



## Terms of Reference (ToR)

### Consultant for training of OPDs on the inclusion of persons with disabilities in Cambodia's textile sector.

#### 1. Introduction

CARE is an international development organization fighting global poverty with a special focus on working with women and girls to bring sustainable changes their communities. CARE aims to tackle the underlying causes of poverty and social injustice and to bring lasting change to the lives of poor and vulnerable people. Founded in 1945, today CARE works in over 100 countries around the globe and supporting approximately 1,500 poverty-fighting development and humanitarian aid projects to reach more than 92 million people directly and 433 million people indirectly. CARE works with partners to achieve lasting results for marginalised communities.

CARE has been working with Cambodians since 1973, with an office in Phnom Penh since 1991. Today, CARE focuses on empowering particularly marginalised and vulnerable women in Cambodia, including urban women who are marginalised by occupation, rural women who are denied multiple rights, and women and girls from ethnic minorities. Each year CARE Cambodia implements around 10 projects, reaching approximately 250,000 direct participants and about 500,000 people are reached indirectly.

#### 2. Background:

CARE is committed to advancing gender equity and social inclusion, including the garment sector. To promote decent and inclusive employment in the textile sector, the project aims to empower OPDs and enable them to effectively advocate for the rights and inclusion of persons with abilities. CARE is looking for a consultant to facilitate the capacity strengthening of the OPD's to address the need for knowledge exchange and networking in the textile industry for better inclusion.

#### 3. Objective:

The primary objective of this consultancy is to design a training curriculum and facilitate two 3-days training workshops for ten OPD's on the inclusion of persons with disabilities.

The training aims to strengthen the capacities of civil society actors, organizations of persons with disabilities (OPDs), and trade unions on decent and inclusive employment in the textile sector and enable them to effectively advocate for the rights and inclusion of individuals with different abilities.

#### 4. Scope of Work:

The consultant's scope of work includes the following key areas:

- Facilitate two three-day training workshops for ten OPD's on the inclusion of persons with disabilities into Cambodia's textile sector.
- Objective: To equip ten OPD's with knowledge and skills to promote inclusive and enabling employment opportunities for persons with disabilities in Cambodia's textile sector.
- Tasks:
  - o Organize and conduct two three-day training workshops for ten OPD's (15 participants each).
  - o Develop and deliver training content tailored to the specific needs and challenges identified through the conducted needs assessment.
  - o Introduce participating organizations to transformative approaches, including the gender and power analysis tool and the Social Analysis and Action (SAA) process.

- Ensure a safe learning space by conducting workshops in groups of approximately 15 participants in accessible venues.

**5. Deliverables:**

The consultant will provide the following deliverables:

- Two specialized three-day training workshops conducted for ten organizations of persons with disabilities (OPD’s).
- Training materials and resources tailored to the specific needs and challenges identified.
- Documentation of peer learning circles and shared best practices.
- Presentation of the Gender and Power Analysis Tool and the SAA approach to participating organizations.
- Evaluation report summarizing the effectiveness and impact of the workshops.

**6. Timeline:**

The consultancy is expected to deliver the tasks over a one-month period. The timeline for the consultation and report submission will be no later than Mid-July 2024.

Day	Activity
3 Days	Finalize training content and materials based on the needs assessment
3 Days	Conduct the first 3-day training workshop for ten OPD’s
3 Days	Conduct the second 3-day training workshop for ten OPD’s
1 Days	Conduct a debriefing session with CARE and facilitators
4 Days	Prepare and share the final report on the training workshops
14 Days	Time period: 17 June to 4 July 2024

**7. Qualifications:**

The ideal consultant will have the following qualifications:

- Knowledge and experience in disability inclusion and disability rights, particularly in the context of Cambodia and the textile sector.
- Strong facilitation skills and experience in delivering training workshops to diverse groups.
- Familiarity with transformative approaches, gender and power analysis.
- Excellent communication skills, including the ability to speak and write in English and Khmer fluently.
- Experience in working with OPD’s and other stakeholders in the disability sector.
- Commitment to promoting inclusive and enabling employment opportunities for persons with disabilities in Cambodia's textile sector.
- Respect for diversity and cultural sensitivity, including the ability to work with individuals and groups from different backgrounds and experiences.

**8. Reporting:**

The consultant will report to the Senior Program Manager who will serve as the main point of contact throughout the consultancy.

**9. Budget:**

Candidates should submit a detailed budget proposal that outlines all expected costs related to the assignment. The budget should be competitive and justifiable based on the proposed scope of work.