Outcome 2 (Gender Equality) and Outcome 4 (Environmental Sustainability) in the DWGSCA project, including the joint Gender Taskforce and Textile and Garment Eco-Innovation Network workshop on '*Investing in the post COVID-19 Garment Sector in Asia: How should Gender and Environment be integrated for Decent Work*', and forthcoming ILO working papers – '*No sustainable recovery for the textile and garment sector in Asia after Covid-19 pandemic without environmental investment*' and '*Moving the Needle: Gender equality and decent work in the garment sector in Asia*'.

Objectives

The objective of this assignment is to provide in-country research support for the conduct of the *Building Back Better: Achieving Environmental Sustainability and Gender Equality in post Covid-19 in the garment sector in Asia* study. One consultant will be selected for each country covered in the study. The study will use a Delphi method (see below for further detail on the Delphi method) with the objective to identify and establish consensus on how gender equality and environmental sustainability can be enhanced in the garment sector. Participants in the study will be drawn from ILO constituent groups (workers' organisations, employers' organisations and government) and related stakeholders with a specific focus on the following countries: Bangladesh, Cambodia, Indonesia, Myanmar, and Viet Nam.

The assignment will involve:

- Conducting interviews with stakeholders (over 2 rounds 15-20 stakeholders, total 30-40 interviews);
- Providing transcripts and analysis of interviews (including translation into English where required);
- Providing inputs into the drafting of synthesis and final reports including translation into/ from English, where required – this includes providing summary findings of country level interviews for the synthesis report, and translating (where needed) the synthesis report (max 5 pages) for stakeholders ahead of round 2 interviews;
- Participation in results reporting and knowledge sharing activities (1-2 presentations of results).

The consultant will be supported by colleagues in the wider DWGSCA in identifying contacts for interviews, interview method and questions, formats for analysis, reports and presentations. The consultant will be one of a regional team – 5 consultants (one for each focus country) and well as 3 colleagues at the regional project level. Participation in regular project meetings will also form part of this assignment.

The following timeline of activities is envisaged for the six months.

Time period	Activities
February 2021	Recruitment of national consultants in Bangladesh, Cambodia, Indonesia, Myanmar, and Viet Nam
February and March 2021	Project briefings and finalisation of methods and interview protocols
March 2021	First round interviews, transcription and analysis
April 2021	Analysis and creation of round 1 synthesis document
April - May 2021	Round 2 interviews
June 2021	Final report drafted, other publication/ outputs identified, publication and dissemination strategy finalised

The ongoing COVID-19 situation means that the modality of interviews – either in person or via phone/ video conference – will be decided based on country level risk assessments and in negotiation with the successful candidate.

The Delphi method

The Delphi method originated as a forecasting tool but has since evolved into a systematic qualitative research method, with a focus not specifically on forecasting future activities but establishing consensus on a way forward. The method is highly applicable to investigate how gender equality and environmental sustainability can be enhanced in the garment sector.

The method includes a number of stages of iterative data collection that allows for the transformation of individual views and perspectives into a group consensus view. The Delphi method is active research – participants are involved in the generation of knowledge, its evaluation and assessment of potential application. In this sense it provides a capacity building experience for participants.

Delphi typically involves at least two stages of participant interviews:

Stage 1: Explorative phase - individual participants contribute information and knowledge about an issue. In this case, the strategies and practices of environmental sustainability and gender equality in the garment sector. In this stage the focus is on collecting a diverse range of views and experiences.

Stage 2: Evaluative phase – results from stage 1 are synthesised and presented back to participants in the form of a short report for their consideration. Participants are then asked for their responses to the synthesis findings – what do they agree with, or disagree with and why. The focus of this stage is for participants to reflect and assess the collective group ‘view’ or ‘judgement’.

A further iterative stage on operationalising the knowledge developed through stage 1 and 2, into organisational and policy change is also possible.

Participants are stakeholder experts; this does not mean they need to be technical experts or in positions of power, but that they have knowledge and experience of the issues under investigation, including being directly affected by the issues.

Requirements

The consultant should have a higher degree in social sciences (Masters or higher) particularly in fields related to environmental sustainability, climate change, green growth, green employment or gender studies. A bachelor’s degree in social sciences is required.

Experience in research methods including interviewing and interview analysis is essential, experience in these using online formats will be an advantage.

It is expected the consultant is fluent in the local language for the respective country they will be conducting interviews in and has high skills in drafting and synthesizing research findings in the English language. The candidate will participate in an interview in English language.

This opportunity would suit a Masters/ PhD student or recent graduate who is looking for experience in policy research and experience with international organisations.

Deliverables

This assignment has four expected deliverables:

- i. Interviews – round 1 (transcripts and translation where necessary);
- ii. Research note of synthesis analysis of interviews for round 1 synthesis document and translation from English of final synthesis document if needed;
- iii. Interviews – round 2 (transcripts and translation where necessary);
- iv. Contributions to final research note, visual materials and presentation of findings.

A payment schedule will be negotiated with the successful candidate, but will likely be four payments, with four equal payments, paid on delivery of the above four deliverables, to the satisfaction of the ILO.

Timeline

The assignment is expected to run from January – June 2021, with 40 days required to complete the assignment during this time. Although this ToR relates specifically to research support for the *Building Back Better: Achieving Environmental Sustainability and Gender Equality in post COVID-19 in the garment sector in Asia* study, due to changes in project modality with COVID-19 we may require further technical support on additional activities, and successful candidates may be considered for this work as well, subject to further negotiation.

Supervision

The work will be carried out under the supervision of Dr Cristina Martinez, Senior Environment and Decent Work Specialist, ILO and Dr Samantha Sharpe, Research Director, Institute for Sustainable Futures – University of Technology Sydney (ISF-UTS), DWGSCA Outcome 4 Implementation and Knowledge partner.

Application

To apply for this role, please send your CV to Ms Laurel Hoffner at hoffner@iloguest.org no later than 21 February, 2021.

Contact persons for this document

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