

Terms of Reference – Decent Work Landscape Analysis in Goal Accelerator Programme Countries.

ABOUT WOMEN WIN

Founded in 2007, [Women Win \(WW\)](#) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

Our programmatic work is distributed across three "Brands" which all serve WW's overall vision, but each with their own unique mission:

- **GRLS:** Advance the playing field that progresses gender equity in sport & through play;
- **Win-Win Strategies:** Build bridges to advance girl's and women's economic resilience through impactful partnerships and holistic approaches.
- **Ignita:** Resource feminist initiatives, activists and movements to drive change on their own terms by offering a safe and responsive infrastructure.

WW's work is also supported by:

- our **Finance and Operations** team which delivers outstanding back of the house services that are pivotal in driving our strategy and growth;
- our **Learn** team which drives learning, innovation and knowledge management;
- our **Influence** team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.
- our **People & Culture** team which focuses on Women Win's values and leadership ethos to create and maintain a unique and fun working environment and sustain a diverse, thriving team.

ABOUT THE GOAL ACCELERATOR PROGRAMME

[Goal Accelerator](#) (GA) is a sport-powered, gender-responsive economic resilience initiative within the **GRLS Brand** that aims to create concrete pathways and steps for disadvantaged girls and young women to obtain decent employment, earn an income, and become economically resilient. GA is delivered through local Implementing Partners across five countries: the United Kingdom, Mauritius, Pakistan, Sri Lanka, and Malaysia.

Implementing Partners (IPs) support young women through three key phases of the programme, equipping them with soft and technical skills, connecting them to

employment and entrepreneurship networks, and providing access to jobs and business opportunities. The programme phases are:

1. Ready to Learn - Participants are guided through the Goal Accelerator curriculum to develop a foundation of leadership, rights-awareness and other essential life and soft skills.
2. Ready to Earn- After completing the Learn Phase, participants select either the employability or entrepreneurship pathway, receive technical skills training alongside work readiness, employability, and entrepreneurship skill development.
3. Ready to Lead - An optional third phase for programme alumni, which fosters continued leadership development and provides role models for new participants.

The five countries where GA is implemented each have unique socio-economic landscapes, characterized with varying levels of economic development, labour market structures and cultural norms. These factors shape how “decent work” is experienced in each context.

Women Win recognises the importance of a contextualised definition of decent work, along with aligned indicators, to deepen our understanding of what decent work looks like in these settings and enable us to develop decent work metrics to effectively measure the programme’s impact.

To achieve this, we are seeking a consultant to research decent work across the five GA implementation countries. The key question guiding this research is: **what constitutes decent work for adolescent girls and young women in each country?**

RESPONSIBILITIES/POSITION OUTLINE

Core responsibilities include but are not limited to:

- Develop a research methodology and work plan.
- Conduct desk research.
- Collect data, including interviews with partners, programme participants and relevant stakeholders
- Analyse data and generate insights aligned with the research objectives
- Prepare and submit research deliverables - A two-page overview for each country and a set of decent work metrics.

TECHNICAL REQUIREMENTS OR KNOWLEDGE AND SKILLS

- Fluency in English (spoken and written); additional languages are a plus.
- Strong experience in monitoring, evaluation, learning and research, particularly in gender equity and economic empowerment programming.
- Ability to translate and simplify complex ideas.

- Strong analytical skills to organise information into clear, concise recommendations.
- Demonstrated commitment to advancing girls' and women's rights globally
- Ability to work independently and collaboratively with a global team.
- Cultural awareness and the ability to engage effectively in an international, diverse environment.
- Sound project management skills, including experience in designing work plans and managing deadlines and deliverables.

TERMS OF THE CONSULTANCY

- **Location:** The consultant is expected to work mainly CET hours to connect with programme staff, but home base is flexible.
- **Duration and period:** The consultancy will run from May to the end of June, with an estimated total of 30 working days.
- **Status:** Consultants are expected to have the necessary authorisations to work as an independent contractor in their country of residence. If you are based in the Netherlands, you will need to be registered with the Dutch KvK (Kamer van Koophander) and have the necessary authorisations to work as an independent contractor.

HOW TO APPLY

Interested candidates are encouraged to apply as soon as possible, no later than the **28th March, 2025**. Please submit the following to c.chikuni@womenwin.org with "GA Research Consultant" in the subject line:

- An Expression of Interest that:
 - Clearly outlines the methodology and tasks you will undertake to successfully deliver on the deliverables
 - Showcases how your knowledge, experience and skills fit this profile
 - States your daily rate, timeline of work, and availability to start.
- Resume/CV in English.
- Sample work output from previous engagement

Notes

Women Win strives to be a diverse and inclusive organization. For us, this translates to creating an environment where everyone can bring their authentic selves to work and make it easy for others to do the same. We encourage applicants with diverse backgrounds and experiences to apply.

When we collect your personal information as part of an application or offer of employment or consultancy, we do so in accordance with industry standards and best practices and in compliance with applicable privacy laws. WW is committed to offering reasonable accommodations to applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact us at hr@womenwin.org.