



## TERMS OF REFERENCE

### CONSULTANCY SERVICES TO UNDERTAKE A GENDER ANALYSIS FOR THE TEAMUP CONSORTIUM PROGRAM

#### PROGRAM TITLE: Improved Livelihoods Prospects for Young People in Rural East Africa

##### 1. Introduction:

The Program Coordination Unit (PCU) for the **TeamUp**, ‘Improved Livelihoods Prospects for Young People in Rural East Africa’ Program is seeking for external consultancy services for undertaking a gender analysis for the TeamUp Program that ensures a unified approach towards gender mainstreaming and female participation across the three sectors of Health, Water and Agribusiness being implemented by the consortium partners.

##### 2. Background:

###### 2.1. About the Program

‘Improved Livelihoods prospects for young people in Rural East Africa’ is a three-year Pilot Program whose implementation period runs from 1.10.2018 to 30.09.2021. The Program is co-funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) along with 3 German foundations; Hanns R. Neumann Stiftung (HRNS), Deutsche Stiftung Weltbevölkerung (DSW) and Siemens Stiftung. On the other hand, implementation is undertaken by 3 local consortium partners; Action 4 Health Uganda (A4HU), Hanns R. Neumann Stiftung Africa and Whave Solutions. The Program targets five sub-counties in Mityana district namely; Bbanda, Maanyi, Bulera, Kalangaalo and Malangala and will empower over 50,000 young men and women through improved health, hygiene behaviour, increased income and civic engagement.

###### 2.2. About TeamUp Consortium Partners:

- i) Action 4 Health Uganda (A4HU) is a youth empowerment organisation dedicated to mainstream young people’s engagement in social – economic development and promoting Sexual and Reproductive Health (SRH). A4HU was registered in October 2017 as a new entity to take over the operations of DSW (Deutsche Stiftung Weltbevölkerung) in Uganda. For the past 18 years, DSW has supported the



implementation of a portfolio of projects to improve sexual and reproductive health of young people in Uganda.

- ii) Hanns R. Neumann Stiftung (HRNS) Africa was founded in 2005 by Michael R. Neumann and his family. Building on the deep family history of working side-by-side with smallholder coffee farmers as green coffee traders, the foundation implements projects that are focused on sustainable livelihood improvement. This includes economic empowerment from agricultural activities, youth development, gender equality, climate change adaptation and protection of the environment and of natural resources.
- iii) Whave is a Ugandan non-profit social enterprise working with local government and rural communities to provide water maintenance services. Whave's technicians perform regular checks and respond immediately when worn parts threaten a breakdown to ensure that water keeps flowing every day. Communities pay tariffs and fees at affordable levels, and government provides regulation and support, so that the services are sustainable at scale.
- iv) TeamUp program coordination:  
A joint Program Coordination Unit (PCU) is established at the A4HU office in Lubowa, Kampala, to accompany and coordinate the Consortium partners and facilitate joint reporting, engagement with different stakeholders at the national level, district and sub district levels. With regard to the national and local government, the PCU will liaise with several line ministries and technical teams (i.e. health, agriculture, water and education) to ensure alignment with national policies, government frameworks and standards.

#### **Program Specific Outcomes:**

##### **Specific outcome 1: Targeted youth take conscious and informed decisions about leading a healthy and self-determined life.**

Partners A4HU and Whave will improve sanitation and hygiene conditions as well as access to reliable water sources for in-school and out-of-school youth and their communities. While A4HU will reach schools with sensitization activities, focusing on safe water and hygiene behavior, waste management and SRH, Whave will work with communities to improve access to safe and reliable water. The Youth Empowerment Centers (YECs) will benefit from organizational capacity development and linkages to health facilities, to ensure a peer-to-peer approach in promoting the access and utilization of SRH services by youth.

##### **Specific outcome 2: Targeted youth have improved their economic situation**

HRNS, A4HU and Whave will promote income generating activities amongst the youth with youth being equipped with technical, financial and entrepreneurial skills, allowing them to take informed decisions about establishing their own business. In addition to fostering the youth's entrepreneurial mindset, youth will gain life skills, which will enable them to manage their lives in a better way, accomplish their ambitions and be more resilient to hazards and shocks.

### **Specific outcome 3: Targeted youth, in particular female youth, make their voices heard and influence decisions that affect their lives**

A4HU and HRNS Uganda will work with youth from the YECs, YFFS and the youth sanitation entrepreneurs for equal and meaningful engagement in advocacy initiatives and decision-making processes, including at the district, community and household level. Youth from all groups will be mentored to become Youth Champions. Platforms will be provided for the Youth Champions to facilitate local and sub-national advocacy processes, focusing on WASH, SRH and livelihoods.

In addition, the establishment of a Youth Network will ensure that youth engage in all activities to have their voices heard by those who make and implement the policies and laws that affect their lives. Gender interventions will be conducted by all partners, aiming at promoting the concept of joint planning, decision-making, and joint access to resources within target households. Strengthening gender equality to enhance women and girls rights access and anti- discrimination by harmful practises that may include; teenage pregnancies, Female Genital Mutilation (FGM), early marriage, gender based violence etc., at the household level and in the community at large is crucial for translating improved incomes into improved livelihoods.

### **Preliminary experience regarding participation and engagement in Program activities;**

Until now, less females were taking part especially in the community activities than their male counterparts. Particularly, in the water sector, while women and girls endure the brunt of collecting water for domestic use with associated risks related to distance of the water sources among other issues, It is the older women who engage in Community leadership structures because they are viewed by society to be more trust worthy.

Moreover, for participation in agriculture related interventions, it is men who tend to be more attracted to quick money ventures and so easily mobilised, However, they fade out as the Program evolves and thereby more integration of women and girls probably because they tend to be more patience.

Therefore, the program desires to implement conscious steps that are geared towards purposively including more women and girls participation from the on- set of Program implementation and training.

### **Scope and Objectives:**

The consultant will undertake a deeper gender analysis of project implementation to identify the major gender promoters and barriers that exist and the subsequent effects on the planned program activities/ results. The focus of the gender analysis will be around the following key aspects

- Gender roles, responsibilities and time use
- Household patterns of power and decision making
- Access to and control over assets and resources
- Meaningful participation in public decision making
- Equal participation and access to benefits inside the program

Specific objectives include:

1. To assess how the proposed program activities may potentially impact on youth (female and male) and the likeliness of intended behavioural change with regards to access and control to services, resources and decision making related to health, water and agribusiness.
2. To assess the values, beliefs, assumptions and prejudices that may impact the behaviour of girls, women, boys and men; including interaction/relationships. This includes identifying roles and how they change over time.
3. To identify the stakeholders, and analyse the power structures/ability to act. Identify how people are included and possibly excluded in the community. This includes identifying groups that may be included and excluded and why as well as recommend innovative approaches to overcome gender norms and traditional roles and responsibilities in the community
4. To assess the policies, procedures and culture within Mityana district and the program targeted Sub- counties that may enhance or hinder the promotion of gender equality or fulfilling of women rights.
5. To assess and identify ways to ensure adequate participation by the key district and sub county gender stakeholders. This will particularly identify ways to adapt planned strategies to increase the involvement of youth (male and female).
6. Provide clear recommendations for mainstreaming gender in the M&E plan, and ensuring that the M&E plan can adequately measure impact related to gender equality. Specifically, recommendations for the baseline in terms of relevant gender related data to collect (including qualitative) and appropriate analysis; recommendations in terms of appropriate gender related monitoring data and interpretation; and recommendations on incorporating gender in the overall evaluation of the project.
7. Provide clear recommendations for possible modifications to the work plan to be gender sensitive and gender inclusive; how to mainstream gender awareness; and to enhance female participation and develop special activities regarding female and male needs.
8. To assess the policies, procedures, culture within partners organisations of TeamUp that may hinder gender equality.

TeamUp consortium partners will use the gender analysis report produced by the consultant to:

- a) Implement a Gender Equality Strategy for the program;

- b) Assess plans for mainstreaming gender, based on the recommendations provided;
- c) Inform possible deliberate gender approach to activities and processes;
- d) As a reference for later monitoring and evaluation.

Approach:

- i) Gender Analysis data will be collected in each of the five Program targeted Sub counties supported by locally hired gender consultants.
- ii) The consultant will gather relevant quantitative data disaggregated by sex
- iii) Use participatory methods to obtain qualitative information.
- iv) Work with other gender experts such as; national/local gender experts
- v) Consult with partner gender focal persons and with sector specialists.
- vi) The Gender consultant will provide feedback and recommendations to the TeamUp on a draft Household Survey and sector analysis to inform the unified gender strategy for mainstreaming of gender considerations into the M&E plan and implementation.

**Key Responsibilities:**

The following is an approximate breakdown of activities and timeline. The start date and timelines will be confirmed with the consultant once identified.

Activity	LOE	Description	Deliverable	Estimated Timeline
- Orientation to project	3 days	Introductory meeting with TeamUp PCU/consortium partners as needed.	Introductory meeting at Lubowa and with partners	
- document review and		Review TeamUp project documents (Proposal, Logical Framework), existing partner gender policies.	Desk review of project documents	
- Inception report		Prepare Inception Report (including detailed methodology and reporting template)	Inception report (including methodology and reporting template)	
Rapid gender analysis	2 days	<ul style="list-style-type: none"> <li>- Hire and brief local consultants on methodology to be used (Skype or phone) to ensure a unified approach</li> <li>- Conduct rapid gender analysis.</li> </ul>	<ul style="list-style-type: none"> <li>- Briefing held with the hired local gender consultants</li> <li>- Gender analysis report</li> </ul>	

Household Survey	3 days	mainstreaming of gender considerations		
Develop draft unified Gender Equality Strategy	5 days	<p>Analyse the four sectors' Gender Analysis Reports, as well as the draft Household Survey, and communicate with consortium partners as needed to clarify reports and fill in gaps as necessary.</p> <p>Aggregate and synthesize data from the four sector/ partner level reports to produce recommendations for a unified Gender Equality Strategy with special sector wide recommendations – considering the different gender patterns in health, water and agriculture.</p>	Draft Gender Equality Strategy Report	
Presentation of results	2 days	Prepare and deliver a presentation to consortium partners on recommendations Contained in draft Gender Equality Strategy Report; collect feedback.	Presentation on Gender Equality Strategy recommendations	
Finalize Gender Equality Strategy	3 days	Revise/update Gender Equality Strategy Report taking into account feedback received from consortium partners. The report should include implementation guidelines, tools and resources for improved integration of gender in the project.	Final copy of Gender Equality Strategy Report	

Gender training	2 days	Undertake a gender training for the TeamUp staff in reference to the unified Gender Equality Strategy		
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**Duration of Assignment:** 30 calendar days

**Level of Effort:** 20 days

**Qualifications, Skills and Experience:**

- Master’s degree or equivalent in development studies, public health, gender studies or related discipline.
- At least 5 years’ experience in developing gender strategies for development projects and programs, preferably in the context of consortium partners.
- Ability to work both as part of a team and independently. Ability to work in a team is essential for gender analysis work, as the consultant will have to liaise with many different groups at different levels including policy-makers, managers, field workers, technical experts etc.
- Ability to work effectively with cross-cultural teams.
- Experience in creating gender mainstreaming strategies, using gender analysis tools to monitor and evaluate projects and programs and conducting programmatic gender reviews or audits.
- Familiarity with Health, WASH and Agribusiness sector issues and programming in developing country contexts
- For gender-sensitive participatory approaches, being able to communicate in the local language is important
- Knowledge and understanding of national level institutional, legal and policy frameworks impacting the status of women in Uganda.
- Outstanding data collection, research and writing skills: ability to review, edit and synthesize field reports, analyse data, articulate results and produce high quality reports
- Strong communication and presentation skills. Ability to communicate non-verbally and to decipher hidden meanings in responses is important. Good Observation techniques are advantageous.
- Thorough understanding of gender equality issues and best practices related to addressing gender equality issues, especially as they pertain to rural contexts.

**Submission Requirements:**

Qualified Consultants are invited to submit a proposal that includes the following:

- i) A brief description of the consultant’s recent experience on comparable assignments;
- ii) A description of the proposed methodology
- iii) A description of services and work plan for performing the assignment, including budget;
- v) Recent CV of consultant.

**Please submit proposals to: [info@a4huganda.org](mailto:info@a4huganda.org) by no later than Sunday 21<sup>st</sup> July, 2019.**

**A4HU as an equal opportunity employer encourages applications from all qualified candidates. While we appreciate the efforts of all applicants, only those shortlisted will be contacted. We thank you for your interest.**