



# Terms of Reference STITCH Gender Equality Consultant

Seeking a consultant to assist the STITCH partnership gender working group in the role of Gender Equality Consultant. Position is for approximately 15 to 25 days spread over one year (approximately 1 August 2021 until 31 July 2022). This position will be remote and open to applicants in any country.

## Description of STITCH programme

Together for Change in the garment industry: Fair clothing worldwide through cooperation and social dialogue.

### 1. What is STITCH?

Sustainable Textile Initiative: Together for Change (STITCH) is a partnership with a common vision: a global textile and garment industry that contributes to an equal and just society by respecting human rights in the world of work. The partnership consists of 6 organisations: two labour rights organisations: CDI in Vietnam and Civedep in India; two Dutch unions: CNV Internationaal and Mondiaal FNV; and two multi-stakeholder initiatives: ETI in the UK and Fair Wear in The Netherlands.

### 2. Towards the new normal

We share the goal of an industry where garment workers, of which 75% are women, can exercise their right to freedom of association, and access safe, dignified and properly paid work. STITCH envisages workplaces where workers feel free to speak out, unionise, and bargain collectively for better working conditions. By strengthening unions, we can enhance workers' influence in the value chain. By influencing the most powerful players in the value chain—brands—we can create space for workers to organise and secure a seat at the negotiation table. In the meantime, factory employers have a strengthened position vis à vis their customers (brands), and improving brands' purchasing practices creates the potential for better working conditions and rewarding freedom of association.

### 3. How does STITCH operate?

We collectively stand up for better working conditions and adherence to labour rights by:

- Capacitating suppliers to improve their social dialogue with workers and governments and sourcing dialogue with brands
- Working with local unions and labour rights organisations on collective bargaining to influence higher wages, gender issues and decent work
- Engaging with brands towards more responsible business, leveraging the crucial role they play in making the industry both more ethical and sustainable
- Advocating for better legislation for companies sourcing in production countries in order to hold them accountable for better working conditions and remuneration

STITCH is active in garment-producing countries across Asia, including Bangladesh, Cambodia, India, Indonesia,

Myanmar, and Vietnam, and plans to develop a regional approach for the Middle East and North Africa (MENA) region.

### **STITCH Gender Working Group (GWG)**

Gender equality is central to the STITCH Theory of Change. All STITCH consortium members have interventions aimed at promoting gender equality and at integrating a gender lens in their work, including capacity-strengthening on gender. Consortium members meet at the STITCH Consortium level in several (thematic) working groups, which have been set up, amongst others, the Gender Working Group (GWG). The objectives of the GWG are:

1. Ensure exchange, alignment and mutual learning on gender equality across the consortium partners.
2. Ensure that a gender lens is comprehensively and consistently integrated across the STITCH consortium.
3. Contribute to capacity-strengthening of STITCH consortium staff members on gender equality and gender mainstreaming.
4. To ensure that gender is included in the learning agenda of STITCH
5. Ensure that consortiums members are kept informed about the work on gender equality of each organisation and are involved when appropriate.
6. Develop joint interventions between consortium partners where appropriate
7. Ensure that a gender lens is applied throughout the whole STITCH program in order to achieve our Theory of Change.

### **Purpose of the STITCH gender equality consultant**

To support the GWG in its tasks, STITCH is looking for a gender equality consultant. The consultant will work at the Consortium level. The main objectives of this consultancy are:

1. Monitor and advise the STITCH Consortium on exchange, alignment, and mutual learning on gender equality across the consortium partners
2. Monitor and advise the STITCH Consortium on the comprehensive and consistent integration of a gender lens throughout STITCH.
3. Support the STITCH GWG in being functional and embedded in the STITCH governance structure.
4. Act as a sparring partner/Q&A desk for the different content teams.
5. Contribute to developing a plan for capacity-strengthening on gender mainstreaming of STITCH consortium staff.

The consultant will participate in GWG meetings and will be mandated by the GWG to contribute to realising objective 1, 2 and 3. When needed and possible within the time given, consultant can take up other tasks (objective 4 and 5).

## Tasks STITCH gender equality consultant

Develop a workplan for the year, in coordination with GWG. It should, at a minimum, include:

- Advising GWG on the development of tools/processes
- Supporting the PMEL team in the integration of the gender lens in our monitoring and reporting systems
- Helping GWG to identify core areas for learning on gender equality and gender mainstreaming (in the context of the learning agenda: does our work sufficiently benefit women workers and address gender inequalities in the sector?)
- Advising and contributing to GWG plans for internal staff training
- Advising on GWG plans for collaborative approaches (where applicable)
- Reviewing reporting formats and templates and reporting of GWG
- Advising STITCH strategic leads and steering committee on integrating a gender lens in consortium interventions

The consultant will report monthly during GWG meetings on their work. Furthermore, a quarterly narrative report will be provided to the GWG and the STITCH consortium coordinator, including recommendations to the GWG and other working groups and the consortium as a whole (strategic leads and steering committee).

## Profile of consultant

- Minimum of bachelor's degree in relevant field (social sciences, gender studies, political science)
- Proven knowledge and experience on gender and inclusion in relation to labour rights (in global supply chains)
- Experience in applying a gender lens in programme development
- Experience working in a multi-stakeholder setting
- Preferably has experience in advising/training
- Preferably has practical experience in garment production countries
- Ability to work quickly and efficiently with a range of different organisations
- Speaks and writes fluent English

## Work setting

The consultant will coordinate with the six members of the STITCH Gender Working Group, the STITCH consortium coordinator, the STITCH PMEL and the STITCH consortium coordination assistant. The consultant will report directly to Lisa Süß, STITCH consortium coordinator.

Duration: The consultant is hired for approximately 15 to 25 days. Contract is for one year (approximately 1 August 2021 until 31 July 2022). The exact planning will be made in a work plan, to be developed in close coordination with the GWG.

## Remuneration

The consultancy fee payment will be on a monthly basis upon the submission of an invoice detailing the time and work.

### **Application**

Please send your CV along with a consultancy proposal to Andrea Spithoff ([spithoff@fairwear.org](mailto:spithoff@fairwear.org)).

The deadline for proposals is 11 July 2021.