

## Request for Expression of Interest (Call for CVs)

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**Consultancy to undertake:** **Baseline Study to inform work around Women's Rights and Macroeconomic Policy influencing**

**Country of Contracting:** Kenya

**Name of Project:** **FEMNET: A Strengthened Network for Greater Impact**

**Expression of Interest:** **FNT/EOI/13/19/ADV**

### 1. Background

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Since its establishment in 1988, the African Women's Development and Communication Network (FEMNET) has played a leading role in building the women's movement and amplifying the voices of African women to influence decisions made at national, regional and global levels, that impact on their lives. As a pan-African membership-based organization working to advance women's rights, FEMNET continues to mobilize African women to hold governments accountable to women's rights and gender equality commitments including: the Beijing Declaration and Platform for Action, the AU Protocol on the Rights of Women in Africa (Maputo Protocol) and the 2030 Agenda for Sustainable Development among others.

FEMNET's vision is *an African society where gender equality is achieved and women and girls enjoy all their rights and live in dignity*. Our mantra is women's rights are human rights, and we exist to mobilize African women for the achievement of gender equality and the realization of women's and girls' rights at all levels.

The Africa is rising narrative is exemplified by 6 out of 10 fastest growing economies being African. By contrast however, Africa is also home to one the world's top 10 most unequal societies. Gender inequality alongside income inequality remains highest on the list of outcomes of Africa's economic growth.

With regard to women's economic empowerment, there has been a trend to relegate the issue to micro level economic analysis and intervention. With regard to macroeconomic policies, they have been insufficiently focused on employment issues and enhancing existing livelihoods which is proving to be not enough. FEMNET believes that instead, women's economic empowerment must be understood as far more than women's ability to compete equally in existing markets, or as the beneficial outputs of their contribution to growth. It must include women's access to and control over economic resources, access to decent work, control over their own time and meaningful participation in economic

decision-making at all levels from the household to international institutions and policy spaces. The approach to mainstream economics remains excessively narrow and continues to reinforce gender inequality rather than try to address the challenges at hand – with examples of “production” definitions and analysis not including care work and instead systematically undervaluing and most times erasing it from contributions to national GDP and thus “invisibilising” the role of women in society. Macroeconomic policies have distinctive consequences that affect women and men differently and can either reinforce the extent of women’s socio-economic disadvantage or potentially, promote a redistribution of resources towards women.

FEMNET is starting a new project for the next three years that will work towards ensuring that macro level economic policymaking is gender-transformative for fair generation and equitable distribution of resources in Africa.

**The project seeks to achieve the following outcomes:**

1. Capacities of women’s rights organizations and activists are enhanced to understand, analyze and use feminist analysis to challenge current economic models perpetuating gender inequalities.
2. Feminist alternatives, informed by generated gendered data and evidence on the impact of macro level economic models on women’s rights in Africa, are proposed.
3. Mainstream economic and gender spaces at the national, regional and global policy spaces are influenced from a feminist economics perspective.
4. Network of a critical mass of feminist economists and activists with deeper knowledge and skills to shape discourse and influence macroeconomic policies, processes and practices. It is important that the feminist economists give the critical mass a theoretical rigor and the feminist activists ensure the alternative narratives are also rooted in lived experiences and realities of African women.
5. Key stakeholders such as Media, mainstream economic justice organizations, research institutions, etc. embracing a feminist analysis of economic perspectives in their work

## **2. Purpose of the Assignment**

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The baseline will inform work by FEMNET going forward in the space of women’s rights and macro level economic policy. It will be a public document that will also provide a reference for other players to shape their own respective interventions around this body of work that is increasingly growing.

## **3. Summary Terms of Reference for the Baseline**

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**3.1. Summary of the terms include:**

1. Provide a synthesized political economy analysis of the intersection of feminist analysis and macroeconomic policy in Africa.

2. In relation to the above, identify and map out at least 6 key, relevant and critical spaces, processes and instruments at sub-regional, continental<sup>1</sup> and global levels to pursue this agenda. The analysis should cover what relevant issues are under debate and areas of potential influence over the next 3 – 5 years; to include a rating of how influential they are as a space. These spaces should cover the following:
  - a) Mainstream economic spaces at global, continental and sub-regional spaces. To include but not limited to IMF / World Bank meetings, The African Finance ministers meetings to include the F10 committee of finance ministers, The African Economic Conference, etc.
  - b) Mainstream Gender / Women’s Rights spaces at global, continental and sub-regional spaces. They should include but not limited to the CSW, ICPD, GIMAC, The first ladies meetings, etc
  - c) Overarching policy spaces at global, continental and sub-regional spaces. These should include but not limited to The United Nations General Assembly, the African Union both the January summit as well as the midyear summit currently run by the RECs, REC convening, the Pan African Parliament, etc.
3. Analysing and mapping of Think tanks that work on macro level economic policy and women’s rights or one or the other that would be potential collaborators in this body of work and their level of influence.
4. Mapping Women’s Rights groups, networks / initiatives at global, continental and sub-regional spaces that are working on macro level economic policy, what they have specifically worked on.
5. An analysis of mainstream organizations especially focusing on or based in Africa that are using a feminist analysis on macroeconomic policy processes both academic and INGO’s.
6. Gaps and Recommendations will be outlined in the report. What are thematic areas that are missing in the intersection of a feminist analysis and macro level policy and what should be addressed in a prioritized listing. An example is the growing body of work around a feminist analysis of financialisation of development.
7. The baseline report will provide an analysis of potential champions who can be partners for progressive policy change with reasoning as to why they are / could be champions and best issues to approach them on, how and what spaces they could potentially influence.

### **3.2. Scope of the Baseline study**

The baseline report will map out leading feminist economists and feminist activists focusing on the area from each of the 5 sub regions of Africa to include their contact and area of expertise.

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<sup>1</sup> Continental for purposes of this document refers to Africa

### **3.3. Method**

The consultant shall use a mixed method approach integrating quantitative and qualitative methods for data collection and analysis.

The consultant is also expected to:

- a. Conduct a desk Review of FEMNET project documents, Programme's Results Framework and other relevant documents;
- b. Conduct an analytical desk-top literature and document review on SRHR in sub-Saharan Africa. The review should describe, summarize, evaluate and clarify on the specific issues of focus in the FEMNET SRHR programme and in the specific 6 countries.
- c. Prepare key tools and materials including development of an Online Survey tool as well as analysis frameworks etc.) to be used for the analysis as well as a detailed operational work plan for data collection and a detailed Table of Contents for the report. Facilitate FGDs and Key Informant Interviews with identified stakeholders including FEMNET staff, partners, government representatives, representatives of regional organizations, and women's rights organizations working at regional and national levels on SRHR issues. Through online means and field work to 3 of the 6 countries.
- d. Data analysis, triangulation & interpretation
- e. Report writing

### **3.4. Key Deliverables / Output**

The consultant is expected to provide the following:

- a. An inception report to be reviewed by FEMNET that will include initial work plan and proposal for the baseline detailing the proposed methodology, sampling, process of data collection and analysis as well as final set of data-collection tools.
- b. Annexes must include an electronic database of the above and prioritized recommendations of policy engagements and areas of work.
- c. Final baseline study report; compile a detailed and comprehensive assessment report. The report will document the process, and must include copies of any original data sets such as field notes.

### **Format and disposition of the final Report**

- i) Executive Summary
- ii) Background and Introduction
- iii) Major themes
- iv) . A detailed Findings and Analysis section specifying detailed findings in relation to the objectives of the study and the specific study questions as well as any other emerging areas (unanticipated but important findings);
- v) Conclusion and recommendations

- vi) An Appendix/ Annexes containing a list of documentation reviewed/references, people/ organisations consulted, final agreed TOR, data collection tools, relevant maps, tables, geo-referenced data et cetera.

## **4. Request for Expression of Interest**

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The African Women's Development and Communication Network (FEMNET), now invites eligible and qualified Individuals to indicate their interest in providing the services. Interested consultants must provide information indicating that they are qualified to perform the services giving a description of similar assignments undertaken.

## **5. Required Qualification, Skills and Competencies**

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### **5.1 Education**

Hold a Masters' Degree from Development Studies, Gender and Development, Monitoring and Evaluation or any other related field from a recognised university.

### **5.2 Experience, Skills and other attributes**

- At least 5 years relevant experience supported by strong research skills.
- Evidence of completion of at least 3 assignments in carrying out Baseline / mapping studies and equivalent assignments.
- Good understanding of Not-for-profit sector
- At least 1 assignment completed with umbrella Organisations/Networks especially those advancing gender equality and Women's rights
- Demonstrate expertise on macro level economic policy spaces and processes both at global and regional (Africa)
- Fluent in English with potential working understanding of French
- Proven track record and excellent knowledge of advocacy spaces both on the African continent and globally. Preferably related to economic development and / or women's rights.

## **6. Selection of individual Consultant**

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A consultant will be selected in accordance with the selection of Individual consultants procedures in FEMNET Procurement Policy and procedures.

## **7. Duration of Assignment**

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The assignment will be undertaken for 20 days, from the date of contract in July, 2019

## **8. Application Process**

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Interested applicants should send their technical proposal (not more than 3 pages responding to each major requirement). Please also include Approach, Methodology and Work plan indicating number of days for each task, and clear deliverables (may use Gantt chart) and allocation of consultant's tasks during the assignment. Please also Include not more than 1 page financial proposal.

Accompany the application by resume with names and addresses of 3 professional referee (not more than 3 pages including telephone and e-mail).

Applications are by e-mails **only**, sent to: [recruitment@femnet.or.ke](mailto:recruitment@femnet.or.ke). Please indicate the reference on the subject line as *Baseline Study: Macroeconomic Policy Influencing - (Ref: FNT/EOI/13/19/ADV)*, Deadline for submission of applications is on **16<sup>th</sup> July, 2019**.

**Applications should be sent to:**

*The Executive Director, FEMNET  
KUSCCO Centre, Kilimanjaro Avenue, off Mara Road, Upper Hill  
P. O. Box 54562, 00200 Nairobi, Kenya  
Tel: +254 20 2712971/2  
Fax: +254 20 2712974*

Please note: Only candidates who have been selected for interview will be contacted.

*Disclaimer*

FEMNET values an intersectional approach and encourages young women, women with disabilities, sexual minorities and marginalised groups to apply. FEMNET also encourages its members both individuals and organisations to apply.