TERMS OF REFERENCE:
ELABORATION OF A COMBINED 11 YEARS (2006-2016)
NATIONAL REPORT OF THE IMPLEMENTATION OF
AU SOLEMN DECLARATION ON GENDER EQUALITY

1. Background and Justification

Rwanda’s achievements in gender equality and women empowerment have been made possible by a strong political will from the highest level. The government of Rwanda is committed to achieve gender equality and this is translated into various international and regional treaties, conventions, and agreements that promote gender equality that the country has ratified and domesticated in its policy and legal framework. These include Solemn Declaration on Gender Equality in Africa, Beijing Platform for Action, the Convention on Elimination of all forms of Discrimination against Women, the Millennium Development Goals, the United Nations Security Council Resolution 1325, the Universal Declaration of Human Rights of 10th December 1948, the New Partnership for Africa’s Development (NEPAD), and the Common Market for Eastern and Southern Africa (COMESA);

All these instruments highlight gender mainstreaming as an important approach for sustainable development. Indeed, at national level, the Rwandan government put in place strong legal and institutional frameworks and adopted a National Gender Policy (NGP, 2010) whose overall goal is to ensure effective gender mainstreaming and full participation of women in all activities related to nation’s socio-economic development programmes. The policy framework aims at promoting gender equality and equity through clearly defined processes for mainstreaming gender needs and concerns across all sectors;

The AU Solemn Declaration on Gender Equality in Africa (SD), which was adopted by The Heads of State and Government of Member States of the African Union during the Third Ordinary Session of the Assembly in Addis Ababa, Ethiopia, in July 2004, is a product of a broad-based and highly consultative process and concerted efforts of all stakeholders working on gender and development, including members of the civil society;

They have agreed that the solemn declaration on Gender Equality in Africa will focus on Combating HIV/AIDS, Malaria, Tuberculosis and other related infectious diseases; promotion of Peace and Security; Campaign for Systematic prohibition of the recruitment of Child Soldiers; Fight against Trafficking in Women and Girls; Promote the Gender Parity Principle; Promotion of the implementation of all Human Rights for Women and Girls; Implementation of the Legislation to guarantee Women’s Land, Property and Inheritance Rights; Education of Girls and Literacy of
Women; Domestication and Implementation of Regional and International instruments on Gender Equality.

In operative paragraph 12 of the Solemn Declaration, the Heads of States and Government commit themselves to report annually on progress made in gender mainstreaming and to support and champion all issues raised in the Declaration, both at the national and regional levels, and to regularly provide each other with updates on progress made during Ordinary Sessions of the Assembly.

In this context, UN Women would like to hire a consultant on behalf of the Ministry of Gender and Family Promotion to produce a combined report for 11 years (2006-2016) of the implementation on AU solemn declaration on Gender equality and highlight the achievements, best practices, and identify challenges and propose solutions as stated in the solemn declaration guidelines.

2. General Objectives of the Assignment

The consultant will produce a combined report for 11 years (2006-2016) of the implementation on AU solemn declaration on Gender Equality in Africa by Rwanda

3. Specific objectives of the consultancy include

1. Document achievements, lessons learned relevant to gender equality in Rwanda
2. Highlight key challenges that hamper the existing gender equality initiatives and recommend appropriate measures to address them or actions that need to be taken for further strengthening to promote gender equality in Rwanda;
3. Provide recommendations which will be used to sustain gender equality gains;
4. Put in place monitoring and accountability mechanisms to ensure that the solemn Declaration on gender equality in Rwanda is effectively implemented.

4. Scope of Work

The Solemn declaration on Gender Equality Report in Rwanda will cover a period of eleven (11) years (2006-2016). The assignment will involve consulting a range of stakeholders that includes among others the government institutions, private sector, UN Agencies and civil society organizations.

5. Deliverables

✓ Inception report providing clear guidance and detailed methodology on how the consultant will undertake the assignment.
✓ Draft report of the AU solemn declaration on gender equality in Africa produced;
✓ Final report of the AU solemn declaration on gender equality in Africa produced and validated by Key national stakeholders;
✓ Facilitate stakeholders in validation workshop.

6. Duration of the Consultancy
The assignment is scheduled to be complete within a period of 3 months. The consultant will be required to work closely with the MIGEPROF and will report to a designated person at the Ministry of Gender and Family Promotion

7. Qualification, Knowledge, Skills and Experience
The consultant should have vast expertise and Master’s degree level in Gender Studies, Social Sciences, Economic Planning, Policy and Strategic Development/Management, Business Administration, Development Studies or other related fields. They should also meet the following requirements:

- At least 5 years of practical experience working in gender areas, reporting, review, evaluation and strategic planning, quantitative research and data analysis
- Analytical skills and experience in country reports, preparing strategies and documents/guidelines is an asset.
- Knowledge of Government processes, national policies, strategies, action plans for gender and international frameworks, instruments such as AU Solemn Declaration on Gender Equality in Africa, African Charter on Human and People’s Rights, UNSCR 1325, CEDAW, Beijing Platform for Action, ILO Convention C100 Equal Remuneration Convention, Convention on the political rights of women, MDGs, SDGs, HeforShe and others international and regional instruments gender related with proof;
- Ability to work with a range of gender stakeholders, including high level policy makers, government officials, and civil society.
- Excellent communication, facilitation skills and experience in participatory approaches
- Excellent command of English, both spoken and written is mandatory; Knowledge of Kinyarwanda will be an added advantage.
- Demonstrate Commitment on full time availability to do the tasks and on a minimum supervision;
- At least 3 certificates of good completion for previous related consultancy work.

8. Working Language
The working language for the assignment will be English.

9. Payment Modalities
- Inception report after validation -20%
• First and second draft reports after validation -40%
• Final submission of Report after validation—40%

10. Working Arrangement

MIGEPROF will provide overall guidance to the AU solemn declaration on Gender equality in Rwanda. It is the role of MIGEPROF to engage all relevant stakeholders in all processes.

11. Application Mode

The interested and qualified consultants are requested to submit their detailed CVs accompanied by a motivation letter briefly describing the motivation behind the application and outlining the Candidate’s suitability for the assignment, comprehensive methodology on how the consultant will approach and complete the task.

The applications must be addressed to UN Women Operations Manager and can be submitted via email to rwanda.offers@unwomen.org copy to rnkundimfura@migeprof.gov.rw or in hard copies to UN Women’s office in Kiyovu, 4KN 67th Kigali-Rwanda by 15th December 2017 at 5:00pm.