1. BACKGROUND, CONTEXT AND JUSTIFICATION

The Government of Rwanda is committed to ensuring equal rights between Rwandans and between men and women without prejudice to the principles of gender equality in national development. This is reflected in the Constitution of the Republic of Rwanda of 4th June 2003 revised in December 2015. Significant efforts have been made in the promotion of gender equality and women’s empowerment towards attainment of equal opportunities for men and women.

These efforts include domestication of ratified international commitments through enactment of gender responsive laws and policies that are linked with national strategic planning documents, such as Vision 2020, EDPRS 2, Sector Strategic Plans as well as district development plans. In all these planning frameworks, gender equality and the empowerment of women are considered as one of the key cross cutting and foundational issues.

In order to assess gender equality and women empowerment achievements made by Rwanda with regard to EDPRS 2 initiatives, the National Gender Machinery through the Gender Monitoring Office with support from UNDP and UN Women conducted a review of 11 sectors of EDPRS 2 from a gender perspective with the aim of monitoring and evaluating progress and identifying possible gaps so that the next planning cycle is more gender responsive.

Through EDPRS 2, Rwanda has reduced the poverty levels among its citizens from 44.9% in 2000/11 to 39.1% in 2013/14 (EICV4). The same source shows that poverty levels stand at 44% and 37% among women and male headed households respectively. Infant mortality rate has dropped from 107 in 2000 to 32 in 2015 (RDHS 2014/15). A number of gender responsive laws have been promulgated including the Law No 43/2013 of 16/06/2013 governing land in Rwanda;
the Organic Budget Law Nº 12/2013, instituting Gender-responsive Budgeting and the most recently Law Nº 27/2016 of 08/07/2016 governing matrimonial regimes, donations and successions among others. With the inspiration to be a knowledge-based economy by 2020, the latest economic analysis shows that 45% of Rwanda’s FDI is invested in ICT broadband and infrastructure and the recently released predictions for Africa in 2015 by the International Data Corporation (IDC) singled out Nigeria, Kenya and Rwanda as key countries in which ICT growth will be a strong driver of GDP growth from 2015.

In addition, H.E Paul Kagame the President of the Republic of Rwanda is among the 10 Global Impact Champions of the global campaign on HeForShe for gender equality initiated by UN Women. The campaign aims at engaging men and boys as agents of change for the achievement of gender equality and women's rights, by encouraging them to take action against inequalities faced by women and girls. Today, Rwanda is the top ranking country global with a high number of signatories to this campaign followed by USA. Through this campaign, the country has made three important commitments namely: Bridge the gender digital divide and attain parity in ICT access, usage and innovation by 2020; Triple girls’ enrollment in Technical & Vocational Training to advance women’s employment opportunities and Eradicate Gender Based Violence in all its forms.

Efforts to mainstream gender in the National Strategy for Transformation (NST 2018-2024) as well as in the sector strategic plans are at the final stage thanks to the good collaboration between MINECOFIN and the gender machinery.

In the same spirit, UN Women in collaboration with the National Gender Machinery, would like to ensure that gender equality and the empowerment of women are effectively mainstreamed in district development strategies (DDSs 2018-2024) where service delivery is taking place.

The ultimate aim is to ensure that DDSs have gender sensitive analysis, clear outcomes, outputs, indicators and measurable targets to deliver on gender equality.

2. OVERALL OBJECTIVE OF THE ASSIGNMENT

The overall aim of the required technical assistance from individual consultants is to strategically facilitate gender mainstreaming across Districts based on clear outcomes, outputs, indicators and measurable targets. The consultants will ensure that districts are aware of their gender gaps and will help to address them during the DDS planning process.

2.1 SPECIFIC OBJECTIVES

The individual consultants will have to be distributed by Provinces with one per Province to support the districts under that specific province. The specific objectives of the assignment for each of the consultant are as follows:
• Provide strategic guidance to all districts under his/her supervision to come up with clear gender analysis, gender outcomes, outputs, indicators and SMART targets.
• Provide hands-on support to all Districts under his/her supervision to come up with gender sensitive district development strategies.
• Document the process of gender mainstreaming in DDSs for future references/consultations and develop recommendations for similar future engagements.
• Present a final report on the assignment with proof of clear gender sensitive outcomes, outputs, indicators and SMART targets in the DDSs to GMO and UN Women.

3. SCOPE OF THE ASSIGNMENT

The consultant will engage with all the districts under his/her supervision and key stakeholders including JADF, NWC, CSOs during the entire process of District development strategies until the final documents are endorsed/approved for publication.

4. TASKS TO BE ACCOMPLISHED BY EACH CONSULTANT

• Prepare a concept note defining clear approaches for effective positioning of gender in DDSs.
• Establish a road map for gender mainstreaming in DDSs and advise the National Gender Machinery (NGM) on best engagement strategies.
• Develop and share with NGM strategic information for gender mainstreaming in DDSs and any arising matters.
• Provide strategic advice and guidance to NGM on the processes and best approaches to influence gender considerations in DDSs.
• Facilitate all advocacy discussions/meetings for gender considerations in DDSs.
• Provide hands-on support to all Districts under the Province assigned to, to come up with gender sensitive DDSs.
• Provide progress reports indicating immediate achievements, challenges and arising matters that need management support/decision
• Document gender mainstreaming processes in DDSs for future reference and engagement in similar assignment.
• Produce the final report on the assignment with proof of clear gender sensitive outcomes, outputs, indicators and SMART targets in the DDSs.

5. KEY DELIVERABLES
▪ A concept note detailing the positioning of gender equality in DDSs with clear road map on the engagement with all the districts under his/her supervision
▪ Provide to districts key considerations for gender mainstreaming in their DDSs (verbal and in writing)
▪ Organize and hold engagement meetings at all levels including the districts, NGM and strategic partners as deemed necessary.
▪ Submit a report on gender mainstreaming in DDSs including lessons learned, outcomes, outputs, indicators and SMART targets in the DDSs to be monitored over the 7 years.

6. SUPERVISION AND REPORTING ARRANGEMENT

The consultant will be working under the overall guidance of the Executive Secretary and the direct supervision of the Director of Gender Mainstreaming of GMO as well as UN Women programme manager assigned to support in this assignment. All required reports will be submitted in English, in hard copies with annexes and soft copy sent via email that will be advised by GMO and UN Women.

7. TIMING

The duration of the assignment is 1.5 months from the day of signature of contract and the final deliverable will be submitted to GMO as per agreement in accordance with the signed contract.

8. PAYMENT SCHEDULE

The payment schedule will be determined under the modalities to be defined in the contract between both parties. Payments will be made by UN Women based on the quality completion of deliverables, as approved by GMO.

9. DESIRED BACKGROUND AND EXPERIENCE

UN Women/Gender machinery would like to hire five consultants, one per province including the City of Kigali to support in this process. Each of the consultants must meet the following required minimum conditions:
▪ Have a MA/MSc level in Social Sciences, Public Policy Analysis, Economics, Gender and development studies (and the Degree Equivalence to those outside the Rwanda National Qualifications Framework).
▪ Experience of at least 5 years of working experience in gender as a practitioner or a consultant with more focus on gender and National planning frameworks.
▪ Being available and committed during the consultancy period.
▪ Evidence/proof of past experience in executing similar assignments.
Have proven competencies in gender analysis, mainstreaming in planning or programme documents

Experience in facilitation skills especially in relation to gender mainstreaming and working with local government level

Good communication, excellent writing and speaking skills in English and Kinyarwanda.

Proven knowledge and practical experience in gender mainstreaming in national programs and policy frameworks.

10. HOW TO APPLY:

The interested and qualified candidates are requested to submit their detailed CVs accompanied by a motivation letter with specification of which Province the consultant would need to work with. The applications must be addressed to UN Women Operations Manager and can be submitted via email to rwanda.offers@unwomen.org or in hard copies to UN Women’s office in Kiyovu, 4KN 67th Kigali-Rwanda by 15th November 2017 at 5:00 PM.