



Consultancy for Capacity Assessment of Women’s CSOs/ Women’s Groups in The Gambia to Strengthen Community Engagement through the Community Structures

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE	
Hiring Office:	UNFPA, The Gambia
Purpose of consultancy:	<p>In the Gambia, the majority of the NGOs are heavily invested and active in the Greater Banjul Area. Apart from the Greater Banjul, there are 5 additional regions which are often not supported. In the spirit of Beijing +25, it remains critical to create sustainable community structures for women and girls and ensure that rural women are not left behind.</p> <p>The implementation of community based programmes for women and girls have been impeded with the emergence of the COVID-19 pandemic. The current modality for most of the NGOs and partners is to implement from Banjul. This practice does not institutionalize sustainable impact to empower community structures, or the agents who reside within that structure, classical social movement theories clearly explain that if we want to change a structure, we need to engage the actors inside that structure. The impact of COVID-19 proved that it is very important to empower community structures in a way that women’s agencies, such as women groups or CSOs are actively engaged and become self-sufficient to address various challenges that affect their lives, especially if the external services are scarce, or limited. To strengthen women agencies, especially existing women groups, or CSOs (formal or informal), the United Nations Population Fund, (UNFPA), World Food Programme (WFP), and the United Nations Development Programme (UNDP) conceptualized a holistic approach to community engagement that will enhance the capacity of the women CSOs and Women’s groups in the remote rural areas under the umbrella of the Ministry of Women, Children and Social Welfare The broad objective of the consultancy will be to:</p> <ul style="list-style-type: none"> - Map out the existing community engagement structures or CSO’s with the Women’s Groups/ Women’s CSOs with a formal Governance System Under the Ministry of Women, Children and Social Welfare, and create the future “Federation of Women’s CSOs/ Groups”. - Examine the enabling environment for protection and safeguarding of women and girls mechanisms on various forms of gender based discrimination, including Gender Based Violence (GBV) and Harmful practice such as child marriage and female genital mutilation (FGM) with increased access to information, services and skills on Gender & Social Norms, GBV & Its negative consequences, Sexual and Reproductive Health and Rights, including Family Planning, Service on SRHR and GBV and Referral, Hotline services, Dignity Kits, Psychosocial Programmes. - Find out the situation of women to leverage economic and business skills, livelihoods opportunities, including market development through a systematic structure, and come up with recommendations how they can be institutionalizing as a coalition of women’s group through the “Federation of Women’s CSOs”. - Find out condition for women and girls to attain knowledge on legal, civil, political, social and cultural rights concerning to women’s development and protection; and foster women’s decision-making through the “Federation of Women’s CSOs”
Scope of work:	This consultancy will be a combination of quantitative and qualitative findings for women’s group/

<p>(Description of services, activities, or outputs)</p>	<p>Women’s CSOs in the Gambia.</p> <p>The main tasks for the consultant:</p> <ul style="list-style-type: none"> - Conduct a thorough desk research, develop an inception report with clear methodology, list of indicators for women’s groups, and implementation plan to achieve the desired purpose of this consultancy. - Conduct a mapping exercise of existing NGO’s, CSOs, Women’s Group, FBOs which support women and girls at grassroots level in all regions jointly with MoWCSW. - Screening of active/ functional women’s CSOs, or Women’s group in all regions in the Gambia, and their governance structures through. - Recruit, train and supervise short-term field research assistant for data collection from the active/ semi-active women’s group or women’s CSOs in all regions. - In-depth capacity assessment for 15 women’s CSOs/ Groups on socio-economic, aspirational and decision-making by women and girls, including the coping during COVID-19/ other forms of emergency from each region. This also includes assessing collective knowledge, attitude and practice related information regarding gender equality, gender norms, gender based violence, knowledge on service availability and laws for the women’s groups/ Women’s CSOs. - Conduct FGDs to do in-depth assessment on gender-based violence and/or domestic violence for women and girls in the community. <p>Output/ Deliverables:</p> <ul style="list-style-type: none"> - A consolidated mapping exercise report of the existing NGO’s, CSOs, FBOs which support women and girls at grassroots level in various communities in The Gambia beyond greater Banjul. - A consolidated in-depth data bank on the situation of women and girls on civil, political, legal, economic, social and gender norms, including GBV related Knowledge for 105 women’s groups during and beyond COVID-19. This also include to develop a roadmap on the governance structures, functionality, prospects, challenges and way forward for the “Federation of Women’s Group” under the Ministry of Women, Children and Social Welfare. - An in-depth qualitative report on gender based violence that provides detailed information on knowledge, attitudes and practice (including access to information and service availability, how women and girls can ensure their safety by themselves or collectively in the community). - Validation Workshop with full report
<p>Duration and working schedule:</p>	<p>Total= 60 working days</p>
<p>Place where services are to be delivered:</p>	<p>All 6 regions will be covered.</p>
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>Soft Copy of the report. Interview recording in pen drive.</p>
<p>Monitoring and progress control, including reporting requirements,</p>	<p>Provide a complete plan on field monitoring on the data collection on women’s group by field assistant. At least 8 FGDs should be conducted on GBV that includes women (adolescents, adult, elderly</p>

periodicity format and deadline:	women groups), men (adolescents boys, adult boys, elderly men groups), VDC members and Religious people.
Supervisory arrangements:	The consultant will work very closely with the relevant Ministries, especially MoWCSW, UNFPA, UNDP and WFP. The consultant will report to PBF Manager- UNFPA; but will closely work with the technical team, especially Programme Analyst- Gender & GBV-UNFPA, Programme, Policy Advisor-WFP and Gender Analyst- UNDP. The PBF Manager will act as a coordination focal point between the consultant and the technical teams.
Expected travel:	Minimum 8 days of travel by the consultants (DSA will be provided) Field assistants are temporary data collector, who will get only daily payment and transport (not entitled to DSA)
Required expertise, qualifications and competencies, including language requirements:	Education and Certification <ul style="list-style-type: none"> • Master degree in Sociology/ Gender. Experience: <ul style="list-style-type: none"> • Experience in research and women's empowerment, governance and community engagement • Experience in Gender analysis • Experience in presenting research papers and facilitating working sessions Language Requirements: <ul style="list-style-type: none"> • Fluency in oral and written English.

Technical and Financial Proposals should be submitted to:

vacancy.gambia@unfpa.org, addressed to the UNFPA Representative, UN House, 5 Kofi Annan street, Cape Point, Bakau. Tel: 4494790/3320039/

Closing date for application is 18th September 2020. Manual applications will not be accepted, and only short-listed applicants will be contacted. Women are strongly encouraged to apply.