Network India

UN GCNI Gender & Markets Workstream (2026–2030)

Strategic Programme Framework & Implementation Plan

Advancing Gender Equality as a Market Imperative

PART A: TERMS OF REFERENCE (RFP) – KNOWLEDGE PARTNER

1. Context and Background

United Nations Global Compact Network India (UN GCNI) is the local network of the UN Global Compact, advancing responsible business conduct and sustainable corporate practices aligned with the Ten Principles and the 2030 Agenda for Sustainable Development.

Under the **Gender & Markets Workstream (2026–2027)**, UN GCNI is operationalizing Phase 1 to build an evidence-based diagnostic framework, evaluate corporate baseline practices across key industrial hubs, and launch the **India Gender & Markets Diagnostic Framework** at the flagship **Gender Equality Summit (GES 2027)** in March 2027.

UN GCNI invites proposals from qualified research institutions, think tanks, consulting firms, and development advisories to serve as the **Knowledge Partner** for Phase 1.

2. Objectives of the Assignment

The Knowledge Partner will lead the conceptualization, indicator design, survey rollout, qualitative synthesis, and authoring of the core intellectual assets for the Gender & Markets Workstream:

1. Design the **Gender & Markets Diagnostic Framework**, covering common indicators, qualitative inquiry lines, and measurement metrics.
2. Formulate and administer baseline diagnostic instruments across a founding cohort of 10–15 corporate champions.
3. Conduct and synthesize multi-stakeholder consultations across three strategic focus areas:
    - **Area 1: Leadership & Governance** (C-suite progression, P&L ownership, board succession).
    - **Area 2: Finance & Investment** (Access to capital, credit barriers, gender-responsive procurement, supplier diversity).
    - **Area 3: Workforce & Operations** (Plant/frontline practices, shift design, shop-floor safety, retention).
4. Author the **Initial Corporate Baseline Report** incorporating corporate evidence, sectoral gaps, and systemic barriers.
5. Formulate practical **Company-Level Gender Action Plan Templates** and a structured **Phase 2 Pilot Implementation Roadmap**.
6. Support the formal release, executive presentation, and launch narrative at **GES 2027** in March 2027.

3. Detailed Scope of Work (SOW)

- **Task 1: Methodology & Framework Development (November 2026)**
    - Formulate the methodology note detailing primary and secondary research lines.
    - Develop the indicator matrix spanning the three focus areas (Leadership, Finance/Procurement, Workforce).
    - Design quantitative survey instruments and qualitative semi-structured interview guides for corporate C-suite, procurement heads, and plant/HR leaders.
- **Task 2: Multi-Hub Regional Consultations & Data Ingestion (December 2026 – January 2027)**
    - Act as lead knowledge moderator/facilitator for three regional consultations:
        - *Area 1:* Mumbai / Delhi-NCR (Corporate HQs, CXOs, CHROs).
        - *Area 2:* Mumbai / Bengaluru (Banks, DFIs, venture funds, corporate supply chain leads).

        - *Area 3:* Pune / Chennai / Bengaluru (Industrial corridors, manufacturing plants, operations).
    - Ingest and clean survey data from the founding cohort of 10–15 participating companies.
    - Conduct targeted deep-dive interviews with select cohort participants.
- **Task 3: Analysis, Report Writing & Pilot Roadmap (February 2027)**
    - Analyze baseline survey findings and qualitative consultation transcripts.
    - Prepare and present the preliminary findings to the **Advisory Council / CEO Council** for validation.
    - Draft the comprehensive **Corporate Baseline Report** and finalized **India Gender & Markets Diagnostic Framework**.
    - Draft the **Phase 2 Pilot Implementation Roadmap**, detailing pilot intervention areas, partner roles, baseline targets, and evaluation metrics for corporate deployment starting April 2027.
- **Task 4: Presentation & Launch at GES 2027 (March 2027)**
    - Prepare high-level presentation decks, executive summary briefs, and launch collateral for the plenary session at the Gender Equality Summit.
    - Co-facilitate/present the findings alongside UN GCNI leadership and advisory members during the summit showcase.

4. Key Deliverables and Payment Milestones

The total professional fee allocated for this assignment is capped at **INR 10,00,000 (Indian Rupees Ten Lakhs only)**, inclusive of all personnel costs and analytical tools, exclusive of applicable GST.

5. Eligibility and Evaluation Criteria

- **Organizational Profile:** Registered legal entity (think tank, university institute, research consulting firm, or advisory body) with minimum 5 years of operational standing.
- **Domain Expertise:** Demonstrated experience in corporate gender benchmarking, ESG/sustainability advisory, diversity equity & inclusion (DEI) diagnostics, or market-led development research.
- **Technical Lead Profile:** Lead Principal Investigator / Engagement Director must possess minimum 8+ years of relevant experience in gender research, business-human rights, or public policy.
- **Evaluation Matrix:**
    - Technical Methodology & Approach: 40%
    - Relevant Organizational Track Record & Past Publications: 30%
    - Key Personnel Qualifications: 20%
    - Financial Proposal Alignment: 10%

6. Submission Guidelines

Interested entities must submit:

1. Technical Proposal detailing approach, methodology, work plan, and risk mitigation.
2. Institutional credentials and CVs of assigned key personnel.

- **Submission Deadline:** 16 November 2026
- **Submission Email:** procurement@globalcompact.in CC nancy.dcruz@globalcompact.in