

TERMS OF REFERENCE

Local Partner in Cambodia for RISE Respect Program Adaptation

September 2025 – March 2026

BACKGROUND

RISE is a collaborative effort with the goal of delivering a unified approach to women's empowerment in global supply chains. 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. This includes RISE Respect, a 12 month workplace program which seeks to prevent and address violence and harassment in the world of work.

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.

About RISE Respect

RISE Respect program is a comprehensive approach for preventing and remediating Gender Based Violence and Harassment (GBVH) in the garment supply chain. The program contemplates three main workstreams:

- **CAPACITY STRENGTHENING** - Through its workplace program (see next page for details), RISE Respect promotes gender equality and cultivates more equitable relationships and attitudes among women and men in global supply chains, which ultimately help preventing violence and harassment in the workplace and in intimate relationships.
- **MARKET TRANSFORMATION** - RISE's objective is to provide a safe space for brands, suppliers, and workers representatives to reflect on business practices, and compliance approaches, and define mutually agreed strategies for prevention and remediation of GBVH.
- **INFLUENCING** - RISE Respect supports the alignment to existing legal frameworks and aims at generating new evidence to help inform progressive public policies on tackling GBVH, ensuring women workers' voices are heard.

The workplace program is currently available in Bangladesh, Guatemala, India and Vietnam. It uses a combination of intervention strategies to create a more harmonious and equitable work environment, including:

- Participatory training for workers and managers, to develop understanding of gender and power and how it interplays in relationships, and to build skills to prevent and address GBVH. Training is delivered to 3-5% of female and male workers, and 10% of supervisors.
- Joint sessions between workers and managers to provide a space for dialogue, develop a shared language about GBVH and mutually agreed strategies for prevention and remediation.
- In-depth support on how to strengthen policies and mechanisms to prevent and remediate GBVH.
- Awareness campaigns to inform workers of grievance and support mechanisms within the factory and community.

PURPOSE OF THE WORK

RISE is seeking an organization to serve as the gender expertise partner for the **adaptation and delivery of the RISE Respect Program in Cambodia**. The organization will report to the **Cambodia Country Manager** and the **Cambodia Coordinator**, while working closely with the **global RISE Respect team**. The organization will be responsible for supporting program adaptation, stakeholder engagement, and project delivery to ensure high-quality, contextually relevant outcomes.

SCOPE OF WORK

Responsibilities will include:

Program Adaptation

- Conduct a rapid assessment using participatory methods (country analysis, worker/manager interviews, focus group discussions).
- Lead adaptation and contextualization of RISE Respect materials (curricula, toolkits such as flipbooks, posters, guides, and communication materials) to the Cambodian context.
- Translate all program content and materials (English to Khmer), ensuring accuracy and cultural relevance.
- Participate and attend the Training of Trainers (ToT) sessions with led by the RISE Cambodia Country Manager, Cambodia Coordinator, and global RISE Respect team.

Stakeholder Engagement

- Support the Country Manager and RISE team in engaging brands, suppliers, unions, and industry platforms to prepare for piloting.
- Co-facilitate training for the Women's Union Network (WUN) alongside implementing partners and the Country Manager.
- Integrate adapted RISE Respect materials into Women Empowerment House (WE House) activities and platforms.

To note:

- It is expected that 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 upon completion of program adaptation.
- RISE expects good quality work from the organization and so the organization should appoint qualified facilitators who have expertise in gender, soft skills, GBVH and system strengthening work in the garment sector. The organization should have an internal quality assurance procedure to uphold the RISE standard.

Deliverables

Upon completion of the rapid assessment, **a report is expected to capture the learnings and findings of the current GBVH prevention, knowledge and policies in place for workers in Cambodia.** Based on the conclusions, the organization will be adapting the RISE Respect program at the garment factories in Cambodia following RISE curriculum and design. It includes:

- 1 Needs Assessment for Top Management
- 6x capacity strengthening sessions divided in 3 cohorts (men, women, managers). Topics covered are gender issues, social norms, communication, types of violence and how to prevent and remediate them.
 - 2 refresher sessions and 3 joint sessions between management and workers on gender, communication and GBVH issues.
 - GBVH Policy Guides for factories to set up a functional workplace system and policy to prevent and address GBVH.
 - 1 top management training session.
 - Develop content for top and middle management discussion during program implementation through an introductory, mid-term and closing meeting.
 - Guide factories to set up a functional workplace system and policy to prevent and address GBVH.
- 6x Workplace System Strengthening (WSS) sessions with the senior management and anti-harassment committees to strengthen the workplace systems on GBVH.
 - 1 townhall session with all the workers and managers in the factory at the end of the program to aware them on the policies and system on GBVH.
 - Mapping of reputed and reliable local organization and workers to avail required legal and psychosocial or other support related to GBVH.

- Review Baseline and Endline survey questionnaire with a subset of workers following the Monitoring & Evaluation (M&E) framework of RISE.
- Develop flipbooks and relevant IEC (Information, Education & Communication) materials to the workers and managers.

QUALIFICATIONS

- The organization should be a registered entity with rights to work in Cambodia 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 experience in conducting sessions following adult learning principles on gender, soft skills, GBVH issues with workers and managers in the garment sector in India.
- Strong knowledge and experience in the areas of gender equality, women's empowerment and GBVH.
- Experience on system strengthening and policies on GBVH in the factories and expertise to facilitate worker management dialogue on sensitive topics.
- Strong project management skills, including timely and clear communication with factory management & RISE and managing project expectations, and working under tight timelines.
- Fluency in written and spoken in English and Khmer is mandatory. Demonstrated experience in producing report in English and translation skills are required.
- Ability to work closely with RISE in country and global teams across time zones.

REPORTING

The organization will report to the RISE Cambodia Country Lead and work closely with the RISE Respect Program Lead, and RISE 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.

PROPOSAL & BUDGET

Interested organisations must submit an application to recruitment@riseequal.org **before 5th September 2025** and reference the job title 'RISE Cambodia Local Partner' and in the email title and file name Please send a proposal and a budget breakdown (including two references) detailing the experience, expertise of the organization, labor cost and the relevant project team to deliver the work.

Confidentiality Statement and Intellectual Property Rights

All data and information received from BSR for this assignment are to be treated confidentially and are only to be used in relation to the execution of these Terms of Reference.

All intellectual property rights arising from the execution of these Terms of Reference are assigned to RISE, as part of BSR. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of RISE.

Only suitable organisations will be contacted for an interview.