



MC – YP – RFQ – 001 / 24

Project/Consultancy Title: National Consultant – Provision of Gender Inclusive Financial and Digital Literacy Training

Project Location(s): Yangon and Ayeyarwady

Background:

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Mercy Corps is committed to accountability to our stakeholders — from the people and communities, we serve to the donors, partners, governments, and team members who support our work. We have a responsibility to all our stakeholders to use our resources to the best advantage and work in a respectful manner with our beneficiaries. We have a zero-tolerance for violations of our Code of Ethics (e.g., Sexual Abuse of Beneficiaries and Community Members (PSEA), Anti-Trafficking Policy, Child Safeguarding Policy, Mercy Corps Ethics Complaint and Whistleblower Policy, Sexual Misconduct in the Workplace Policy and Harassment, Bullying, and Anti-Discrimination Policy and Fraud and Corruption)

Mercy Corps and partners implement the EU-funded NGA-Myanmar program to support increased environmental sustainability and resource efficiency in Myanmar's aquaculture sector. The program supports micro, small, and medium enterprises (MSMEs) engaged in fish production in the Yangon-Ayeyarwady aquaculture corridor to access and adopt cleaner production practices and green technologies, including solutions such as micro circular economies to return nutrients to the ecosystem. This will help the target MSMEs to increase their productivity while reducing water pollution in the Ayeyarwady delta ecosystem.

Purpose / Project Description:

To achieving gender-transformative outcomes, NGA Myanmar has conducted GESI Analysis, including action planning exercise to identify GESI gaps and priority actions for NGA-Myanmar to focus on. Using the five GESI domains, the analysis highlights that while women time poverty exists, the gendered roles and participations present in both household-level reproductive and productive roles, as well as in community-level activities. In addition, there is a lack of GESI awareness among participants due to strong patriarchy values. Stereotyping exists against women, girls, and other excluded groups, whereby they do not consider of possessing inherent leadership qualities. Meanwhile, heterosexual men are perceived to have required competencies, and therefore, should own authorities, both in terms of visible and invisible powers. To address those issues, the GESI Analysis recommends NGA-Myanmar to deliver awareness raising training to participants and conduct other activities to economically empower women (and other socially excluded groups) with the aims of (i) reducing women's time poverty spent on household tasks, and (ii) promoting women- (and other excluded groups-) led economic empowerment. This training aims to bridge the digital and financial literacy gap between men and women, considering the unique challenges and barriers that women may face in accessing and using digital and financial tools.

Consultant Objectives:

Transforming sociocultural beliefs around gender roles is critical to greener aquaculture. NGA-Myanmar uses a GESI Champion Approach that aims to increase men and women's partnership within the household, with support from gate-openers and youth leaders within their community, to challenge ingrained negative gender values, promote women- and other socially excluded group productive participations in aquaculture sector, while improving the adoption of cleaner production practices and green technologies. Through this approach, the program will encourage women's (and other excluded groups') participation in green aquaculture-related decision making, as well as men's involvement in household-related tasks. GESI Champions are selected from within NGA-Myanmar target communities to be provided with capacity building support to help the program to achieve GESI transformative changes. Mercy Corps is looking for an experienced GESI trainer to develop and provide training to GESI champions. The trainer should be willing to empower individuals, particularly women, with foundational knowledge and skills in digital and financial matters while adopting a gender-sensitive approach. This includes:

Basic Digital Literacy: Providing understanding in fundamental digital concepts, internet usage, online communication tools, and social media/apps. Teaching effective browsing skills and safe internet practices.

Financial Literacy: Educating on personal finance basics such as budgeting, saving, and understanding financial terms. Introducing banking services, mobile banking, digital payment methods, and highlighting the benefits and risks associated with digital financial services.

Online Security and Privacy: Teaching how to recognize and avoid online scams, create secure passwords, and protect personal and financial information online.

Gender-Specific Considerations: Addressing gender disparities in digital and financial resources, overcoming gender-based barriers and biases, and promoting equal opportunities for men and women in these realms.

Empowerment and Confidence: Building confidence in using digital tools and engaging with financial systems, particularly among women. Empowering women to actively participate in decision-making processes related to technology and finance.

Consultant Activities:

The Consultant will carry out the following activities:

1) Preparatory work:

- Review relevant program documents.
- Preliminary discussions with NGA-Myanmar team
- Develop workplan.
- Develop key talking points for participants (gendered roles and responsibilities in financial decision making, benefits of financial inclusion for women, digital tools for financial management, digital safety, and security)
- Develop simple training curriculum/design and tools¹

2) Deliver Gender Inclusive Financial and Digital Literacy training to participants

- Carry out basic level of financial and digital literacy training to participants, including practical training evaluations by participants.
- Prepare short training report (maximum 5 pages, A4, Arial 11), including recommendations.

¹ Training design should incorporate adult learning principles and focus on key GESI behaviors to be promoted. In person training to be delivered not more than 2 days per group (around 6-7 effective hours per day).

Consultant Deliverables:

- 1) Workplan
- 2) Discussion points
- 3) Training curriculum/design and tools
- 4) Gendered Financial and Digital Literacy training
- 5) Training report

Timeframe/Schedule: From May 2024 to June 2024

- Workplan: 3 days after contract signature
- Discussion Points: 2 weeks after contract signature
- Training curriculum: 2 weeks after contract signature
- Gendered Financial and Digital Literacy training: 3 weeks after contract signature
- Training report: 4 weeks after contract signature

The Consultant will report to:

NGA Myanmar GESI Program Officer

The Consultant will work closely with:

NGA-Myanmar Team (including partner), and Gender Advisory team

Required Experience & Skills:

- Relevant expertise and experience.
- Ability to deliver training in Myanmar language.
- Ability to legally work in Myanmar and in the current security context in Myanmar.
- Ability to work under pressure and deliver quality products under tight deadlines.

What to Submit

Interested applicants should carefully note the minimum qualifications and submit a **CV and a cover letter (one-page max.) detailing relevant experience as well as indicating your daily rate in MMK to ppaing@mercycorps.org latest by 05 May 2024 at 5:00PM Myanmar Time.**

Diversity, Equity & Inclusion

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives. We recognize that diversity and inclusion is a journey, and we are committed to learning, listening, and evolving to become more diverse, equitable and inclusive than we are today.

Equal Employment Opportunity

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

Safeguarding & Ethics

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our stakeholders and to international standards guiding international relief and development work, while actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.