**TOR FOR CONSULTANCY TO STRENGTHEN THE INCORPORATION OF THE GENDER DIMENSION IN PLANNING, IMPLEMENTATION, MONITORING AND EVALUATION OF UNCT IN MADAGASCAR**

**Post title:** International consultant to support an enhanced gender approach for UNCT in Madagascar

#### Country / Duty Station: Madagascar, Antananarivo

**Starting date of assignment:**

**Duration of assignment:** 3 months extendable

#### Type of Contract : Individual Contract

#### Post Level : International Consultant – P4 level

#### Languages Required : French and English

#### Supervisor’s name and functional post:

#### BACKGROUND

At the 59th Session of the UN General Assembly, Member States, in adopting the Triennial Comprehensive Policy Review (TCPR) of Operational Activities for Development of the UN System called on all UN organizations to: “mainstream gender and to pursue gender equality in their country programmes, planning instruments and sector-wide programmes and to articulate specific country-level goals and targets in this field in accordance with the national development strategies”.

As a direct follow-up to the TCPR, and to ensure a comprehensive response to many of its recommendations, the UN Development Group (UNDG) created a Task Team on Gender Equality as a sub-group of the UNDG Programme Group. The goals of the Task Team are: to support more consistent and coherent action among UNDG member agencies to mainstream gender equality and promote women’s empowerment at the country level; and to ensure that gender equality and women’s empowerment are mainstreamed into the tools and processes that emerge from the UNDG for UN Country Teams (UNCTs).

In 2008, a gender scorecard system was created following the recommendations of a background paper on accountability mechanisms in UNDG agencies commissioned by the UNDG Task Team on Gender Equality -which found that “there is no agreement on what constitutes a minimum level of actions to support gender equality”. The UN SWAP formed another part of the accountability framework, focusing on the implementation of the policy at the entity level.

The QCPR calls for the United Nations development system to expand and strengthen the use of the Gender Scorecard as a planning and reporting tool for assessing the effectiveness of gender mainstreaming in the context of the common cooperation frameworks -formerly UNDAF (OP 83).

Madagascar enters in a new UNSDCF cycle in July 2021. While joint efforts weren’t spared to ensure that the Common Country Analysis (CCA) and UNSDCF document take into account the country current situation on gender equality, challenges and lessons learned from the previous cycle, the planning exercise allowed for the identification of room for improvement in UN capacities and effectiveness on gender. Key weaknesses are linked to structural, system gaps that affect progress on the gender agenda in country, like (i) the lack of systematic and up to scale data collection on gender and gender inequalities, (ii) the absence since 2015 of a National Policy on Gender Equality outlining the vision and strategy of Madagascar on gender, and (iii) reduced national resources allocated for gender across sectors, which result in a high dependency from donors and partners to advance on priorities for gender equality and the empowerment of women and girls.

But year 2021 and the start of the new UNSDCF 2021-2023 also happen in a *momentum* where there’s growing mobilization of the Government, civil society and partners around gender. The elaboration of a GBV-specific Decree to enable the implementation of the recent GBV law 2019-008, the ongoing process to update the National Policy for Gender Equality and to elaborate a law on gender equality, the organization of the Forum Generation Equality that saw the creation of 6 coalitions of action and the engagement of Madagascar Government for gender equality and the fight against GBV, created a wave of interest and commitment on accelerating action for gender equality.

#### MAIN OBJECTIVES OF THE ASSIGNMENT

The main objective of this consultancy is to **enhance UNCT capacity on incorporating and addressing gender aspects in planning, implementation, monitoring and evaluation across all sectors and agencies/entities in the context of the implementation of the UNSDCF in the Decade of Action.**

In addressing this main objective, the expert will also need to ensure that gender is duly incorporated in the nexus between humanitarian and development efforts, and will advise on key aspects for ensuring that UNCT humanitarian actions and support to Government in the response to emergencies address crucial aspects on how the gender divide is exacerbated by ongoing crises (Covid-related health and socio-economic impacts, drought and nutritional emergency in the South, etc), including higher exposure to multiple forms of gender based violence, abuse and exploitation.

**SPECIFIC OBJECTIVES**

This assignment will require:

1. the conduct of the UNCT SWAP Gender Equality Scorecard exercise and assessment of the effectiveness of the UN Country Team in gender mainstreaming, promotion of gender equality and women’s empowerment, in particular in relation to the implementation of the UNSDCF 2021-2023, completed by an action plan for improvements, collective as well as specific to different sectors and UNCT members. Purpose of the exercise:

* To assist UNCTs in identifying areas in which they are meeting or not meeting minimum UNDG requirements on Gender Equality.
* To stimulate a constructive dialogue within the UNCT about the current status of support for gender equality and women’s empowerment and how it can be improved.
* To identify where technical assistance can support the achievement of minimum requirements.
* To share good practice in supporting national priorities to advance gender equality and women’s empowerment.
* To suggest an action plan on how to effectively support gender equality and women’s empowerment in Madagascar (including strategic priorities based on an updated theory of change, concrete key measures to increase sustainable impact, as well as the identified complementarities/synergies with other development partners) including opportunities and entry points for mainstreaming gender and include the development of gender specific project components, gender responsive targets and indicators, and timelines.

Results from the scorecard exercise will inform the UNSDG Information Management System (IMS) in UNINFO.

1. The assessment of UNCT capacities on gender, in particular in relation to the implementation of the UNSDCF 2021-2023, followed by the preparation and implementation of a capacity strengthening plan. Purpose of the exercise:

* To thoroughly assess current in-house capacities on gender, by level/sector/member;
* To formulate a capacity development plan covering the UNSDCF period and aimed at ensuring deeper ownership of the subject and enhanced competencies to include the gender dimension in programme design, implementation, M&E;
* To develop a learning package for the UNCT, to ensure that capacity building can be replicated at least once a year for all staff.

1. The implication of UNCT in supporting the Government of Madagascar in the review of the National Gender Policy (NGP) and other key legislative and strategic documents aimed at strengthening institutional capacities on gender and accelerating progress on the gender agenda. Purpose of the exercise:

* to coordinate joint UNCT action to assist the Government of Madagascar in updating and formulating key legislative and policy documents on gender equality: the NGP, the legislation on EWM, the update of the National Strategy against GBV etc…
* to prepare a UNCT Gender Strategy and Action Plan 2021-2023[[1]](#footnote-1), detailing UNCT vision, approach, priorities and resources for gender equality

1. To advise and provide technical support to the RC, UNCT, HCT and the PSEA Task Force to enhance the implementation of the joint PSEA action plan.

#### ACTIVITIES

1. **UNCT SWAP Scorecard assessment (27 days)**

The consultant will base his/her work on the existing methodology and tools for the UNCT SWAP-Scorecard assessment. The gender specialist will facilitate the exercise and apply participatory methods to ensure the establishment and training of an assessment team.

To guide and support the assessment team with the piloting process, the consultant will complete a background document review (5 days) including :

* UNCT UN-SWAP Technical Guidance and Framework
* UNCT Gender Scorecard Reports for the countries in the regions and from other countries
* Current Country CCA and UNSDCF
* UNCT planning, budgets programming documents
* UN Gender and Human Rights Group’s TOR, reports and work plans 2016 -2021
* CEDAW Reports/other national assessments/National Gender Plans, etc.

Assistance and support for the Inter Agency Team (IAT) with the in-country assessment: (15 working days)

* Support the collection of complementary data and evidence to score indicators
* Conduct gender analysis of verification documents required to help the IAT score areas of performance
* Facilitate working sessions and technical support with key stakeholders such as the Resident Coordinator; Heads of Agencies; key programme staff; M&E teams, partners, etc. to discuss and score areas of performance.
* Complete the scoring matrix based on IAT discussions and agreements.
* Facilitate a debrief with the HOA to discuss findings and proposed actions.

Reporting (7 working days)

* Draft Scorecard and narrative report, with inputs from assessment team
* Complete the final Scorecard, narrative report and follow-up matrix

1. **Capacity strengthening (32 days)**

#### This component will include:

#### Assessment of UNCT capacities on gender and related sub-themes (3 days)

#### Preparation, discussion and UNCT validation of a capacity building plan on Gender 2021-2023, including a monitoring matrix (4 days)

#### Delivery of trainings to staff of all levels, including a dedicated training for UNCT management and trainings to field staff in key regional hubs (20 days)

#### Completion of a gender learning package for UNCT (5 days)

#### UNCT Support to institutional and operational strengthening of GoM

#### Coordination of UNCT inputs on NGP, law on EWM, National GBV strategy, gender budgeting, etc. (7 days)

#### Provide any additional support as may be required.

#### KEY DELIVERABLES

#### 1 UNCT scorecard report and action plan

#### 1 capacity assessment report

#### 1 learning package on gender

#### 1 series of gender trainings for UN staff

#### 1 capacity building plan on gender

#### 1 final report for the consultancy

#### PERFORMANCE EVALUATION

Consultant performance will be evaluated against the following criteria: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

#### DUTY STATION AND TRAVEL ARRANGEMENTS

The consultant is expected to work in Antananarivo (Madagascar) with field missions. Home based work arrangements might be considered in case of administrative and logistic hindrances to travel to/in country given the COVID-19 Health Emergency situation.

#### EXPERIENCE AND QUALIFICATIONS

**Values Guiding Principles:**

* Integrity: Demonstrate consistency in upholding and promoting the UN values in actions and decisions, in line with the UN Code of Conduct;
* Professionalism: Demonstrate professional competence and expert knowledge of the pertinent substantive areas of work;
* Cultural sensitivity and valuing diversity: Demonstrate an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrate an international outlook, appreciating difference in values and learning from cultural diversity.

#### Core Competencies:

* Ethics and Values: Demonstrate and safeguard ethics and integrity;
* Organizational awareness: Demonstrate corporate knowledge and sound judgement;
* Work in teams: Demonstrate ability to work in a multicultural, multi ethnic environment and to maintain effective working relations with people of different national and cultural backgrounds;
* Communicating and Information Sharing: Facilitate and encourage open communication and strive for effective communication;
* Self-management and Emotional Intelligence: Stay composed and positive even in difficult moments, handle tense situations with diplomacy and tact, and have a consistent behavior towards others;
* Conflict management: Surface conflicts and address them proactively acknowledging different feelings and views and directing energy towards a mutually acceptable solution;
* Continuous Learning and Knowledge sharing: Encourage learning and sharing of knowledge.

#### Functional Competencies

#### Ability to synthesize program performance data and produce analytical reports to inform management and strategic decision-making;

#### Strong analytical skills;

#### Excellent knowledge of Results-Based Management;

#### Strong knowledge of the UN system;

#### Strong knowledge of local country context.

**Required Skills and Experience**

Advanced (Masters) degree in social and political sciences, human rights, gender equality etc.

Experience:

* At least 10 years of practical experience of work on gender mainstreaming in development programmes/projects at national and international levels;
* At least 3 years’ experience of work on results-based management, review and/or evaluation;
* Experience in gender data collection and analysis, including interviews, survey and focus groups;
* Previous experience with the Gender Equality Scorecard, narrative report and follow-up matrix;
* Experience on conducting gender trainings for staff of development agencies.

Language and other skills:

* Proficient in written and oral French and English;
* Computer skills, internet communication and command of MS Office.

**Payment arrangements:** The Consultant will be paid a lump sum amount including fee and per diem. In his/her application, the consultant should indicate the lump sum and breakdown per phase/deliverable in the financial proposal.

The international expert will be engaged for a total of 3 months. X% of the payment will be done at the beginning of the assignment and X% will be effected to the consultant upon submission of the final deliverables.

1. Within this UNCT Gender Strategy and Action Plan 2021-2023, UNCT support to the implementation of the UPR, UN Security Council Resolution 1325 and other treaty body obligations shall be captured. [↑](#footnote-ref-1)