



Terms of Reference for Gender and Protection Analysis to be conducted in Nepal

Organisation	Action Against Hunger, Nepal
Summary	Gender and Protection Analysis focus on identifying and understanding the different roles, activities, needs and vulnerabilities and capacities of women, girls, men and boys among partners and ACF Nepal Country Program.
Duration	2 months upon contract signature. *Timeline subject to revision depending on access to areas of intervention and methodology applied.

Background/Context:

Action Contre la Faim|Action Against Hunger (ACF) is an International Humanitarian Organization working across 40 countries in the world. The aim of ACF is to save lives of most vulnerable with a vision of “Zero Hunger” through dealing the causes and consequences of hunger. The organization works on Health and Nutrition, Mental Health, Care Practice, Gender and Protection, Water Sanitation and hygiene, Food Security and Livelihood, Disaster Risk Reduction and communication with community in addition to Gender and Protection.

Action Against Hunger Nepal was established in Nepal in 2005 with need-based nutrition and health interventions focused on conflict-stricken population. The organization has been collaborating with government and non-government organizations to deliver Nutrition and Health, Food Security and Livelihood (FSL), Water Sanitation and Hygiene (WASH), Mental Health and Care Practices (MHCP), Advocacy, and Health System Strengthening (HSS) related activities in several districts. In the aftermath of the April and May 2015 massive earthquakes, our response strategy aimed at ensuring that the most vulnerable households can respond to their immediate needs. Action Against Hunger Nepal has also integrated research into work to create knowledge and evidence for strengthened and impactful interventions. After Nepal transitioned from a unitary government into a federal system as directed by the Constitution of Nepal, 2015, Action Against Hunger Nepal has been collaborating with the local government to strengthen their understanding and capacity in nutrition-specific and nutrition-sensitive activities in line with 15th five year plan, 2019/20 – 2023/24.

Action Against Hunger in Nepal is currently implementing a nutrition sensitive food security approach to improve Nutrition, food security and livelihood through promotion of Neglected and Under Utilized crop species in Belaka Municipality, Nepal. Moreover, Nepal ACF office implements strategic partnership approach for program intervention in Nepal.

The principal objective of the project is to ensure disaster resilient livelihood and enhance food security (improved Household Dietary Diversity) among the most vulnerable households of Udayapur district through innovative Value Chain development of bamboo, mushroom and Neglected and Underutilized Crop Species (NUCS).

Across the programs, a range of strategies will be deployed for integrated service delivery across the sectors: Nutrition and Health, Food Security and Livelihoods. The project is being implemented while recognizing gender integration in all aspect/stages as a critical component to overcoming barriers women face in adopting optimal nutrition behaviours and reaching their full potential. The program will focus on enhancing the food security status

and identifying livelihood opportunities through the promotion of Nutrient rich neglected and under-utilized crops species.

Action Contre La Faim has been carrying out Water, sanitation and hygiene project in the districts of Nuwakot and Rasuwa entitled Access to Improved Water Services in the Upper Trishuli River Basin, Nepal. ACF and Sahara plan to work together on water networks located in two rural municipalities on the right bank of the upper Trishuli river basin designed to be completed within September 2022 to August 2024. Total 1718 HH among Amachodingmo rural municipality of Rasuwa district and Kispang of Nuwakot district three local units Kispang, Gatlang, from two different district Nuwakot and Rasuwa is expected to be directly benefitted by the project.

Nepal promulgated its new Constitution in September 2015, in which it committed to eliminating all forms of discrimination, building an egalitarian and inclusive society, and achieving economic equality, prosperity, and social justice. In Sustainable Development Goals: Status and Roadmap – 2016-2030, Nepal’s National Planning Commission (NPC) emphasized the alignment between the SDGs and “the fundamental rights of the citizens enshrined in the Constitution of Nepal and... the country’s roadmap of transitioning swiftly to an equitable middle-income country.” The report considers Nepal’s development status and highlights the opportunities and challenges that need to be addressed in order to achieve the SDGs. Nepal ranks for 101 of 153 countries Score: 0.680 in the global gender Gap Index (world economic forum 2021) The need for “a strong monitoring system with credible data” is recognized, including the need for disaggregated data (by sex, age, ethnicity, disability, location, administrative units, and wealth) to ensure no one is left behind. Without data that captures the realities of different groups of women – including women who face multiple and intersecting forms of discrimination – inequalities remain invisible. To monitor progress for women and girls, the collection of quality and comparable gender statistics is required (Gender Equality in Numbers: Progress and Challenges in Achieving Gender Equality in Nepal, UN Women, 2021).

ACF recognizes that gender – along with other forms of identity – conditions women, men, boys’ and girls’ differential access to, and ability to benefit from, resources and opportunities. Therefore, the organization builds its program and approaches based on analysis of deeper understanding on unequal gender and power dynamics.

It has been identified during the project intervention and also previous secondary data reveal that there is wide spread gender inequality in the communities in Nepal

Nepal is an agricultural country with women playing a major role (75% of the labor force along the food value chain) but remain amongst the most vulnerable to poverty and under-employment¹.

In order to strengthen the quality of the multisector response led by ACF, a multi-sectoral gender and protection analysis (Nutrition and Health, FSL, WASH, MHPSS) will be conducted in order to adapt the project activities. This analysis will highlight the specific problems related to gender and protection risks in the intervention area of ACF Nepal and the strategic partners’ mode of operation to strengthen gender and protection interventions

Objectives of the Analysis:

The objective is to identify the vulnerabilities of the population:

- Analyze pre-existing and current power dynamics and gender roles including access to and control of resources, different constraints and risks, gender diversity and diversity of capacities faced by the women, men, boys and girls in different targeted communities in Nepal.

¹ FAO. Sierra Leone Country Gender Assessment Report, 2018. Country Gender Assessment Series, Sierra Leone.

- Analyze the population's representations of existing protection risks and the strategies adopted by vulnerable people to reduce the risks of protection incidents.
- Understand existing types of violence, their root causes and causal agents, who is most at risk of experiencing them and for what reasons.

More specifically, the consultant is expected to provide the following analysis report, according to the targeted population groups (by age, sex, disabilities, etc.) and encompassing the different technical sectors of ACF intervention (WASH, FSL, DRR, HEALTH and NUTRITION, MHPSS-P) on:

- Sexual/Gendered Division of Labor
- Household decision-making
- Control of productive assets
- Access to public spaces and services
- Claiming rights and meaningful participation in public decision-making
- Control over one's body
- Violence and restorative justice
- Aspirations and strategic interests

In Details:

- Identification of different gender specific needs, risks, vulnerabilities, capacities and interests among targeted groups
- Identification of different gender specific roles, responsibilities, coping mechanisms and opportunities for empowerment
- Identification of gender norms, attitudes and beliefs that drives to gender inequality and other vulnerabilities
- Identification of participation and decision making status and opportunities of most vulnerable specially women, girls and people with disability
- Identification of access to and control over resources in the context
- Review and map out State of the Law and normative frameworks
- Assess the Gender and Social norms, Access and control over resources and gender based violence in the community context.

Location and scope of the Gender and Protection Analysis:

The Gender and Protection Analysis will be carried out at national level to have a broad perspective and will as well focus on, ACF Nepal and its strategic partner's areas of operation in particular in municipalities of Udayapur, Rasuwa and Nuwakot and Terai communities (Disadvantage Groups).

Responsibilities of the Consultant:

The consultancy will be hired to

- Conduct Gender and Protection Analysis
- Training for project staff on how to integrate recommendations of the report in the project.
- Conduct mapping of local and international actors with gender expertise in country

Main activities of the consultant:

- Design of the methodology, with ACF project team and technical support from Headquarters
- Planning and conducting the evaluation in the intervention area
- Recruitment and training of a team of enumerators for data collection and entry

- Collection and analysis of secondary and primary data including internal documents of each organization (ACF, NTAG and SAHARA), existing gender / social norm studies done by partners and other organizations as well as reports on the status of various ethnic populations and clusters existing documents
- Drafting of a report, including analysis, conclusions, and recommendations
- Presentation of the results during an internal session
- Training for the project team on how to integrate the recommendations into the various stages of the project
- Gender mapping of partners/ stakeholders with gender expertise in country

Methodology

The methodology will be developed and specified by the consultants and will cover the following:

- a. Review of secondary data - desk review
- b. Preparation of Context-specific work plan and revised ToR
- c. development and/or adaptation of data collection tools (based on existing ACF tools)
- d. Recruitment/training and supervision of enumerators
- e. Field analysis in the target areas. The survey will include both quantitative and qualitative methods including household interviews, Focus Groups Discussions and Key Informant Interviews.
- f. Data analysis: the data collected from desk review, stakeholder consultation and field survey will be analyzed as per scope
- g. Reporting: based on the data collected and analyzed, recommend the key gaps for intervention and propose adaptation in Action Against Hunger programme implementation methodology, as well as in ACF's MEAL tools, when deemed relevant.
- h. Debriefing with Action Against Hunger team
- i. Facilitating a training of Action Against Hunger team on how to integrate the recommendations into the various stages of the project cycle.
- j. Mapping of stakeholders with gender expertise

Target of the gender and protection analysis

The gender and protection analysis will include the following people as priority groups, including the most vulnerable groups:

- Women and men
- Children, adolescents, youth, adults and the elderly
- The different ethnic and/or religious groups that exist.
- People with disabilities
- Community influencers: religious leaders, traditional healers, midwives, local and traditional authorities, teachers, health personnel, etc.
- Humanitarian, governmental and community organizations in the area, especially those involved in protection and gender.
- ACF team and strategic partners
- Any other organisation or stakeholders

Note: limitations could be to cover community and geography

Consultancy Deliverables:

1. Research proposal: Methodology, tools, literature materials proposed for the consultancy based on initial briefings, consultations and experience for approval by Action Against Hunger.

2. A comprehensive gender and protection analysis report addressing the scope highlighted above, following the structure below:
 - a. Executive summary
 - b. List of acronyms
 - c. Introduction
 - d. Gender operation proposition
 - e. Methodology, Findings and analysis
 - f. Conclusions
 - g. Recommendations
 - h. Annexes
3. 1 PowerPoint presentations for the debriefing meeting(s)
4. Gender and Protection training deliverables (including a PowerPoint presentation)
5. Training report and Action Plan
6. Mapping of stakeholders with gender expertise

Timeframe and Schedule of Work:

*Timeline subject to revision depending on access to areas of intervention and methodology applied.

Particulars		Month 1				Month 2				Month 3				Month 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Selection Process	Offer Published																
	Consultants application																
	Consultant Selection																
Preparation	Briefing: TOR objectives, planning, logistics, meeting with ACF team																
	Gender mapping																
	Prepare and validate tools																
	Training team on methodology and tools																
	Literature review, secondary data collection																
	data collection (direct observations/interviews/group discussions)																
	Data analysis																
	Final Report submission and feedback																
Rapportage	Incorporate feedback and finalize the Report and Presentation																
	Training teams																

Terms and Conditions:

Action Against Hunger will set up a steering committee to supervise the Gender and Protection Analysis during the consultancy period. The committee will meet based on needs to provide follow-up in the consultancy work.

Application and Qualification

Interested candidates are requested to send their Expression of Interest including CV, sample of previous work done, an estimated budget (including daily rate), technical fees to logistics department at Action Against Hunger procurement@np-actionagainsthunger.org by February 16th 2023. Qualified National or International applicants are encouraged to apply. Only shortlisted candidates will be contacted.

- Advanced Degree, preferably with post graduate degree in social science, gender / women studies, international development, human rights, public health or related field;
- Minimum 5 years of experience working on gender issues, gender and development, gender equality, gender mainstreaming, policies analysis and capacity building;
- Demonstrated expertise in gender analysis, gender planning and mainstreaming of gender in projects and program;
- Considerable experience in development and use of gender analysis tools and methodologies, analysis and quality reporting;
- Project management experience;
- Excellent communication skills, both written and oral;
- Good facilitation skills
- Experience and commitment to promoting gender equality within humanitarian work
- Strong analytical and research skills, including the ability to process large amounts of information, extract critical analysis and distribute it appropriately
- Experience with qualitative data analysis, with quick turnaround time for use
- Familiarity with digital data collection systems
- Able to work independently
- Maturity, cultural sensitivity, tactfulness, diplomacy, inter-personal skills and ability to work well under pressure in a demanding environment and tight deadlines.
- Computer Skills (knowledge of Microsoft Office and Outlook is a pre-requisite).
- Fluency in written and spoken English.
- Previous experience on gender analysis particularly in the context of international level as well as skills in the local language is an added value.



Call for Expression of Interest (EOI) to conduct Gender analysis

Background

Action Against Hunger | Action Contre la Faim (ACF) is an international humanitarian organization fighting against hunger in the world established in 1979. Its mission is to save lives eradicating hunger through the prevention, detection, and treatment of malnutrition, in particular during and after emergencies caused by conflicts and natural disasters. Action Against Hunger is a major player in the fight against hunger in the world. Structured on an international network, it provides a coordinated response in nearly 50 countries. Its priority is to have effective actions in the fields and testify about vulnerable population. Since the reasons for hunger are many, its response is multi-sectoral based on solid expertise.

Action Against Hunger started its work in Nepal from 2005 and has been operational in different parts of the country addressing undernutrition through integrated approach following the Nepal Government's Multi-Sector Nutrition Plan. Currently operational in 3 districts (Udayapur, Nuwakot and Rasuwa), it is fighting hunger through different interventions viz. Food Security and Livelihood, Nutrition, Health, Research, Disaster Risk Management and WASH.

Objective

- Action Against Hunger is calling this Expression of Interest (EOI) to conduct Gender analysis covering following board areas.
- Analyse pre-existing and current power dynamics and gender roles including access to and control of resources, different constraints and risks, gender diversity and diversity of capacities faced by the women, men, boys and girls in different targeted communities.
- Analyse the population's representations of existing protection risks and strategies adopted by vulnerable people to reduce the risks of protection incidents.
- Understand existing types of violence, their root causes, and causal agents, who is most at risk of experiencing them and for what reasons.

Responsibilities of the Consultant:

The consultancy will be recruited to

- Conduct Gender and Protection Analysis,
- Training for project staff on how to integrate recommendations of the report in the project and
- Conduct mapping of local and international actors with gender expertise in country

Main activities of the consultant:

- Design of methodology, with ACF team and technical support from ACF Asia pool
- Planning and conducting the evaluation in the intervention area
- Recruitment and training of a team of enumerators for data collection and entry
- Collection and conduct analysis of secondary as well as primary data including internal organization gender and other policies of ACF and partners
- Compile and Analyse existing gender, social norm studies done by partners and other organizations as well as reports on the status of various ethnic populations and clusters existing documents
- Drafting of a report, including analysis, conclusions, and recommendations
- Presentation of the results during an internal session
- Training for the project team on how to integrate the recommendations into the various stages of the project
- Gender mapping of partners/ stakeholders with gender expertise in country



Required Qualification of the consultant

- Advanced Degree, preferably with post graduate degree in social science, gender / women studies, international development, human rights, public health or related field;
- Minimum 5 years of experience working on gender issues, gender and development, gender equality, gender mainstreaming, policies analysis and capacity building; at national and international level.
- Demonstrated expertise in gender analysis, gender planning and mainstreaming of gender in projects and program
- Considerable experience in development and use of gender analysis tools and methodologies, analysis and quality reporting
- Project management experience
- Excellent communication skills, both written and oral
- Good facilitation skills
- Experience and commitment to promoting gender equality within humanitarian work
- Strong analytical and research skills, including the ability to process large amounts of information, extract critical analysis and distribute it appropriately
- Experience with qualitative data analysis, with quick turnaround time for use
- Familiarity with digital data collection systems
- Able to work independently
- Maturity, cultural sensitivity, tactfulness, diplomacy, inter-personal skills and ability to work well under pressure in a demanding environment and tight deadlines.
- Computer Skills (knowledge of Microsoft Office and Outlook is a pre-requisite).
- Fluency in written and spoken English.
- Previous experience on gender analysis particularly in the context of international level as well as skills in the local language is an added value.

Qualified National or International candidates are requested to send their Expression of Interest including CV, sample of previous work done, technical and financial proposals with an estimated budget (including daily rate), to logistics department at Action Against Hunger procurement@np-actionagainsthunger.org with subject as “**Application for gender EOI**” by **16 February 2023, 17:00 hours** Nepal Standard Time. Only shortlisted candidates will be contacted.

ACF, Nepal reserves the right to reject any or all applications. **Telephonic enquiries will not be entertained.**

Action Against Hunger / Action Contre la Faim (ACF) is an equal opportunity employer and encourages applications from women, people with disabilities and members from disadvantaged/underrepresented ethnic groups.
