

Consultancy Terms of Reference: Development of National Gender Analysis

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| Hiring Office | UNFPA The Gambia, Country Office |
| Position | Lead Consultant – International Consultant |
| Duration of the Consultancy | 35 working days – Spread across a duration of 3months for flexibility |
| Background | <p>Achieving gender equality and empowering of all women and girls is integral to realizing all 17 Sustainable Development Goals (SDGs). To achieve the SDGs and their promise to “leave no one behind” we need first to tackle the gender inequalities and discrimination that women and girls continue to face around the world. Gender analysis provides information that recognizes that gender, and its relationship with race, ethnicity, culture, class, age, disability, and/or other status, is important in understanding the different patterns of involvement, behavior and activities that women and men have in economic, social and legal structures. A gender analysis is a study which provides information on the different roles of women and men at different levels, their respective access to and control over the material and non-material benefits of development, their priorities, needs and responsibilities. It is often based on an examination of sex-disaggregated data and qualitative information about the situation of men and women, recognizing the diversity, such as age, ethnicity and socioeconomic conditions. Gender analysis helps to understand and identify current gender inequalities in a given situation or sector and helps in identifying measures that can be initiated to address the situation.</p> <p>The Gambia is signatory to and has committed herself to the implementation of several international Conventions, agreements and declarations which are directly relevant to the implementation of the Beijing Declaration, namely, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), the International Conference on Population and Development (ICPD), the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa, the African Union Solemn Declaration on Gender Equity in Africa, and several other human rights instruments. In a bid to align national laws and policies to these commitments, a number of policies and laws have been formulated towards promoting gender equality and equity.</p> <p>To harmonize and domesticate national policies and legislation with these international conventions Government initiated the promulgation of the National Policy for the Advancement of Gambian Women (NPAGW) 1999-2009, the Gender and Women Empowerment Policy 2010-2020, The National Health Policy. “Health is Wealth” and the Health Master Plan 2008-2020; The Education Policy 2004-2015, Education Sector Strategic Plan 2013 – 2022: the Medium Term Plan 2006-2009, “Rethinking Education for Poverty Reduction” and the education Strategic plan 2016-2020; National Employment Strategic and Policy 2016 – 2025; National Nutrition Policy 2010 – 2020; National Plan of Action for Accelerated Abandonment/Cutting of FGM in The Gambia; the Gambia’s development Strategy and Investment Programme for 2012 to 2015, National Policy on Non-Formal Education 2017 – 2021; National Population Policy 2016-2020; the National Social Protection Policy and Strategy 2016 – 2020; The Gender Mainstreaming and Women Empowerment Strategic Plan, 2010 – 2015; and National Plan of Action Against GBV 2013 – 2017. Most of these policies and plans have expired and successors have been formulated. However, despite the introduction of relevant policy frameworks, legislation and women empowerment initiatives all aimed at addressing gender disparities, significant disparities</p> |

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| | <p>continue to exist in The Gambia. Women continue to be disproportionately affected by poverty and unemployment. On the other hand, women and girls continue to be disproportionately affected by gender-based violence i.e. FGM/C and child marriage, all of which deter women from realizing their full potential. Gains in gender equality and women’s empowerment have largely been curtailed by the patriarchal nature of Gambian society characterized by male dominance and other sociocultural factors that influence gender roles and socialization in general. The concomitant gender inequalities have reduced the participation of women in decision making as it relates to national development processes.</p> |
| <p>Rational of consultancy</p> | <p>The National Gender Analysis will be a comprehensive gender analysis of the country covering all regions and the situation of women and men in the Gambia. It is expected to provide specific realities on the lives of women and men that go well beyond sex-disaggregation to capture specific gender issues and drivers of inequality in The Gambia. The National Gender Analysis will provide data and analysis on differences between women and men in their assigned gender roles: in their socio-economic position, needs, participation rates, access to resources, control of assets, decision making powers, individual freedoms, and human rights conditions. The Gender Analysis will provide an understanding of the gender inequalities in the Republic of The Gambia and its causes, how it intersects with other inequalities, how it impacts on human rights, access to development efforts as well as an understanding of governments’ commitment and capacity to work on Gender Equality Women and Empowerment issues (GEWE). The National Gender Analysis is expected to uncover how gender relations affect a development problem. This proposed in-depth gender analysis is expected to be broad based looking at all aspects of women empowerment and gender equality with focus on the following;</p> <ul style="list-style-type: none"> • How committed is Government to international agreements on gender equality and women’s rights (e.g. ratification and domestication of the CEDAW, Beijing Platform of Action, ICPD etc.) This should look at national policy frameworks and legislation aimed at promoting gender equality and women’s empowerment such as voting rights, rights to inheritance and credit opportunities, rights to divorce and child custody and how this impact differently on women and men. How are women represented in national decision-making processes? • Do service delivery structures reflect gender balance in their membership and management? This covers access to employment, equal pay and benefits, financial independence, gender balance in employment in the private sector, occupational segregation, access to resources (material and financial), factors influencing access to resources at all levels and household decision-making processes and also other services such as accessing health services and education services for children. • This exercise is expected to show the linkages between inequalities at different societal levels; for example, how discrimination of women in the legal system on inheritance (if girls inherit less than boys) puts women at a disadvantage in terms of economic opportunities throughout their lives. The analysis would also look at the policy and legal gender environment to engender gender equality and women’s empowerment, gender differentials across selected indicators and examine possible causes of such differentials. |
| <p>Expected Outcome</p> | <ul style="list-style-type: none"> • The National Gender Analysis will provide structured document that include root cause analysis which will result in an evidence-based plan and proposed roadmap for gender mainstreaming. |

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| | <ul style="list-style-type: none"> • The outcome will determine Policy frameworks, budget preparations, programming and project design. • The National Gender Analysis will generate evidence-based data for discussion and dialogue to advance coherent standards on gender mainstreaming in the country and UNCT practices and processes. • The outcome will be used to guide gender-transformative results in joint programming and the current and next generation of the UNSDPF and other process |
| Methodology | <p>This assessment would be undertaken through a desk review of existing laws, policies and development plans related to the promotion of women empowerment and a review of reports on socio-economic research conducted in The Gambia. To further enrich the assessment findings, key informant interviews would be conducted targeting stakeholders involved in women empowerment. Proposed Strategy approaches.</p> <ul style="list-style-type: none"> ❖ Need Analysis <ol style="list-style-type: none"> a. Share inception report b. Identify the inequalities in gender through literature review and consultations. c. Review the legislations and laws around gender issues at the national levels. d. Conduct data analysis and review policy to reflect status of gender issues. ❖ Research <ol style="list-style-type: none"> a. Perform desk review and analyze relevant documents and information that will inform gender profile. b. Conduct analysis of socio-cultural norms that drive and sustain gender issues. c. Conduct a key stakeholders’ and need analysis mapping of who is doing what and where. d. Draw up list of emerging issues to be reflected in the Country Gender Profile. ❖ Drafting <ol style="list-style-type: none"> a. Prepare a first draft of the Country Gender Analysis document. b. Update and finalize Country Gender Analysis based on inputs during /from consultations and validation meetings. ❖ Consultation <ol style="list-style-type: none"> a. Share draft policy with stakeholders in consultative meetings for inputs. b. Collate inputs from stakeholders and consolidate to reflect feedback. c. Present consolidated Country Gender Analysis to Gender technical working Group for final review. d. Validation of the documents with stakeholders |
| Reporting | <p>The International Consultant will be under the general supervision of the Country representative and direct reporting to the Gender/GBV Programme Specialist. The GBV/Gender Specialist will have direct oversight responsibility in ensuring timely completion of the work and provide technical guidance in ensuring quality delivery of the document. The local consultant will work under the guidance of the international consultant and report directly to international consultant.</p> |
| Required expertise, qualifications, and | <ul style="list-style-type: none"> • Advanced university degree in Social Sciences, Public Health, Law, Gender/Women Studies, or a related technical field |

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| <p>competence, including language requirements</p> | <ul style="list-style-type: none"> • Direct experience in development of policies on health, legal and social development and welfare, Gender and Women Empowerment • Minimum of 10 years of work experience on developing similar document; research paper, national level analysis or policy document on GBV, Harmful practice, Gender equality and Women empowerment • Experience working on GBV, FGM, Harmful practice, Gender equality programming • Experience in developing national documents • Excellent Report writing skills • Proven leadership skills, including the ability to set priorities, manage time effectively, and contribute to a team environment of respect, recognition, and mutual accountability • Experience leading Research or policy development team. |
| <p>Application Submission</p> | <p>Every applicant should submit detailed Resume and one-page summary of previous experience on developing similar document; research paper, national level analysis or policy document on GBV, Harmful practice, Gender equality and Women empowerment. Every applicant should submit a technical billing and financial bidding detailing on how the document will be produce.</p> |