

# TERMS OF REFERENCE

## Implementing Partner in Guatemala for RISE Financial Health Workplace Program

### August 2024

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[CLICK HERE TO ACCESS THE FORM TO REGISTER YOUR INTEREST](#)

## BACKGROUND

Bringing together the world's four largest women's empowerment programs in the global supply chains - BSR's HERproject, CARE International, Gap Inc.'s P.A.C.E. Program and ILO-IFC Better Work, RISE will leverage the combined experience in over 21 countries to achieve transformative change for the millions of women who work within supply chains globally.

RISE focuses on three interrelated pillars of action to tackle both immediate barriers and medium/long term structural improvements for women workers. These include increased agency, confidence, and communication, increased access to and control over financial products, services and resources, enhancement of the capabilities of unions and industry organizations to serve as gender champions, and implementation of policies at the workplace level, but also regional and national levels that promote gender equality.

**Pillar 1: Capacity Strengthening:** Working in factories in key countries, RISE will achieve impact with a network of local civil society partners and organizations working on gender equality to deliver worker capacity building programs. There will be three options available (i) Basic – a one module training (ii) Foundation – a 13 month needs based worker training program and (iii) Transformation a 12+ month worker and manager capacity building program.

**Pillar 2: Market Transformation:** RISE will work with and encourage leadership from industry actors (brands, buyers, suppliers, and worker representatives) to improve operating practices at all levels in global value chains to support greater gender equality outcomes.

**Pillar 3: Influencing:** RISE will leverage the founding partners' existing relationships and identify opportunities to work in partnership to influence employer/company/factory policies, programs, and budgets, as well as government policies that impact workers, in particular women workers, and support the breaking down of harmful social and gender norms.

These three workstreams are supported by two cross-cutting pillars. One on data, evidence and learning and one on women worker voice and representation.

## ABOUT RISE FINANCIAL HEALTH

RISE Transform Financial Health is RISE's comprehensive approach for increasing financial inclusion and improving financial health and resilience for women and men workers in the garment industry. It builds on legacy programs from HERproject. The holistic program includes three main workstreams:

Capacity strengthening – Through workplace program interventions, RISE supports workers, especially women, to access, use and benefit from financial products and services, including payroll accounts, and build their financial capability to improve their financial health and resilience.

Market transformation – RISE works with global buyers, suppliers and financial service providers to expand financial inclusion and health through making the business case for gender responsive wage digitization that increases efficiency and transparency in global supply chains and develops a new active market segment for financial service providers.

Influencing – RISE collaborates with key stakeholders to address systemic barriers to support the scale of financial health in global supply chains ensuring women workers' voices are heard.

RISE works with the garment sector and financial sectors in Bangladesh, Cambodia, India, Vietnam and Egypt, to deepen and scale financial inclusion, including through digital payroll, that leads to improved financial health for women and men workers. This includes sharing insights and learning across markets to strengthen program outcomes and impact for women workers. RISE is now expanding RISE Financial Health to Guatemala, and looking for an implementing partner.

## PURPOSE OF THE WORK

RISE is seeking an organization based in Guatemala to implement the RISE Financial Health workplace program in the country. **Please fill out this form to register your interest in this work. Our team will reach out with more details.**

## SCOPE OF WORK

- The organization will be delivering the RISE Financial Health program at the garment factories in Guatemala following RISE curriculum and design. It includes:
  - Conduct 6 capacity strengthening sessions covering 3 to 5% of the workforce (peer educators). Topics covered are use of financial services, financial planning, budgeting, saving and borrowing, and talking about finances with family.
  - Conduct 3 refresher sessions with peer educators.
  - Arrange 1 middle management training.
  - Engage with top and middle management during program implementation through an introductory, mid-term and closing meeting.
  - Facilitate the connection between reputed and reliable financial service providers and workers.
  - Conduct Baseline and Endline surveys with a subset of workers and prepare reports following the Monitoring & Evaluation (M&E) framework of RISE.
  - Prints and distribute flipbooks and relevant IEC (Information, Education & Communication) materials to the workers and managers.
- The organization will appoint a project team to manage the program and to be in communication with RISE, brands and factories.
- RISE will connect the organization to factories to deliver the program.
- RISE expects good quality work from the organization, which should appoint qualified facilitators who have expertise in gender, soft skills and financial health in the garment sector and/or in supply chains in Guatemala. The organization should have an internal quality assurance procedure to uphold the RISE standard.

## QUALIFICATIONS

- The organization should be a registered entity with rights to work in Guatemala and adhere to all local laws and regulations in the country.
- Proven experience in conducting capacity strengthening with vulnerable populations and with a no harm approach.

- Demonstrated knowledge and project implementation experience in the areas of gender equality, women's economic empowerment, supply chains, financial health and capacity building, preferably in garment and footwear sector or related industries of Guatemala.
- Strong knowledge and experience in the areas of financial inclusion, gender equality, women's economic empowerment.
- Strong analytical and report writing skills.
- Strong project management skills, including timely and clear communication and managing project expectations, and working with industry stakeholders, including brands and factories, under tight timelines.
- Fluency in written and spoken Spanish is mandatory. Demonstrated experience in producing report in Spanish is required. Understanding of English is desirable.
- Ability to work closely with RISE global and national technical teams.

## REPORTING

The organization will report to the RISE Guatemala Country Coordinator and work closely with the Project Manager and Associate.

## PAYMENT

The fees will be agreed in advance and payment will be made upon satisfactory completion of the deliverables. The organization will be responsible for its own taxes and other statutory obligations.

## CONFIDENTIALITY & INTELLECTUAL PROPERTY

The organization is expected to maintain the confidentiality of all programs related information. All reports, data and other materials generated by the organization will be property of BSR.