Advertisement for a consultancy to conduct an Analysis of Gender and Construction and Event Management Industries in Rwanda

<table>
<thead>
<tr>
<th>Location:</th>
<th>Kigali, Rwanda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Contract:</td>
<td>Consultancy</td>
</tr>
<tr>
<td>Languages Required:</td>
<td>English</td>
</tr>
<tr>
<td>Duration:</td>
<td>3 months</td>
</tr>
</tbody>
</table>

1. Context

Gender Equality and Women’s Empowerment is embedded in the Charter of the United Nations and in the Rwanda Constitution, the ultimate set of principles and convention of the people. UN Women works for the elimination of discrimination against women and girls, the empowerment of women and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women invests in women’s economic empowerment as an approach to sustainable poverty eradication and inclusive economic growth. It stands on ground that women make enormous contributions to economies both in formal and informal sectors, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.

UN Women forms partnerships with governments and institutions to deliver on many international commitments support women’s economic empowerment, including the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and a series of International Labor Organization (ILO) conventions on gender equality. UN Women supports women’s economic empowerment in line with the above commitments/framework, and with the growing body of evidence shows that gender equality may significantly contributes to advancing economies and sustainable development. SDG 5 is a clear evidence of a worldwide commitment to base on for policy formulation and implementation.

The Government of Rwanda attaches great importance to the promotion of gender equality and as a prerequisite for sustainable development. The government commitment to this aspect is clearly articulated in all the guiding strategic documents such as the National Vision 2020 and 2050, the Economic Development and Poverty Reduction Strategy (PRSP, EDPRS I and II), in the National Strategy for Transformation, NST 1 and the National Gender Policy. Gender Equality is mainstreamed in all sectors.
Rwanda has set articulated gender machineries composed of MIGEPROM\(^1\), NWC\(^2\), FFRP\(^3\) and GMO\(^4\). They work together with all institutions in Rwanda for Gender Equality and Women’s Empowerment. In 2003, NWC was created to sustain a political commitment to promote gender and specifically empowering women as a way of reconstructing the country. In the Rwandan Constitution of 4\(^{th}\) June 2003, as amended to date, Article 187 designated the National Women Council as an independent government institution with legal personality, possessing both financial and administrative autonomy with a mandate of empowering women through various opportunities including advocacy, socio-economic development programs, as well as mobilization on key government policies, laws and programs.

NWC strategic plan 2015-2020 proposes interventions that indicate how outputs contribute to the increase of national GDP. It puts accent on economic women’s empowerment. To go further, NWC wants to specifically study Gender Equality as an approach for sustainable socio-economic development by analyzing positions and roles played by men and women in all segments of value chains. The findings from the analysis will facilitate to formulate, negotiate and implement projects that target to populate women in very highly profitable segments in order to empower and encourage them to participate effectively and sustainably into the socio-economic development of the Country.

A quick read on the Gender Equality Dividends produced by the GMO after 23 years of transformative policies and programs to promote Gender Equality and Women’s Empowerment shows that more proportionate efforts are to be put in the 3 key pillars of the National Vision 2020 and 2050 as follow:

<table>
<thead>
<tr>
<th>Area of development</th>
<th>Scoring</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic</td>
<td></td>
<td>Gender Equality and Women’s Empowerment objectives/indicators in the Economic Pillar have been partially achieved, but there remain concerns about some aspects.</td>
</tr>
<tr>
<td>Social</td>
<td></td>
<td>Gender Equality and Women’s Empowerment objectives/indicators in Social Pillar have been mostly achieved, and actions are in place to fully achieve them.</td>
</tr>
<tr>
<td>Governance</td>
<td></td>
<td>Gender Equality and Women’s Empowerment objectives/indicators in Governance Pillar have been achieved (or almost achieved).</td>
</tr>
</tbody>
</table>

Hence, NWC in collaboration with UN Women Rwanda are undertaking a methodical journey of Research – Action to lead to innovation or scaling up with the following objectives:

---

1 MIGEPROF: Ministry of Gender and Family Promotion
2 NWC: National Women’s Council
3 FFRP: Forum des Femmes Parlementaires du Rwanda (Rwanda Forum for Women Parliamentarians)
4 GMO: Gender Monitoring Office
• To start a Research-Action on “Gender Equality – Women’s Economic Empowerment (GEWEE)” dialogue in Rwanda at micro, meso and macro levels starting by Construction and Event Management industries. This is expected to demonstrate the cost / benefit of mainstreaming gender across productive sectors and forge a base for negotiating powers transformation to alleviate the root causes of Gender Based Violence. Also, the negotiated economic women’s powers will incentive Rwandans at all levels to effectively adhere to Gender Equality and Women’s Empowerment as a strategic choice.

• The Research-Action will start an evidenced based advocacy with calculation of the dividends and multiplication effects of mainstreaming GEWEE across productive sectors by populating women in value chains, especially in segments of very high value addition with gender barriers negotiated.

• The Research – Action will also, calculate the improvement of Balance of Trade (Export and import substitution) and creation of successful enterprises and jobs by taking GEWEE as an approach to sustainable development and poverty alleviation.

These terms of references are for selection of a firm, individual or a team of individuals that has a proven expertise and experience to conduct a Research – Action project for mainstreaming GEWEE across two selected business which are Construction and Events Management.

2. Assignment objective and scope of work

Transformation of Gender relations in all aspects is a process and not a new phenomenon in Rwanda. However, it requires more demonstration of evidences, awareness creation and capacity building in order to showcase tangible and proven quantitative and qualitative results that should help to influence policies strategies, programs and projects.

The overall purpose of this assignment is to formulate a project for promoting women in Construction and Event Management industries after analyzing their positions and roles played in the segments of their value chains, identifying opportunities, gaps and constraints in order to inform GEWE policies, strategies and programs towards strengthening enabling environment for growth and prosperity of women entrepreneurship.

Specifically the scope of work is as follows; National Women’s Council, with the support of UN Women, seeks to engage a consultant to:

1) Assess qualitative and quantitative positions of men and women across the segments of value chains of (1) Construction industry and (2) Events Management industry;

2) Assess unequal gender power relations between men and women which limit women to enjoy their rights and benefit from available socio-economic opportunities, access to factors of production and control over resources in the above mentioned industries;

3) Assess the capacity to avail information and desegregated data that can allow all stakeholders to have an understanding of unequal position of men and women in the two productive sectors and their segments of value chains. It is expected that a regular dissemination of data would facilitate all stakeholders to make informed choices and investments that can improve status of women in the segments of the two industries and therefore substantially contribute to economic growth;
3. Deliverables

➢ An inception report describing the following:
  • a roadmap of the assignment and its content;
  • an analysis frameworks, methodology and techniques to be used;
  • a timeline of the phases of the assignment;
  • teams to be used;
➢ A quick qualitative and quantitative desk based assessment of the position of men and women in the segments of the value chains in construction and event management industries. The assessment should also give a description of gender related barriers women face to take advantage of the opportunities in the existing national strategies and suggestions of actions to be taken to promote women in the two industries;
➢ A Project on GEWEE in Construction and Event Management industries with clear objectives and targets;
➢ Final reports of the assessment and the project formulated.
➢ A consultant note with a presentation to be used by NWC to various audiences.

4. Qualifications, skills and experience required

➢ University degree in relevant fields e.g. gender studies, economics, social studies, etc;
➢ Firm understanding of GEWEE and sustainable development global issues;
➢ The consultant should have more than 10 years of experience in policy analysis and advocacy in gender equality and women's economic empowerment;
➢ Previous works with UN Women at strategic levels both in Rwanda and elsewhere.

5. Requirements

Interested consultants are requested to submit their proposals which should contain the following:
➢ A technical Proposal with the following content:
  • Interpretation and understanding of the terms of reference;

4) Assess the state of dialogue and negotiation about managing transformation of gender power relations as a result of economic women’s empowerment;
5) Identify avenues and interventions that NWC and its partners will carry out to populate women in the segments of the value chains with negotiated power relations to prevent GBVs and substantially contribute to sustainable development;
6) Formulate a project for a Research - Action - Innovation for GEWEE in Construction and Event Management industries to be implemented by NWC and its strategic partners. The team of consultant should clearly show the content of each phase of the multi phases’ project.
• Capability statement (Profiles of the team members demonstrating their academic and professional qualifications and experiences in similar work profiles of the team members are to be included);
• Frameworks analysis, methodology and approaches;
• Contacts of references from previous clients;
• Roadmap to carry out the assignment and time line chart with a fixed delivery time.

➢ A financial proposal – fixed budget with details on:
  • Professional fees;
  • A disbursement for all activity costs (e.g. workshops, meetings, including travel/DSA costs, etc.).

6. How to apply

Interested consultants are encouraged to submit their technical and financial proposals demonstrating their ability to deliver on this assignment based on their qualifications and experience.
Detailed proposals should be emailed to offers.rwanda@unwomen.org citing ‘GEWEE in Construction and Event Management industries’ on the subject line of the email.

Deadline for submission of proposals is 5:00 PM on Friday 22nd December, 2017.

7. Assignment duration

This assignment is expected to commence on the 8th of January 2018 and to be completed by latest 8th March 2018.