CALL FOR PROPOSALS

GRANT TOWARDS STRENGTHENING GENDER TRANSFORMATIVE RURAL LIVELIHOODS
(This Call for Proposal has been re-advertised; the organisations that applied earlier are requested to re-apply)

The UN Entity for Gender Equality and the Empowerment of Women (UN Women) Multi Country Office (MCO) for India, Bhutan, Maldives and Sri Lanka is inviting non-governmental organisations to submit proposals for a grant towards Strengthening Gender Transformative Rural Livelihoods. This 20-month grant will promote gender-just decent work opportunities and access to social protection for women workers, including women farmers in rural India through collective action and strengthening of gender-responsiveness of government policies on rural livelihoods such as the Ministry of Rural Development, Government of India’s National Rural Livelihoods Mission and the Mahatma Gandhi National Rural Employment Guarantee Act.

A. GUIDELINES FOR PREPARING AND SUBMITTING A PROPOSAL

The proposal must contain 1) a technical proposal and a 2) Financial Proposal. The technical proposal must include objectives, methods, expected results of each activity and time-lines for completing the project. The Financial proposal must detail the estimated cost of each proposed activity required to complete the project.

Duly stamped and signed technical and financial proposals are required to be submitted separately in hard copies or electronically to registry.india@unwomen.org within the stipulated deadline. Please note that if the Technical and Financial proposals are not submitted separately, the proposal will be disqualified.

For electronic proposals, please set up a password for the financial offer which will be used at later stage once the evaluation of the technical proposal is complete. Eligible organisations that qualify technically will be requested to provide password for financial proposal.

The proposals submitted must be in line with the Terms of Reference (Annex 1). The interested organizations must annex evidences of previous relevant work experience and Audit reports of last three years.

Proposals can only be submitted by non-governmental organizations registered in India.

Format of Proposals – Given the attached Terms of Reference, the proposal should contain, at a minimum, the following:

1. A narrative proposal consisting of: Introduction: An introductory note on the key principles of mainstreaming gender in rural livelihoods (<2 pages)

2. Situational analysis: A brief section on the (1) status of women workers, including women farmers in the states of Madhya Pradesh (MP) and Rajasthan; (2) initiatives of the two State Rural Livelihoods Missions of MP and Rajasthan in integrating gender equality principles in the National Rural Livelihoods Mission’s (NRLM) implementation; (3) Presence of civil society and community-based

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1 These are focus states where UN Women is expanding operations in consultation with the Ministry of Rural Development, Government of India, and relevant state departments.
organisations/ technical support groups working on integrating gender equality in rural livelihoods initiatives in the proposed states. (4-5 pages)

3. **Justification**: Provide an analysis on the nature of interventions required to address the requirements of the TOR, in line with the situational analysis (1 page).

4. **Project strategies and proposed activities**: Description of strategies and challenges for mainstreaming gender in rural livelihoods (with focus on NRLM) in alignment with the outcomes and outputs identified in the Terms of Reference. (4-5 pages)

5. **Expected results**: The expected results of the project, including a Theory of Change and log frame.

6. **Workplan**: A description of expected outputs, key activities and timeframe

7. **Partnerships**: Description of the partners needed to successfully implement the project and their roles. (1 page) if any;

8. **Institutional profile**: Brief description of the organisation, including registration details, personnel, and experience in the relevant field (<2 pages);

**2) A Budget Proposal** *fulfilling the following requirements:*

1. An output and activity based budget for 20 months – i.e. budget showing how much is required to achieve each output.
2. The budget should include an allocation for preparation of a certified financial report annually and one audit report during the project;
3. The administrative/indirect cost.

*Please submit the budget as per Budget Template in Annex 2

**B. CRITERIA FOR SELECTION**

Proposal will be selected on the basis of technical (70%) and financial (30%) assessments. The **technical assessment** will review the following:

1. **Feasibility and appropriateness of the proposal responding to the expected results (30 points)**
   a) Extent to which the proposal fulfills the requirements of the Call for Proposals; (5 points)
   b) Clarity of the situation analysis and problem identification (5 points);
   c) Soundness of strategy, proposed activities and expected results against the problem analysis, including a gender-responsive Theory of Change and log frame (15 points);
   d) Realistic work plan to complete the activities (5 points).

2. **Applicants’ institutional technical capacity and relevant experience (30 points)**
   a) Relevance of specialized knowledge to promote women’s rights and gender equality (10 points);
   b) Relevant past and present experience that qualifies the organization for this particular UN Women Support (10 points);
   c) Institutional and technical leadership of women, reflected in the substantive representation of women leaders in the Board and staff; please provide sex-disaggregated details of Board members and staff (10 points)

3. **Experience in organizing and coordinating similar project/s (10 points);**
   a) Strong partnerships and connections with relevant organizations/groups and their roles in the proposal (5 points);
   b) Relevant experience in implementing similar projects (5 points);
The financial assessment will review the efficient utilization of budget (30 points) as follows:
   a) Output-based budgeting;
   b) Reasonable cost of implementation;
   c) Administrative/indirect cost
   d) Inclusion of annual certified financial report and one most recent audit report

*Please note that all budget submissions should be as per the Budget Template in Annex 2

C.   PROPOSALS DUE DATE

Proposals are due by 9 May 2016, 11:59 pm Indian Standard Time.

Please send proposals to registry.india@unwomen.org

D.   ANNEX:

   1. Terms of Reference (TOR)
   2. Budget Template
Annex 1

TERMS OF REFERENCE
GRANT TOWARDS STRENGTHENING GENDER TRANSFORMATIVE RURAL LIVELIHOODS

1. BACKGROUND

The recently adopted 2030 Agenda for Sustainable Development recognizes that rural women are key agents for achieving transformational economic, environmental and social changes required for sustainable development. The use of the word, “transformational,” symbolizes commitment to address the root causes of inequality, and not just the symptoms. Goal 5 of the Agenda has special significance for the advancement of rural women with its emphasis on eliminating all forms of discrimination and violence against women, creating opportunities for effective participation and leadership at all levels of decision-making, undertaking reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources and stepping up measures for women’s unpaid work to be recognized, reduced and redistributed.

In India, 60 per cent of all agricultural activity is carried out by women farmers. Yet, only 12.78 per cent of rural women are owners of operational land holdings. Rural women make just 50 to 75 per cent of men’s wages and have limited access to inputs, seeds, fertilizers, credits, and agricultural extension services compared to men. Moreover, majority women farmers belong to marginalised and excluded sections of society being trapped in unpaid or underpaid unskilled work. These gender differences in access to land, credit and skilled work mean that rural women workers cannot opportunely invest in their farms, bring their operations to scale, take advantage of new economic opportunities, such as subsidies or incentives for new types of produce or access high value skilled rural employment opportunities which are created by government as well as non-government interfaces. Added to this is the burden of collecting and managing fuel and water supply, caring for the young, the aged and the sick that squarely fall on rural women. This is compounded by climate-related health risks, crop failure, economic crisis, environmental degradation, natural disasters and breakdowns in infrastructure and basic services such as healthcare, education and social protection.

UN Women past work in the region has correspondingly focused on centre-staging women’s resource rights and capabilities, their voice and agency and ending all forms of gender based violence in policy formulation and programme implementation on sustainable livelihoods. UN Women supports the leadership and participation of rural women in finding solutions to the problems and issues that affect their lives, especially improved food and nutrition security and enhanced rural livelihoods. UN Women also engages with various

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4 Source: Labour Bureau, RLE Reports on wages and Earnings of Rural Labour Households, 2009-10, Shimla.
government bodies to develop and implement laws and policies that promote equal rights, opportunities and participation, so that rural women can benefit from India’s growth story, obtain financing, upgrade their skills, market their goods, and make a strong contribution to inclusive economic growth in an environment free of discrimination and violence.

UN Women and the Ministry of Rural Development (MoRD), Government of India have partnered together over the last three years to:

- Build capacities of the central government on gender mainstreaming in flagship programmes. As part of this, a Gender Budget Cell (GBC) has been institutionalised in MoRD and Gender Audit Guidelines have been issued; available here: [www.drdo.nic.in/drdo/downloads/programmes-schemes/Gender_Audit.pdf](http://www.drdo.nic.in/drdo/downloads/programmes-schemes/Gender_Audit.pdf).
- Support women farmers’ collectives, including village organisations formed under the National Rural Livelihoods Mission, through awareness generation regarding access to basic entitlements and essential services and capacity building support on voice, choice, agency and ending all forms of violence and discrimination against women. Since 2012, on the invitation of the Mission Director, National Rural Livelihoods Mission (NRLM), UN Women has been supporting the NRLM to strengthen its institutional mechanism for gender mainstreaming, build capacities of cutting edge functionaries and ensure sustainability of people’s institutions such as village organisations and cluster-level federations to respond effectively to women’s concerns. This was implemented in six districts in Madhya Pradesh and two districts in Bihar in partnership with the respective state rural livelihoods missions.
- Implement strategies to increase women’s participation in rural employment programmes such as the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). This has resulted in the drafting of gender action plans for institutionalising all women worksites, promoting women-friendly shelf of work, recruiting women in skilled work such as mates and *Rozgar Sewaks* and introducing gender-responsive schedule of rates. Learnings from UN Women’s on-ground experience through a UN Women Fund for Gender Equality (FGE) project demonstrated a 30% increase in Dalit women’s participation in MGNREGA by adopting a threefold strategy of organising, awareness and institutional accountability. It clearly demonstrated that where facilitated, women have actively accessed and participated meaningfully in MGNREGA, while being empowered socially, economically and politically. Since 2014, UN Women in partnership with the Ministry of Rural Development, Government of India and the state governments of Jammu & Kashmir, Uttar Pradesh and West Bengal has been implementing an action research and building capacities of local functionaries with the objective to increase women’s participation in MGNREGA.

**Key Learnings**

UN Women’s work with MoRD demonstrates that rural women’s access to gender just sustainable livelihoods can be achieved by:

- Protecting and promoting women’s resource rights- to land, water, forests, technologies, and finance, ensuring women’s rights to social protection and access to agricultural extension services, information technologies, training and financial credit. Critical parts of this will be upgrading women’s skills to face the challenges of diminishing resources and building women’s capacities on basic entitlements, rights-based approaches, on the law and its provisions. This will also include the recognition, reduction and redistribution of women’s unpaid work in subsistence, care and labour market economies.
Building women’s voices and agency, especially in affirming their identities as workers and farmers who contribute to the economy and India’s growth. This will include organizing women for action, through peer learning, collectivising for building voice and agency, enhancing their bargaining power and developing solidarity. This will also include activation of existing institutional mechanisms such as Social Action Committees for collective solidarity and supporting greater participation of women in local governance bodies such as Panchayati Raj Institutions.

Prioritising women’s safety and security from all forms of discrimination and violence in existing rural livelihoods programmes and schemes.

From a policy perspective, this includes review of all operational manuals, policy guidelines, and training modules from a gender lens; institutionalisation of gender-responsive budgeting; and review of the existing Management Information System (MIS) from a gender and livelihoods lens.

From a programme implementation perspective, this includes capacity building of staff and cadre at all levels of implementing machineries to develop internal capacities and relevant knowledge products on gender, human rights and women’s empowerment; and creation of institutional mechanisms at the block, district, state and national levels to support intensive handholding of village level collectives/institutions of women.

Partnerships and alliance-building is another key feature, whether at the local community level, or alliances with key leaders in the community, PRIs, government or with other large programmes with expertise on working with marginalised women with an empowerment approach and building women’s collectives and institutions such as Kudumbashree, Tejaswini, Mahila Samakhya, MAVIM, MSSRF as locally relevant to support women’s mobilisation and social action.

**Key Results**

Key results of UN Women’s engagement with the Ministry of Rural Development in 2014-15 are as follows:

- Gender Audit Guidelines adopted by the Ministry of Rural Development, Government of India.
- 9,320 women members of Self Help Groups in two states (Bihar and Madhya Pradesh) and 33 grassroots government functionaries received livelihoods trainings with a focus on issues of rights, entitlements, voice and agency and 62 district and state level government officials were sensitized on gender mainstreaming in rural livelihoods through review meetings and workshop under the UN Women supported project on strengthening gender responsive implementation and monitoring of the National Rural Livelihoods Mission (NRLM).
- Women’s participation in the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) significantly increased with technical support from UN Women. For instance, in Bareilly district in Uttar Pradesh women’s participation increased from 3% to 17% in MGNREGA.

2. **JUSTIFICATION**
In a recently held National Consultation on ‘Gender Transformative Rural Livelihoods’ organised by UN Women in partnership with the Ministry of Rural Development, Government of India on 3-4 November 2015 in Ranchi, Jharkhand, collective commitment was forged on the following outcomes:

1. Institutionalising mechanisms for building gender-related capacities of all rural development functionaries at all levels.

2. Creating dedicated plans and resources in rural development programmes and schemes for (1) creating public infrastructure and essential public services for reducing women’s drudgery and unpaid work and for (2) increasing women’s ownership and control over resource rights (land, water, seeds, commons, forests, technology, finance).

3. Developing a strategy and target set by the Ministry of Rural Development for gender parity for employment of women at all levels, especially in skilled work that is created through key flagship programmes such as the Mahatma Gandhi National Rural Employment Guarantee Scheme; the National Rural Livelihoods Mission and the Indira Awaas Yojana.

4. Creating time bound plans for ensuring collection of sex-disaggregated and gender-responsive data at all levels and across indicators for all social groups (scheduled castes, scheduled tribes, other backward castes, religious minorities, single women and women headed households).

5. Creating a cadre of women workers for rural development in every village such as Gender Community Resource Persons (CRPs)/ women leaders organised under rural development programmes and a range of interventions by NGOs, for support to women workers and women farmers through awareness of women’s human rights, information and facilitating access to entitlements and institutions, technical knowledge and support for victims of violence.


In alignment with the afore-identified outcomes and with a view to scale up the learnings from its past engagement with flagship programmes on rural livelihoods, which includes operationalising a Community Operations Manual (COM), UN Women seeks proposals, with strategies and activities for:

- Strengthening gender responsive implementation and monitoring of the National Rural Livelihoods Mission and MGNREGA of MoRD in 2 states of India with special focus on institutionalising, implementing and monitoring gender mainstreaming strategies at state, district and Panchayat levels, including:
  - capacity building of government functionaries, women self-help group (SHG) members and village organisations to undertake gender-responsive and convergent local level planning under the IPPE (Integrated Participatory Planning Exercise);
  - preparation of gender action plans;
  - and strengthening of gender responsive monitoring systems at all levels

- Supporting rural women workers’ collectives and coalitions in generating data/evidence for advocacy, in the form of:
  - Citizens’ Reports developed through women-led Gender Justice Centres;
  - and a Shadow Report on Article 14 on rights of rural women for the next CEDAW review in 2018, in line with the implementation of the 2030 Agenda for Sustainable Development, particularly Goal 5.

The non-profit organisation will support advocacy and evidence building in this regard.
3. **EXPECTED OUTCOMES AND OUTPUTS**

**Outcome Statement 1:** Decent work and social protection for women farmers in rural India is promoted through collective action, and strengthening of relevant laws, policies and programmes

**Output 1.1:** Institutional mechanisms strengthened to develop gender-responsive programme design for NRLM and MGNREGA, in line with IPPE

**Output 1.2:** Capacities of women farmers/their collectives strengthened for informing and influencing law, policy and programmes on rights of women farmers/rural women

4. **REGIONAL FOCUS**

The project will strengthen gender-responsive implementation and monitoring of NRLM and MGNREGA in Rajasthan and Madhya Pradesh, in tandem with the IPPE initiative. Gender Justice Centres will be demonstrated in these states, while the Shadow Report may also cover two additional states (from among Odisha, Karnataka, Andhra Pradesh and Telangana).

5. **SCOPE OF WORK**

**Output 1.1:** Institutional mechanisms strengthened to develop gender-responsive programme design for NRLM and MGNREGA, in line with IPPE

**Activities:**
1. Conduct 4 state (2 per state) workshops (with participation of 25 persons each) for building capacities of government functionaries to formulate Gender Action Plans (GAPs), and implement Gender Audit Guidelines and Community Operations Manual (Gender) under the National Rural Livelihoods Mission
2. Conduct quarterly review workshops (in 2 states with participation of 25 persons each) to provide concurrent implementation and monitoring support.
3. Develop the Terms of Reference for State Gender Resource Groups, comprising of 8-10 experts on gender and rural livelihoods in both states for technical support on design, implementation and monitoring of GAPs.
4. Attend and report in the NRLM/MGNREGA review meetings and any other meetings of MORD and UN Women and provide technical advisory support to UN Women and MoRD as and when required.

**Output 1.2:** Capacities of women farmers/their collectives strengthened for informing and influencing law, policy and programmes on rights of women farmers/rural women

- Conduct workshops (spread across 14 days) for building capacities of 20 Gender Community Resource Persons (in 2 states each) for informing policy and programmes for women farmers/rural women, through strengthened implementation of Gender Action Plans.
Demonstrate IT enabled gender justice centres (GJC), situated at the Panchayat level for informing local planning, in line with the principles and processes of IPPE. Community Resource Persons (CRPs) will be trained to run the centres to enable women’s access to entitlements, through data gathering and local level advocacy. These CRPs will support the community in preparing Citizen’s Reports on gender responsive implementation of various schemes, for engendering local planning, implementation and monitoring.

Conduct 1 national consultation (50 participants) and 5 regional meetings (25 participants each) to build capacities of women farmers and their coalitions, networks and alliances for informing national policies and programmes for women farmers/rural women.

Publish a Shadow Report on CEDAW Article 14 on the rights of rural women farmers for submission to the CEDAW review process in 2018, as well as country level advocacy.

6. EXPECTED DELIVERABLES

1. Final project completion report, including training modules used in workshops, compendium of good practices on implementation of GAPs in 2 states, citizens’ report cards at the Panchayat level through the Gender Justice Centres, key policy recommendations for strengthening gender-responsive implementation of local planning initiatives through NRLM and MGNREGA
2. CEDAW Shadow Report on Article 14 (250 copies printed in English and 250 copies of abridged version in Hindi).
3. Process document including qualitative and quantitative baseline and end-line surveys of the programme.
4. Reports and outcome documents from the training workshops and consultations at the state and national levels, including individual and institutional capacity assessment.
5. Quarterly financial and narrative reporting aligned with UN Women reporting requirements.
6. Annual audit report.

7. MANAGEMENT ARRANGEMENT

UN Women Multi Country Office (MCO) for India, Bhutan, Maldives and Sri Lanka will oversee the work of the implementing partner (IP). The IP is tasked to design and implement the activities, and UN Women will provide concurrent technical and monitoring support on the content and scheduling of the activities. The IP may enter into subcontracting arrangements with other local partners (non-profit organisation/ institution only) for fulfilling the requirements of the TOR. It is mandatory for the IP to be registered in India.

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5 It is expected that the community/Panchayat will contribute towards the physical space for the centre, programme budgets may include one Laptop, one Printer and one Data Card to support tabulation of data on women’s access to their entitlements, and reasonable recurrent costs for the duration of the project.
8. **DURATION**

- 20 months; with extension on an annual basis, subject to performance evaluation of the selected organisation, fund availability and enhancements/adjustments in the TOR based on mutual agreement.

9. **ELIGIBILITY**

Proposals can be submitted by non-profit organisations. It is mandatory for the applying organisation to be registered in India.
Annex 2
BUDGET TEMPLATE

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<th>Sl. No.</th>
<th>Outputs</th>
<th>Activities Description (aligned to outputs)</th>
<th>Budget Head</th>
<th>Unit Cost</th>
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