

## Terms of Reference (TOR) for a Feasibility Study

Consultancy to conduct a feasibility study for the project proposal, ***“Break the chain: An end to the exploitation of women workers in the Indian textile industry”*** to be financed jointly by terre des hommes Germany and the German Federal Ministry for Economic Cooperation and Development (BMZ).

### I About terre des hommes Germany

terre des hommes Germany is an international children's rights organisation that promotes equitable development without racial, religious, political, cultural or gender-based discrimination since 1967. Together with our local partner organisations in 39 countries, we implement over 380 projects in Latin America, Africa, Asia, and Europe. terre des hommes Germany is an independent non-governmental organisation that promotes civic engagement and the participation of children and youths in all aspects of its work. terre des hommes sees its mission in strengthening children and realising children's rights for all children. Every child has the right to live and to develop in the best possible way. We are convinced that sustainable development is possible for all people if the interests of children and future generations are respected and realised.

### II Background

Tamil Nadu is the major hub for India 's textile industries. This industry majorly contributes to the national economy. Next to the agricultural sector, textile is the second largest employment provider to the poor and marginal population in Tamil Nadu.

In 2021, an Amsterdam-based research centre (SOMO) conducted a research study and revealed that the "labour conditions in Tamil Nadu spinning mills are appalling". The study stated that under pressure and threats, workers are made to work excessive overtime. Many workers come from other states in India, do not speak Tamil and belong to marginalised groups. "Employers take advantage of the vulnerable position of these labour migrants, who are often recruited with false promises and end up living miserably in hostels that are by and large isolated from the outside world. Since the corona crisis this situation has only worsened: more forced overtime, less salary and mass dismissals," [Labour conditions in Tamil Nadu spinning mills 'appalling' \(livemint.com\)](https://www.livemint.com/News-Analysis/India/2021/09/21/labour-conditions-in-tamil-nadu-spinning-mills-appalling-2021-09-21.html).

The practise of employment followed in the textile mills is of bonded labour, which restricts individual workers' freedom to move, to choose workplace and actively exposes workers to exploitation without any limit or protection. This kind of employment violates the core labour standards, as defined by ILO, as well as ILO convention 182 on the worst forms of child labour. Though there were some minor improvements over the years, the covid 19 pandemic reversed those minor improvements and aggravated the situation.

Further, the workers most often develop health disorders, such as tuberculosis, menstrual problems, skin allergies, vision problems, respiratory problems, and depression. There is a growing need for the textile industry to protect the rights of working women, and to comply with ILO standards and laws. The major challenge of the children of inter-state migrants in Tamil Nadu is

discontinuing education, lack of access to integrated child development services (ICDS), health care services and parental care as their parents are subjected to forced labour thus increasing their vulnerability. There is gap between policies and implementation.

Young girls from poor and marginalised communities are majorly recruited to work in the mills. Most of the girls employed within the State are those discontinued their studies as early as 14 to 17 years and join the work to support their vulnerable families and sadly end up in exploitation, violence, malnourishment and health issues. Young girls often get into sexual harassment and violence in the factory including name-calling, slut-shaming, bullying, beating and assault, but seldom they come to light.

Terre des hommes has been working towards the Eradication of child labour, reduction of in exploitative working conditions and promoting decent working conditions in the textiles supply chain since the year 2006 through different project initiatives. Our projects majorly contributed towards prevention of adolescent girls getting into exploitative working conditions, rehabilitation of girls worked in textile industries by providing education and alternative skills support, psychosocial care and life skills education, various awareness on gender and labour rights, strengthening civil societies and networks and worked with the government officials and law enforcement authorities in the Districts of Coimbatore, Nilgiris, Dindigul, Pudukottai, Karur, Erode, Tirupur, Pudukottai and Virudunagar. Given the current situation it required continuous intervention to address the issue holistically.

The proposed project is designed to be implemented in the State of South Asia, India, The textile hub in western Parts of Tamilnadu. Erode, Salem, Dindigul, Tiruvannamalai, Dharmapuri and Pudukkottai Districts of Tamil Nadu State and Orissa and West Bengal States in Eastern India are the target locations. The project follows the multiple strategies and actions of social mobilisation, awareness creation, prevention, rehabilitation, networking, lobbying and advocacy with participation and empowerment as the core values pursued.

The project's overall goal is "Contributing to the achievement of SDG 8.8 -Eradication of child labour, extremely exploitative working conditions and human trafficking in Southern India's textile industry's supply chains." By the end of the project period, the expected outcome is "Promotion of decent working conditions and fair recruitment practices without child/ adolescent/ forced labour in the textile supply chain in." The expected outputs are: 1) Enhanced educational and skill development opportunities for young girls, women, interstate migrants who are in forced labour in textile supply chain. 2) Mechanisms and support systems available in both source and destination points to ensure improved working conditions and protection of labour rights in textile supply chains. 3) Networks of CBOs and CSOs at Block, District and State levels are strengthened and engaging with Government agencies, buyers and suppliers and advocate against violations of labour and human rights and ensure fair recruitment practices, decent working conditions in textile supply chain. 4) An efficient and operational system for the coordination, administration, monitoring, evaluation, and financial control has been implemented. (The management, the staff, other CSOs, institutional members intermediaries, and the participants (beneficiaries) of the project are capacitated.) The strategies to achieve these outcomes and overall goal are briefly presented in the draft concept note that will be shared with the service provider.

The project plans to reach out to 3200 adolescent girls and young people (village, school, and factory level), 2000 – Women / Parents Group members, 150 children of inter-state migrants, 5000 school going children. Institutional Direct Target Group are 100 members of ICC committees in textile mills, 100 members of mill management, 800 members of Civil Society Organisations (CSOs), Local Body Institutions (LBIs), Women’s Organizations & movements and Enforcement Officials, 200 Members of NGOs, CSOs, Campaigns & Networks including Women’s Movements at source States and intermediaries are 400 Members of Lawyers Forum, CSOs, Worker’s organisations, Women’s Groups & Movements, Asha workers, Village Development Committee and Enforcement Officials. 200 schoolteachers and head masers. 100 people of influence including Corporation ward members, (Member of Legislative Assembly (MLAs,) Member of Parliaments (MPs) textile mill managements and Former textile workers. Indirect beneficiaries are approximately 10,000 public

These objectives will be achieved through a number of activities aimed at (i) Running of remedial education centers, running of preschools, accessing quality public education. awareness programmes for school going students, life skill education. Career Counselling, skill training support, enrollment and retention campaigns. , (ii) Mobilisation and capacity building of the workers, Institution of Internal Complaint Committees, Mobilizing broader public through conferences, Multistakeholder meetings, Village Level Watch-dog Committees’ at village levels and ‘Monitoring Committees’ at Block, District and State levels involving stakeholder and the communities, Introduction of ‘Migration Registers’ in Local Body Institutions to monitor migration, Toll free Telephone Helpline and other Digital/social, (iii) Networking, lobbying and advocacy at micro and macro level, Campaigns and awareness programmes, Consultative Meetings with CBOs, CSOs and Women’s Organization & Movements, Messaging and media advocacy, Interface meeting with Trade Unions to facilitate the workers to join the movement, Round Table Discussion with Government & other enforcement officials to take forward the issue with them for appropriate actions, and (iv) Workshops for local personnel capacity building on BMZ financial regulations, management and reporting standards, Baseline survey at the initial phase of implementation, Annual narrative and financial reports in the format requested by the BMZ, Project communication and visibility strategy to BMZ’s visibility guidelines, Three financial audits prepared by an independent auditor, one external evaluation report.

### **Implementation partners**

The project will be implemented by tdh’s partner organisations

CSED (Centre for Social Education and Development), READ Foundation (Rural Education and Development Foundation), ROSE (Rural Organisation for Social Education) and READ (Rights Education and Development Centre) in network with other local organisations like RWDT (Rural Women Development Trust), DEEPAM (Development of Education Environment Parity & Awareness Movement), SINAM (Sadyanodi Ilaignar Narpani Mandram) and HOPE

### **III Objective and Use**

The aim of the feasibility study is to provide terre des hommes Germany, the partner organizations and all stakeholders involved with a sound basis for the elaboration of the full project proposal by clarifying prerequisites, assumptions, opportunities, and risks. The study will also be submitted to

the BMZ for assessment of the overall feasibility of the project. Further objectives of the feasibility study are:

- To assess, using the OECD evaluation criteria, the proposed project goal, outcomes, outputs, and activities and provide recommendations to improve project design
- To assess whether the proposed solutions/strategies are expected to address the gaps and the opportunities identified through a context analysis of the child labour and forced labour situation in the target districts of Tamil Nadu
- To provide implementable recommendations for the purposes of designing a competitive project proposal for a permanent and sustainable reduction of child labour and forced labour and its causes and promotion of decent work

#### **IV Feasibility Study Questions**

To analyze the project proposal regarding the OECD-DAC criteria, to conduct a context analysis, an analysis of the local partner's capacities, a stakeholder analysis and an analysis of the target group the key evaluation questions will include, but are not limited to the following:

##### **A. Context, Partner Organization, Target Group and Stakeholders**

###### **a) Context/Situational/Problem Analysis**

- What is the status and nature of child/adolescent/forced labour and working conditions in textile supply chain in the proposed project areas. What is the exact situation in the localities of intervention (communities)? What does the socio-economic, political, and cultural context look like?
- What are the context specific factors that promote child/adolescent/forced labour and exploitative working conditions in textile supply chain? What are their causes and how do they impact on the living conditions of population groups?
- What needs have been identified based on the problem analysis? What are the specific gender/ diversity specific needs and priorities identified?

###### **b) Analysis of the Local Partner's Capacities**

- What is the local partner's capacity in institutional, technical, staffing, and financial terms to carry out the envisaged project?
- What are Partners capacity on gender-sensitive approaches and gender mainstreaming in the project cycle?
- What measures are needed to build the local partner's organizational and general capacity?

###### **c) Assessment of the Target Group**

- What are the needs of the target group (gender/diversity/age specific needs)? How can these needs be addressed?
- What is the role of the target group(s) in the broader social context? What conflicts of interest could arise between the target group and other, non-target groups as a result of the support provided through the project?

**d) Stakeholders**

- Who are the main governmental and non-governmental stakeholders in the sector and at the project location, in the project region and the project country?
- What are the interests of the stakeholders? Are there any visible conflicts of interest? What interdependencies are to be expected between the project and other interventions/projects supported by the stakeholders? How will this be taken into account in the project concept?

**B. Assessment of the Project Proposal regarding the OECD-DAC Criteria**

**a) Relevance**

- Is the project proposal of relevance to the target group and other stakeholders' needs and priorities?
- Were the right implementing partners chosen for this specific project? Is the project in line with the implementing partner's strategies and capacities? Which relevant capacities should be built for effectively implementing the project?
- Are the indicators relevant to the measurement of the project's outputs and outcome? What other indicators are better suited to measure the envisaged outputs and outcomes?
- How can the project effectively adjust to maintain relevance in case of external changes?

**b) Coherence**

**Internal coherence**

- Is the proposal in line with at least one of tdh's strategic objectives? Can it create synergies among the strategic objectives? How?
- To what extent is the project's logical framework coherent? How can it be improved? This should include a plausibility assessment of cause-effect-hypothesis.
- Is the project in line with the local project partner's objectives/strategies and does it take into account the local partner's capabilities/capacities? How can this be improved?

**External coherence**

- Which interventions of other actors (both state and non-state) exist in the same locality/area of intervention and is coordination/cooperation/harmonization feasible?
- Which opportunities and challenges for coordination and cooperation with other stakeholders can be identified?
- Which added value does the intervention have in comparison with other projects/programmes in the same field of action and/or in the same locality? How can this be improved?

**c) Effectiveness**

- Can the intended outputs and outcomes be met with the proposed activities? Can the proposed indicators effectively measure the planned outputs and outcomes? Is the project's monitoring and evaluation system adequate to measure the envisaged changes?
- Are the activities and the chosen methodology suitable for reaching the project objective?
- Are the project measures adequate to reach the target population in their proposed size and composition?

- To what extent are the defined project objectives realistic?
- What is the project's underlying theory of change and is it plausible?
- Which challenges, risks and opportunities exist regarding the project's planning and implementation?

**d) Efficiency**

- Is the relationship between planned input of resources and results/objectives/impact to be achieved appropriate and realistic?
- Are there any alternatives for achieving the same impact with alternative feasible inputs/funds?

**e) Impact**

- To what extent will the project have a structural impact, to what extent can it serve as a model, and to what extent will it have a broad-based impact?
- What higher-level change regarding social norms, people's well-being, child rights and gender equality will the project have?
- Will the project contribute to any other crosscutting issues (child safeguarding, participation, gender etc.)? How?
- What unintended changes might the project contribute to?

**f) Sustainability**

**Economic sustainability**

- Are the activities/ outputs/ inputs/ strategies planned enough and adequate to guarantee the feasibility/sustainability of the measures proposed? What are the additional activities/ outputs recommended? What strategies are recommended?
- What are the activities that are key to sustain the support provided to communities when the project is finished?

**Institutional Sustainability**

- What will be the legal/technical/institutional requirements for the initiatives proposed to continue after the end of the project?

**Technical sustainability**

- Are the service providers going to be technically fully equipped to continue providing quality services after the project is finished?

**Environmental sustainability**

- To what extent do the measures proposed ensure environmental sustainability?

**V Methodology**

The feasibility study methodology will include, but not limited to, context analysis, literature review, interviews, and focus groups discussions. In summary, this will entail a combination of desk study and field work that consists of consultations and discussions with experts, key stakeholders, and target groups.

## VI Key deliverables of the assignment

The services to be carried out as part of the outlined project consist of the following assignments:

### a) Desk study

- To familiarize with reports and literature relevant to the assignment
- Preparatory meeting with tdh Germany and local project partner (online)

### b) Fieldwork

- 8 days of fieldwork and travel in Tamil Nadu

### c) Follow-up workshop

- To share findings and recommendations and jointly discuss if and how to integrate them into the project planning (online)
- Preparation of a PowerPoint presentation of the findings of the draft feasibility study report
- Moderation of workshop with participants from tdh and local project partners (online)

### d) Draft report

- To be discussed by tdh and local partners with clear recommendations for each of the OECD criteria and feasibility study questions

### e) Final Report of the Feasibility Study in English (of no more than 15 pages excluding annexes)

- Executive summary of no more than 3 pages in English.
- Project description
- Methodology
- Analysis of Context and Local Project Partner
- Analysis of Target Group and Stakeholders
- Assessment of Project Proposal Regarding OECD-DAC Criteria
- Conclusion
- Recommendations
- Annexes (list of people interviewed, key documents consulted, data collection instruments, transcripts of interviews, raw data of questionnaires, signed data protection agreements of all participants)

## VII Tasks and Responsibilities

Feasibility study Process	Timeline	Responsibility
Consultant contracting	19.12.2022	Tdh
Literature/ documentary review / interviews / evaluation/ case studies	21.12.2022 to 22.12.2022	Consultants
Field work	24.12.2022 to 31.12.2022	Consultants
Draft report	3.1.2023	Consultants

Final report	05.1.2023	Consultants
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The feasibility study will be jointly managed by a committee composed by the tdh and the partner organisations CSED, READ, READ Foundation staff appointed by the regional coordinators and directors, respectively. Roles and responsibilities involve:

- Review and selection of consultant
- Inception meeting
- Provision of all relevant documents and information
- Support for logistics and appointments during the study
- Technical guidance for the study consultants
- Leadership of the feasibility study draft report review process including collating comments and facilitating discussion
- Feedback of the feasibility study findings to project managers, implementors and main actors

The study consultants will report to the Regional Coordinators of tdh and/or their designees on all issues related to the study and deliverables and feedback processes.

The consultants will prepare a work-plan that will operationalize the Terms of Reference.

The consultants will prepare the draft and final feasibility report with PowerPoint presentations for each that describe the methodology (briefly), findings, recommendations, and lessons.

The inception report will address the following elements: understanding of the Tors, expectations of the study; roles and responsibilities within the evaluation consulting team; any refinements and elaboration to study questions; methods – qualitative data collection, including possible constraints; outline of the final feasibility report, feasibility study design matrix linking questions – methods – data sources and indicators. The inception report will be approved by tdh.

#### **VIII. Consultant Requirements and Level of Effort**

Applicants may be individual consultant, a group of individual consultants (with sufficient gender balance) with a designated team lead, or consulting companies with relevant evaluation expertise. Applicants must have at a minimum the following qualifications:

- Substantial experience in conducting feasibility studies to a high standard that utilize mixed methods and participatory and gender sensitive approaches.
- Proven experience in the feasibility studies of projects and programmes in the field of Child Rights, Gender justice and labour rights.
  - University degree in the field of Women studies / human rights / labour welfare
  - Knowledge of the conditions, guidelines and quality requirements for projects funded by the Ministry of Economic Cooperation and Development (BMZ)
  - Profound knowledge and experience with the socio-economic/child rights/environmental situation in country India.
  - Very good oral and written proficiency in English and Tamil
  - Willingness to travel to communities where the project operates; and

- No conflict of interest with tdh, BMZ, CSED, READ, READ Foundation and ROSE

The expected level of effort for the evaluation is approximately 15 calendar days. This is an estimate – the level of effort proposed must be aligned with the proposed methodology.

#### **IX Deadline for offers**

1. Offers will be accepted until 14.12.2022 and should include:
  - Narrative proposal of no more than 5 pages including relevant experience, planned methodology, timeline and staffing
  - Detailed financial proposal
  - Two Sample reports: two sample reports (published reports or unpublished reports approved by the respective clients) focusing on the same sector/theme

Applications, including CV and cover letter outlining qualifications for the assignment and a proposal for the consultancy, together with a list of 2 professional references should be sent to: [tdhgip2021@gmail.com](mailto:tdhgip2021@gmail.com), until 14.12.2022.

#### **Proposals must include the following:**

##### **A. Technical Proposal**

- A narrative proposal (no more than 5 pages excluding annexes) and including the following sections:
  - a) Feasibility Study Methodology: Describe your overall approach and FS methodology including, and not limited to, study questions, study design matrix and methodology.
  - b) Specific Expertise: Describe your level of knowledge and expertise conducting feasibility studies with similar scope and thematic areas.
  - c) Key Personnel and Staffing: Describe the key personnel and clear division of tasks. Include CVs (no more than 2 pages each and attached as annex) of key personnel who would be part of the proposed plan.
  - d) Timeline: Include a detailed timeline of key activities and number of days per activity.
  - e) Sample reports: two sample feasibility study reports (published reports or unpublished reports approved by the respective clients) focusing on the same sector/theme.

##### **B. Financial proposal**

- The financial proposal should include detailed line-item budget, with unit and total costs. The cost estimates used to prepare the budget should be presented in Euros. Taxes and insurances shall not be included as this will be of the entire responsibility of the consultant.

#### **Attachments:**

- 1) tdh Child Safeguarding Policy
- 2) Reporting template