



## **TERMS OF REFERENCE CONSULTANCY TO PROVIDE TECHNICAL SUPPORT TO THE LEAD FIRMS IN GENDER MAINSTREAMING PROCESSES UNDER THE YOUNG AFRICA WORKS (YAW)**

### **1.0 Background**

Since 1995, Uganda as a country has made significant progress in promoting gender equality and the empowerment of women. Notable among these, is the country's gender responsive legal and regulatory framework, institutionalization of gender concerns in the national development planning and budgeting processes; the increase in women's political participation, increase in female literacy rate from 45% in 1995 to 65%; and progress in the acquisition of titled land by women. The opportunities have however unequally distributed among women of different social strata of women, the young and the old, illiterate and literate among others. With these achievements, both the Beijing+20 review and the Progress of World's Women Report (2015-2016), acknowledge that the progress has not sufficiently made rights and economic transformation real for women and girls in Uganda. Gender disparities in access and control over productive resources like land; limited share of women in wage employment in non-agricultural sectors; gender pay gaps; and sexual and gender-based violence; high maternal mortality rate and low female labour force participation are key constraints to the involvement of women in political and economic decision-making. Gender inequality is especially more pronounced in the private sector which employs over 80% of Uganda's labor force (formally and informally).

The Enhancing Lead Firm structure for Youth employment in Uganda is a five year project that is funded by the MasterCard Foundation and implemented by the Private Sector Foundation Uganda (PSFU). The five-year Project has recognition for gender mainstreaming with a specific focus on the inclusion of 70% young women and 30% young men. The project is implemented across the country in the five sectors of Construction, Agriculture, Trade and Allied services, Manufacturing and Tourism. PSFU shall work with an anticipated 81 Lead Firms to create at least 300,000 decent and fulfilling work opportunities for young people. The Lead Firms are

private sector players with a significant market share in their line of business whose focus is on business growth and increased productivity for employment creation.

### **1.1 Background and context narrative to the required consultancy services**

To effectively reach the targeted gender targets, it is important that the Lead Firms are supported to mobilize, organize and retain the young women and men in the businesses amidst the socio-economic constraints and barriers that limit the participation of men and women. It is against this background that PSFU seeks to enlist competent individuals and firms to provide gender mainstreaming support services to selected companies on a short-term basis. The specific scope of work shall be determined from time to time based on agreed milestones with each of the Lead Firms. This assignment therefore seeks to build a data base of potential service providers to support all the Lead Firms in Gender Mainstreaming.

### **2.0 Objectives and Targets of the Assignment**

The overall objective of the assignment is to create a database of qualified individual professionals and Firms to provide additional support to the participating private sector companies in the implementation of gender responsive interventions in the creation of decent and fulfilling work opportunities to young women and men aged 18-35 years in Uganda.

The enrolled gender service providers shall support the LFs towards attaining the 70:30 commitments for young women and young men in the project. This will be based on the specific LF targets in the letters of agreement. PSFU Intends to shortlist / pre-qualify service providers who shall be engaged from time to time to provide the above services as and when needed.

### **3.0 Scope of Work and Deliverables**

The section below presents the list of the specific tasks or duties to be performed as part of the consultancy and have been aligned with the objectives of the assignment.

### **3.1 Scope of Work and Methodology**

Implementation of the assignment will require the Gender Service Providers to embark on the following:

- 1) Undertake a rapid gender assessment of the selected Lead Firms to ensure alignment with the mobilization of 70:30 ratios.
- 2) Support the Onboarded LFs with the development of guidelines and frameworks to support gender mainstreaming in the project.
- 3) Conduct Community level mobilization, organizing and continuous community awareness across the ecosystem with in which the creation of work opportunities for young men and young women.
4. Develop and disseminate relevant tools and approaches to support the Lead Firms in mobilizing, organizing and retaining young women and men in business and work opportunities created by the LFs.
5. Support the Gender Unit at PSFU in conducting trainings and mentorships to SMEs, CBOs and other mobilization actors in gender mainstreaming milestones for all the participating LFs
- 6) Provision of technical assistance to at least 35 companies to undertake the organizational diagnosis and internal assessment of the organizational policies and practices.
7. Develop action plans for the respective LFs to address gaps identified during the assessment and capacity building exercise

### **3.2 Deliverables aligned with the objectives / scope of the assignment.**

- 1) An Inception report that spells out the Service providers interpretation of the ToRs and plan of action and timelines for the assignment with the selected LFs.
- 2) Diagnosis reports identifying gender equality achievements, best practices, gaps and opportunities in respective companies/institutions produced. The reports should also identify entry points which will inform action plans for respective LFs.
- 3) List of the Companies supported, tools developed and number of young men and women reached, in work and earning from the LF Project.

### **3.3 The management and reporting lines of the consultant**

The enrolled service providers shall report directly to the Investment Specialist- Gender at PSFU and work closely with the respective Case managers (Investment specialists and Officers at PSFU, the Lead Firms' Gender Focal persons and Project Teams. Where required, the service provider shall facilitate cross Lead Firm Learning and information sharing.

The onboarded Gender Service Providers shall be accountable to the Project Director, YAW-LFS Project and directly report to the Investment Specialist- Gender at YAW-LFS Project.

### **3.4 The inputs and facilities to be provided by PSFU in the course of the assignment**

PSFU shall pay the service providers a daily rate commensurate to the number of days worked in a given period. There is preference for regional level providers and marginal reimbursables on transport and communication will be made.

### **3.5 Duration**

The shortlisted Gender Service Providers shall be engaged on short term basis and shall be informed by the analyzed needs by PSFU YAW-LFS Team and the Lead Firms. The onboarded Gender Service Providers shall be in service for a period of two years from the time of selection.

### **4.0 Experience of a competent bidders (general and specific expressed in terms of number, value, complexity and duration of completed or ongoing assignments) – specifying key documents to be attached as source of evidence;**

The individual consultants must meet the following required conditions:

- 1) Minimum of a Bachelor's Degree in Gender and Development Studies, Social Work and Social Administration, Law, International Relations, Public Policy Analysis and Economics or other related subjects.
- ) Demonstrated experience promoting and advocating gender equality & women empowerment initiatives.
- 3) Evidence/proof of past experience in executing similar assignments within a multi stakeholder's framework.
- 4) Sound knowledge on national, regional and global gender equality frameworks.

- 5) Proven competencies in research and facilitation skills, analytical work as well as ability to multi task, deliver on time, meet tight deadlines and work with limited supervision.

Note:

Individual Consultants and firms are required to submit a methodology or a brief proposal responding to the Terms of reference indicating Regions (Central, East West or North) of Preference within Uganda. This should not exceed three pages

Individuals are encouraged to apply independently even where their profiles are included in the submissions by firms.