

TERMS OF REFERENCE (TOR)

Daayitwa Nepal Public Policy Fellow

I. Background

Nepal strives to graduate from LDC to middle-income country status by 2030. The excessive focus of Nepal's development paradigm on socio-political empowerment however, has not yielded the desired economic transformation. In fact, the dismal domestic youth employment has heightened foreign migration, lowered domestic productivity, and increased economic dependence on foreign nations. Daayitwa, with a focus on economic empowerment, envisions an enterprising Nepal where every youth has opportunities for a prosperous future and aims to:

- Promote inclusive and enterprise-led economic growth
- Strengthen governance of inclusive enterprise ecosystem
- Bolster community engagement for enhanced livelihoods

Towards these goals, Daayitwa executes three programs. The Rural Enterprise Acceleration Program (REAP) supports rural high-growth entrepreneurs to accelerate their businesses, create jobs and incubate other local entrepreneurs. In linking the grassroots and government level engagements, the Yuwa Aaja! Program supports civic innovators to run social campaigns and nurture enterprising mindset in Nepal. The Daayitwa Abhiyaan also comprises three other entities, Nepal Leadership Academy, Governance Lab, and Daayitwa U.S.

Daayitwa Nepal Public Policy Fellowship (DNPPF)

As Nepal is navigating the federalism process, the strengthening of governance systems in the federal model has become critical so that the immense potential for economic growth can be harnessed through power devolution. The growing talent, passion, and energy of youths in Nepal and across the world is a tremendous resource-base for the development of the country yet their engagement in bolstering the public systems and domestic economy has been limited. Moreover, the persisting political instability in the country has eroded the youth's faith in their own government, and youth's weak participation in development processes and impatience for rapid results has also tarnished the government's perception of them. The trust deficiency on both sides has created a barrier, hindering youth-government collaboration for sustainable economic growth.

In addressing the issue of youth employment and youth-government trust deficit, for the past seven years, the Daayitwa Nepal Public Service Fellowship Program (DNPSF) has been enabling youths to collaborate with the government for conducting economic policy research and promoting evidence-based policy decisions. The fellowship program competitively selects and places young professionals and students in public agencies and with parliamentarians for 3-6 months, builds their technical and adaptive capacities, and enables them to provide research support to their public partners. During the past seven fellowship cycles (2013-2019), the fellowship program, has supported 99 policy entrepreneurs from 28 countries to collaborate with 28 ministries and public agencies, and 24 parliamentarians to conduct research projects.

This year, under DNPSF, we are launching Daayitwa Nepal Public Policy Fellowship (DNPPF), with a key motive of "My Government, My Responsibility." The Government of Nepal and Daayitwa have been partnering to identify and apply innovative methods of conducting research to find evidence for promoting entrepreneurship and strengthening governance.

The DNPPF 2020 program will consolidate the action learning from the past seven years and have the following objectives:

- Promote domestic youth employment
- Strengthen youth-government policy collaboration
- Nurture evidence mindset in federal and subnational governments

This collaborative initiative has become an action-platform for Nepali students and young professionals, in Nepal and internationally. The fellows also partake in a Leadership Course provided by the Nepal Leadership Academy designed at Harvard Kennedy School of Government by Professors Marshall Ganz and Ronald Heifetz in collaboration with Dr. Pukar Malla, Executive Chairperson at Daayitwa. The course is built on Nepal's socio-cultural and political context that teaches the youth public speaking, collaborative work and adaptive leadership. The fellows also receive Research Mentorship with the Governance Lab, which aims to nurture technical and leadership capacity of public officials for enhanced implementation and impact.

This year, we have identified and divided key policy issues into five thematic research topics:

- Access to Investment
- Women's Economic Empowerment
- Enterprise Value Chain
- Youth Employment
- Governance Reform

II. Project Overview

Project	Mapping Skills Of Rural Women Entrepreneurs
Government Agency Placement	Ministry of Women, Children and Senior Citizens
Location	Singha Durbar, Kathmandu, Nepal

OVERVIEW

The Ministry of Women, Children and Senior Citizens aims to empower women, children and senior citizens, especially those who are economically disadvantaged, socially deprived or otherwise under-served. Women in Nepal continue to face economic and social restrictions that rarely provide access to finances.

The fellow will conduct research on women entrepreneurs in rural Nepal by analyzing the different interventions taken by the Ministry. The research will incorporate an area skill survey that maps out their knowledge and skills levels, and provides an understanding of their capabilities. The fellow will also research on how the future interventions that target women across rural Nepal can be connected. Additionally, there are several registered cooperatives that were established with the aim of providing capacity enhancement training and interventions to female entrepreneurs. The research will investigate the efficiency of these cooperatives, and in instances where they positively contribute, provide recommendations on how they can be revived and utilized by the Ministry for leadership interventions in the future. The fellow will be placed under the supervision of the Joint-Secretary Maan Maya Pangeni at the Ministry.

ACTION

While the Terms of Reference (TOR) will be further refined while partnering with government agencies, the general areas of action are defined below.

1. Analytical and Executory Support

Exe: Successful fellow will develop specific-research questions, scope of analysis, rigorous methodology, and concrete research outputs in close collaboration with Daayitwa Team and the Public Agency.

Action Initiatives: Based on the in-depth study, the Fellow will collaborate with Daayitwa Team and the agency to develop and lead advocacy actions or specific initiatives to implement the findings of the research to make public impact.

2. Adaptive Leadership Development and Capacity Enhancement

- The team of Fellows will partake in a series of Leadership Course developed by the Nepal Leadership Academy, designed at Harvard Kennedy School of Government by Professors Marshall Ganz and Ronald Heifetz in collaboration with Dr. Pukar Malla, Executive Chairperson at Daayitwa.
- The team of Fellows will also participate in a public administration course.
- To equip Daayitwa Fellows with technical tools and contextual knowledge, the following capacity enhancement support will be provided:
 - Introductory course on governance and legislation process of Nepal
 - Training on scientific methodologies for undertaking engagement activities
 - Effective communication and relationship building skills
 - Writing skills for reports, briefs, blog, peer-reviewed journals, wiki, and media outlets

3. Synergistic Collaboration

- The Daayitwa Fellows will work collaboratively to understand perspectives, challenges, and innovative solutions that could help achieve the common or central objectives of governance reform for economic prosperity and inclusive growth.
- The Fellows and the agency (and their team) will explore collaboration opportunities with other ministries, members of the parliament, public, private and social sector, and respective constituents.
- The Fellows and the agency staff will participate in advocacy and dialogue, through platforms provided by Daayitwa initiative, such as panel sessions, symposium, and online forums.

KEY DELIVERABLES

1. Present Work Plan to Daayitwa team and research mentor	June 15
2. Bi-weekly Engagement with assigned supervisor at the agency	Every two weeks
3. Monthly Engagement with assigned supervisor at the agency	By the end of every Month
4. Final-Report	August 21*

5. Symposium	August 31*
--------------	------------

**tentative*

COMPETENCIES

The ideal fellows will be highly motivated and talented Nepali youths living abroad and in Nepal, who are passionate about Nepal's development with the goal of leveraging their outstanding credentials, analytical abilities, and professional and academic networks to find practical solutions to solve our nation's challenges.

Category	Required Qualifications (Must meet to be considered)	Preferred Qualifications (Highly desirable qualifications)
Academics	<ul style="list-style-type: none"> - High academic achievement (respected university, high GPA, coursework rigor) - BA/BS in Public Policy, Economics, Business or a related field OR Masters in Public Policy, Economics, Business or a related field (or ongoing) 	<ul style="list-style-type: none"> - Academic rigor of the academic institution - Masters completed with some work experience - Matching academic coursework
Professional Experience	<ul style="list-style-type: none"> - Policy analysis and research work in international or national setting - At least a year of work experience in a related field 	<ul style="list-style-type: none"> - Legislative bill analysis experience - Research experience in Nepal
Availability	- Full time for 3 months between June 1st Aug 31st	
Daayitwa	<ul style="list-style-type: none"> - Passion, interest and a personal sense of Daayitwa towards Nepal's development - Demonstrated leadership or active participation in Nepal-related initiatives or issues - Desire to actively contribute to Nepal's development 	<ul style="list-style-type: none"> - Demonstrated leadership in university, community or in professional field