

# Terms of Reference for Consultancy Service Responsible Business Alliance for Countering Trafficking in Persons in Nepal

National Business Initiative - Hamro Samman Project

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## 1. Background

### About Human Trafficking

The United Nations defines human trafficking as *the recruitment, transportation, transfer, harboring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for an improper purpose including forced labor or sexual exploitation.*

Nepal is a **source, transit and destination country** for labor, sex, organ, and other emerging forms of trafficking. The Global Slavery Index 2017 estimates that about 171,000 Nepalis are in forced labor or other forms of trafficking at any given time, with millions more vulnerable due to poverty, lack of employment and other livelihood opportunities and lack of information about trafficking and services for victims and survivors. Countering trafficking-in-persons efforts include actions related to prevention of trafficking-in-persons (TIP), protection of survivors and at-risk population, as well as prosecution of traffickers in active partnership among the Government of Nepal, together with the civil society and the private sector.

### About Hamro Samman Project

The USAID Hamro Samman project is a five-year CTIP project implemented by Winrock International. One of the objectives of Hamro Samman is to catalyze partnerships with and among the private sector, also known as Private Sector Engagement (PSE) for CTIP, to increase and improve services for trafficking-in-persons and at-risk populations. NBI is a partner in Hamro Samman Project to increase business sensitivity and action on CTIP in Nepal.

### About NBI

NBI is a non-profit making organization established by major business associations and private companies of Nepal in 2005 with a vision to establish sustainable peace in Nepal through responsible socio-economic growth. The mission of NBI is to promote responsible business practices. To know in detail about NBI please visit our website in the link [www.nbinepal.org.np](http://www.nbinepal.org.np)

One key activity for NBI as a partner in Hamro Samman project to increase business sensitivity and action on CTIP is creation and sustenance of High-level Business Alliance.

## 3. About Business Alliance

**Business Alliance for Countering Trafficking in Persons in Nepal** is an informal high level strategic alliance of business to enhance business sensitivity and engagement in CTIP issues. Broadly, the priority CTIP issues under the NBI and HS partnership are:

- 1) Expanding skill building and job access for target population;
- 2) Increasing TIP awareness and changing behavior of target population; and

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- 3) Catalyzing further business engagements and system-wide collaborations through wider learning and demonstration of scalable and innovative PSE models.

The alliance will adopt **AAA Framework** as the model for engagement of private sector in CTIP issues. AAA stands for Acknowledgement, Act and Act. It is a global framework developed by Business and Government Forum of the Bali Process to which Nepal is also a state party. To learn more about Bali Process, please visit here : <https://www.baliprocess.net/>

In the first year, 10-15 key business champions, prominent and influential leaders from the private sector, who can successfully lead conversations and drive action around TIP, were taken onboard in the Alliance.

## **Alliance Mandate/Purpose**

Initially, efforts of the Alliance members are expected to be geared towards guiding and supporting efforts of NBI and HS under private sector engagement, inclusive of activities directly relating to their own organizations. Broadly, examples of the Alliance's mandate may include:

- Providing technical support to develop short and long-term Private Sector Engagement action plans
- Increasing communication and collaborative action within the Alliance and stakeholders in the business space in general;
- Catalyzing and supporting innovation within the CTIP and PSE system;
- Publicly display the business solidarity for CTIP activities including making a public commitment, engaging in one or more priority CTIP issues listed above, etc.
- Participate actively and take leadership in NBI-HS project activities such as co-creation workshops, learning events, round tables, public launch of Initiatives, etc. along with assessment of progress and plan for the future.

## **Governance of Alliance**

NBI will facilitate creation of the Alliance and manage its secretariat for the first 3-4 years of its life. The Alliance is expected to evolve over time. It may grow organically to include other business members. The Alliance could also self-organize, and some members may leave while other representatives may take their place. Entry and exit in the alliance is voluntary.

Inspired by the activities of the national level business alliance, regional level Business Alliances, if sufficient business interest exists, could be facilitated by NBI.

## **4. Scope of Work**

NBI seeks to hire a consultant to support the following key activities Responsible Business Alliance Activities:

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Expand the RBAN members: NBI will work to grow RBAN members to encompass more businesses especially those in provincial capitals and Hamro Samman project districts. NBI will conduct outreach to reaffirm existing members and expand the RBAN, to a membership of 15-30 national level members. Among others, new members will include key influential businesses in Foreign Labor Migration Sector and Adult Entertainment Sector.

Capacitate and Operationalize the RBAN members: NBI will orient the members on the RBAN ToR and ask to sign the Business Pledge. Members will be also oriented to PS-focused CTIP and the Responsible Business Toolkit for CTIP in Nepal.

Development of Responsible Business Toolkit for CTIP: NBI will lead the development of a Responsible Business Toolkit for CTIP in Nepal (RBT) to be utilized by RBAN members to guide ethical business practices. NBI will reach out to national and/or international resources based in Asia such as Mekong Club<sup>1</sup> and Walk Free Foundation<sup>2</sup> to inform the development of the toolkit based on and complying with international norms and standards.

Training of Trainers (ToT) Program: NBI will organize a residential two-day ToT program in Kathmandu for 30 individuals, mainly RBAN members, but also including Hamro Samman's private sector partners. The purpose of the ToT will be to orient them on the RBT and how to deliver the Private Sector-centered CTIP orientations.

Promote the visibility of RBAN: NBI will provide all the members with sign boards of their membership and signed pledges, for display at their corporate office. NBI will also develop RBAN-branded messages and personal pledges for the RBAN members to disseminate through their existing communication channels (including social media, company websites, email signatures, among others).

## Periodic Engagement with the Alliance for M&E and Adaptive Management

To manage the Alliance and its efforts and to maintain healthy engagement level with and among its members, NBI will periodically encourage and convene its members through workshops, learning events, quarterly meetings, setc.

NBI will also monitor progress based on the M&E parameters developed and set and adjust future plans of the Alliance accordingly.

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<sup>1</sup><https://themekongclub.org/>

<sup>2</sup><https://www.minderoo.org/walk-free/>

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## **5. Required Knowledge, Skills and Abilities**

NBI seeks following qualification and competencies for successful candidate:

- In depth knowledge and understanding of CTIP issues, drivers and human trafficking.
- Adequate experience and network with private sector, relevant government agencies and other stakeholders

## **6. Duration**

The Duration of the work is for 48 working days within the project period i.e. April 2021- February 2022.

## **7. Communication**

Interested parties should submit their personal biodata and evidence supporting competence along with timeline and budget to NBI's email [info@nbinepal.org.np](mailto:info@nbinepal.org.np). Any enquiries and information can be directed to Prabhakar Sigdel (9841476826) and/or Yogita Bajracharya (9860509731).