

## **Terms of Reference (ToR)** **Sustaining Power for Women's Rights (SuPWR)**

### **1. Introduction**

CARE is a leading humanitarian organization committed to saving lives and fighting poverty and social injustice. It has been working in over 100 countries across the globe. Working alongside a vast network of partners globally, CARE works to rebuild and improve the lives of the most disadvantaged, poor and vulnerable communities. Through community-based efforts, CARE works to prevent the spread of diseases, increase improved health awareness and access to safe drinking water and sanitation, build awareness and bring communities together to expand economic opportunities as well as access to natural resources while protecting the environment.

CARE started its operations in Nepal in 1978 and is one of the first international aid agencies to work in the country. During the last 4 decades, CARE Nepal has been working with the most vulnerable communities of Nepal to address the issues of poverty and social injustice, along with challenging harmful social practices, building capacities and empowering livelihoods. Today CARE Nepal works to address systemic and structural causes of poverty and social injustice such as discrimination based on gender, caste, class, ethnicity or geography. CARE supports humanitarian actions to address vulnerabilities from climate change and natural disasters. CARE works with marginalized women and adolescent girls to ensure their empowerment, wellbeing and dignity through social transformation and access to quality social and economic services.

### **2. Research Project Background**

**Sustaining Power for Women's Rights (SuPWR)** is a multi-country longitudinal research project funded by Economic and Social Research Council (ESRC) and led by Institute of Development Studies (IDS), Sussex. The research responds to the contemporary challenge of sustaining the gains made by women's movements against increasingly vigorous backlash across much of South Asia. It proposes that investigating when, how and why women's power struggles have withstood backlash and succeeded in holding on to their gains in power in South Asia, can yield lessons about the effectiveness of strategies to defend women's rights across the world. The research work will build and test a new interdisciplinary theoretical framework of women's struggles to power, grounded in their own understandings of how these struggles endure or advance in contexts of explicit (e.g. violence) and indirect (e.g. co-option, appropriation and subversion of agendas) forms of backlash. The research project is currently being implemented in the four countries of South Asia-Bangladesh, India Nepal and Pakistan. CARE Nepal is currently leading the study in Nepal.

This Terms of Reference (ToR) is developed to solicit consultancy services from a qualified Feminist Researcher to undertake the implementation of the research project, particularly of the Third year of data collection and analysis process.

### **3. Research Questions**

The research aims to answer the following central research question- when, how, and why do women's power struggles succeed in retaining power and sustaining their gains against backlash? It has the following sub research questions:

Q1: What new forms of backlash are being created through the interaction of contemporary macro level economic, social (gender norms) and political factors?

Q2: What mechanisms and strategies have been used by women's struggles successfully to retain power in the face of backlash? How are these shaped by differences across groups, institutional spaces, and over time?

Q3: What are women's own understandings of power and struggle (AND BACKLASH)? How do these vary over time, and according to women's diverse intersectional identities?

Q4: How have women’s power struggles in one institutional space triggered or galvanized power struggles in other spaces? How and to what extent do these interactions lead to mutually reinforcing cycles that enable women to embed gains?

#### 4. Research Methods and Analysis

The research adopts an innovative approach drawing from an inter-disciplinary perspective built from political science, geography, history, anthropology and development studies to develop a mixed-methods study with strong feedback loops throughout the research process. The research will select four cases of women’s movements in each country, selecting on highly contentious cases of struggle in four institutional spaces (**family, community, market and the state**) that are involved in an on-going and active process of countering backlash through Gendered political economy analysis, historical process tracing, comparative cross-case analysis and qualitative comparative analysis.

#### 5. Scope of Work

The scope of work for this assignment is outlined as follows,

**i. Data Collection, Coding and Analysis:** Collect data for the cases (struggle diary and panel interview, struggle participants, leaders, allies, FGD, reflective workshop) and conduct data coding and analysis in NVIVO. Update and monitor data storage and management process on MS Teams

**ii. Coordination and Collaboration:** Act as a research focal person for Nepal for organizing regular bi-weekly reflection sessions, sharing meetings with Nepal team. Similarly, coordinate with case focal points to plan data collection and provide media/communication support as part of the co-production of knowledge. Organize and facilitate Country Representative Group (CRG) meeting. Coordination and monitor progress of transcribers to ensure quality in transcription and archival data collection. Participate and facilitate the workshops and trainings organized by IDS, which would include reflective workshop training, analysis workshop, writing workshop and knowledge sharing workshop.

**iii. Quality Assurance:** Lead the quality assurance of the data collection process, data transcription, data coding work of all four cases.

**iv. Report Writing and Sharing:** Lead the writing and finalization of the process documents for the cases, GPEA reports, FGD reports, case brief and papers, country level papers jointly with SuPWR Nepal team. Present research findings of Nepal in various national and international platforms such as knowledge sharing workshops and national/international conferences

#### 6. Key Deliverables

At the minimum, selected researcher will contribute to delivering the following outputs

##### 6.1. Key Deliverables

i. Completed data set of the four selected case studies. The data set would include the following:

Tools	Number (each case study)
Struggle diary (A combination of data collection tools including interviews (panel) and reflective notes developed on a quarterly basis)- panel interviews and struggle diaries	4
Interviews with leaders	4
Oral history with leaders	4
Interviews with struggle participants (Per year 10-20 participants)	10-15

Interviews with allies (Per year 6-9 interviews)	8
FGDs (Per case 2 FGDs per year)	2
Data coding in NVIVO	2 cases
Quality assurance of all coded data	4 cases
Reflection worksop	2
Archival data-event catalogue, audio-visual repository and other struggle archives	To be updated weekly

- ii. Completed and clean set of transcripts of the interviews
- iii. Final Gendered Political Economy Analysis (GPEA) Report, preliminary GPEA of two new cases together with SuPWR Nepal team
- iv. Interim progress report (6 monthly)

## 6.2. Key Deliverables (Year 4-Year 5)

- Complete data sets (tools and transcripts) of cases 3 and 4
- Complete data sets (tools and transcripts) of all the four cases in Year 3 and Year 4
- Final GPEA reports of all the four cases
- Four case-level papers of each case
- One country-level paper
- Non-academic outputs/dissemination outputs: story-book, photo-story documentation, info-graphics etc. (yet to be finalized)

## 7. Reporting Line

The research consultant will work in close coordination with the Lead Co-Investigator of SuPWR Research team at CARE Nepal.

## 8. Time frame (Year 3-Year 5)

### Reporting Line

SN	Activities	Year 3	Year 4	Year 5
1	Data collection of cases 3 and 4			
2	Revisiting data collection of cases 1 and 2			
3	Revisiting data collection 3 and 4			
4	Data coding and analysis			
5	Case level outputs (papers/GPEA reports)			
6	Country level paper			
7	Non-academic outputs			
8	Knowledge sharing workshop			

## 9. Support to Consultant from CARE Nepal:

- Continued access to email, OneDrive, MS teams and IDS channel
- Continued access to data collection tools such as recorder, stationaries (for interviews and FGDs) throughout the study period
- Access to laptop throughout the study period
- Communication, local travel (if any) and printing (data collection tools and outputs) support throughout the study period

## 10. Payment Terms

The payment will be done on a monthly basis based on the evaluation of the outputs expected in the given month, submission of timesheet and **VAT Invoice**. The consultant will work for 16 working days per month.

## 11. Timeline

The consultant will work for 16 working days per month in between April 2022 to December 2023.  
Expected working days: 336 working days

**Requirement: 1 Consultant for above time period**

## 12. Copyrights

The ownership of the data and findings of the study will be guided by the knowledge co-production and co-authorship principles of SuPWR research prepared by the IDS.

## 13. Required Qualifications and Experiences

- Master's degree with strong social research and feminist research skill, or research on issues of women's rights and engagement with women's movement and a minimum of 3 years' experience.
- Experience in writing research papers; research coordination; stakeholder engagement and database management.
- Experience in working with academic institute, research institution in Gender related research studies is preferred
- Demonstrated experience in implementation and management of social science research, including experience with intervention research with a strong combination of quantitative and qualitative research methodologies.
- Experience with statistical analyses and packages including SPSS, NVIVO and qualitative tools.
- Demonstrated capacity to conduct high quality independent research as evidenced by first authored peer-reviewed publications (or submissions) in international journals.
- Excellent written and verbal communication skills in English and Nepali, with particular emphasis on oral communication with research participants, with high level academic writing skills.
- Proven ability to be both self-directed and work in a multidisciplinary team.
- Excellent interpersonal, time management and organizational skills with a proven ability to deal with multiple tasks; establish priorities and meet deadlines.
- Consultant must have VAT Invoice

## 14. Submission of Proposal

Interested organization or individual consultant having VAT invoice can submit proposal **by or before 23<sup>rd</sup> March 2022** to [npl.carenepal@care.org](mailto:npl.carenepal@care.org)

- Letter of Interest
- Technical Proposal
  - Understanding and interpretation of Terms of reference
  - Time and Activity Schedule
  - Current CV of consultant
- Financial Proposal
  - Per day cost including all TAXES