



Ministry of Gender and Family Promotion

Terms of Reference

Title	Review of the 2010 National Gender Policy
Country of the Assignment	Rwanda
Type of the Contract	Individual Contract (Team of Consultants)
Start Date	(March 2019 –June 2019)
Expected duration of the Assignment	4 Months

BACKGROUND

The government of Rwanda is committed to Gender equality and women empowerment. The strong political will to mainstream gender into government programs/ projects is underpinned by institutional and policy frameworks that have been a key to Rwanda's progress in addressing gender inequalities. The Rwandan Constitution of 4th June 2003 as revised in 2015 ensures equal rights between men and women and ensuring their complementarities in the national development.

This commitment is also reflected in the ratification and implementation of numerous international and regional instruments, namely Convention on the Elimination of all Forms of Discrimination against Women (1979), Beijing Platform for Action (1995), Maputo Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003), Solemn Declaration on Gender Equality in Africa (2004) among others. Additionally, the Government of Rwanda endorsed, East Africa gender policy, COMESA gender policy, AU Gender Policy, Agenda 2030 for Sustainable Development Goals (SDGs) and the Africa Union Agenda 2063

The domestication of the various instruments led to the Government of Rwanda (GoR) develop the National Gender Policy in 2010.

Several bodies have also been set up at both National and Decentralized levels to advance, coordinate and monitor implementation of Gender related commitments but also to ensure the full realization of equitable sustainable development that leaves no one behind through national policy and program interventions. In addition to this, gender equality promotion is emphasized in national medium and long term planning instruments including but not limited to Vision 2020/50, EDPRS, NST1, Sector Policies and associated strategic plans and District Development Strategies (DDSs).

Despite the aforementioned achievements, the National Gender Equality status report conducted in 2018 by GMO among others revealed challenges like high poverty rates especially in women headed households, low female representation and participation



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in competitive positions in private and media poor mind set and stereotypes around gender equality, low number of girls enrolment in TVET especially STEM courses still exists and has hampered gender equality and women's full involvement in development programs and productive activities.

It is also paramount that the role of men in gender equality and men engagement strategies be set to ensure that Gender equality is well understood and contribute to harmonious & safe families

On the other hand, many instruments/ findings have emerged since the adoption of National Gender Policy in 2010 and these include but not limited to the review of the Vision 2020, the revision of the National Constitution in 2015, EICV5 findings as well as shift from EDPRS 2 to the current NST1. At regional and international level, the African Union Agenda 2063 adopted in 2014, the Global United Nations Agenda 2030 on the Sustainable Development Goals adopted in 2015, HeForShe commitments (2015) among others, hence call for the review of the National Gender Policy.

It is against this background that Ministry of Gender and Family Promotion in collaboration with UNWOMEN is hiring a team of National Consultants (NC) to review National Gender Policy of 2010 and its strategic plan. The team of consultants will work closely with the Technical Working Group (TWG) that will be established MIGEPROF.

SCOPE OF WORK AND OBJECTIVES OF THE ASSIGNMENT

The main objective of this assignment is to review the 2010 National Gender Policy and align it with the national and international instruments as well as other emerging issues and programs such as early child development, Men engage through HeForShe, teenage pregnancy, trafficking in Persons among others towards building safe families foundation of the Rwanda we want.

This process is envisaged to align all gender equality related issues with the Vision 2050 and National Strategy for Transformation (NST1) and other sectoral policies and strategies. The policy will be transformational in nature, highlighting the strategic direction of gender equality including guiding principles, vision, mission & goal, approaches & strategies, as well as institutional policies, implementation, monitoring and evaluation to enable evaluation of policy performance.

METHODOLOGICAL APPROACH

The policy development process will be participatory and consultative in nature, involving a wide range of stakeholders that include Gender Machinery, Social Cluster, Gender Equality and Women Empowerment Sub-Cluster and UN agencies among others.



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The policy review will mainly be conducted in four phases that include the inception phase, assessment phase, policy review and analysis as well as validation phase. The team of consultants shall work together with a pool of experts from the National Gender Machinery (NGM) institutions to ensure that relevant stakeholders are on board throughout the process.

ASSIGNMENT TASKS AND KEY DELIVERABLES

The assignment tasks will include among others:

1. Development of a detailed Inception Report indicating work plan for the review of the 2010 National Gender Policy. The Report is to be presented within five (5) days after signing the contract by both parties;
2. Review all relevant international, regional and national instruments and documents, including but not limited to conventions, protocols, treaties, legal framework, policies, strategies, programs, reports, guidelines that provide the gender equality institutionalization, mainstreaming and implementation in the country;
3. Conduct in-depth national stakeholders discussions in public sector institutions like NGM, non-governmental organizations, private sector, faith based organizations, academia, community members among others and produce the National stakeholders consultation report;
4. Identify key gaps and areas of improvement or focus for the new policy (key policy actions including the involvement of men and boys in gender equality promotion)
5. Review the national budgetary allocation and mainstreaming process and suggest improved resource envelopes to meet gender equality outcomes;
6. Facilitate the validation of the comprehensive National Gender Policy;
7. Produce a final revised National Gender Policy and its strategic plan for approval by the Cabinet.

Deliverables:

The assignment will crystallize to the following deliverables:

1. Inception report detailing methodology and work plan including schedule of deliverables
2. Stakeholders' consultations report;



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3. Draft National Gender Policy for presentation in stakeholders validation meetings;
4. Power point presentation to be presented during stakeholders' meetings
5. Final National Gender Policy with its strategic plan after integrating stakeholders' comments and inputs;
6. A bridged/user friendly version summarizing the policy;
7. Cabinet paper of the National Gender Policy and its strategic plan.

DURATION OF THE ASSIGNMENT

The assignment is scheduled to be completed within a period of 4 months

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

A. The required qualifications and experience for the team leader:

Basic qualifications required for a team leader of consultants include but are not confined to the following:

1. A proven masters' degree in Gender Development Studies, Economic Planning, Policy and Strategic Development, Development Studies, Social Sciences, Law, Demography fields with good knowledge and skills on policy analysis and formulation. A PhD would be an added advantage;
2. At least seven (7) years' experience in gender equality policy analysis and development sector;
3. Knowledge of current issues in gender sector in Rwanda, national, regional and international gender normative frameworks ;
4. Experience and knowledge of Rwanda decentralization system of governance and Rwandan cultural foundations would be an asset;
5. Proven record and experience in Policy analysis and formulation;
6. Evidence of having developed gender related policies or strategies during the last 5 years;
7. Ability to work with a range of gender stakeholders, including high level policy makers, government officials, private sector and civil society organizations;
8. Excellent command of English, both spoken and written is mandatory; Knowledge of Kinyarwanda and French will be an added advantage;

B. The required qualifications and experience for associated consultants

9. A masters' degree in Gender Development Studies, Economic Planning, Policy and Strategic Development, Development Studies, Social Sciences, Law,



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Demography fields with good knowledge and skills on policy analysis and formulation.

10. At least 5 years of practical experience in gender areas, review, evaluation and strategic planning, quantitative research, data analysis and reporting;
11. Knowledge of Rwandan culture and current issues in gender sector in Rwanda, national, regional and international gender normative frameworks
12. Evidence of having developed gender related policies or strategies during the last 4 years;
13. Ability to work with a range of gender stakeholders, including high level policy makers, government officials, private sector and civil society organizations;
14. Excellent command of English, both spoken and written is mandatory; Knowledge of Kinyarwanda and French will be an added advantage.
15. Proven experience in development of strategies, action plans and monitoring and evaluation (M&E) frameworks and research on gender and development.

Competencies for both team leader and associated consultants

1. Strong conceptual and analytical skills, in particular on gender equality sector
2. Excellent facilitation, communication and presentation and report- skills.
3. Proven analytical, organizational development and inter-personal skills.
4. Ability and demonstrated experience in working with multi-disciplinary teams.
5. Ability to meet deadlines with minimum supervision.
6. Proficiency in English, both written and spoken.

REPORTING AND WORKING ARRANGEMENT

The team of consultants will be required to work closely with MIGEPROF and the National Gender Machinery and will report to MIGEPROF under the leadership of Permanent Secretary who will also provide overall guidance during the review of National Gender Policy as well as engaging all relevant stakeholders especially the National Gender Machinery and other key partners. But the team of consultants will be required to facilitate the validation meetings.

WORKING LANGUAGE

The working language for the assignment will be English.

MODALITY OF PAYMENT

Fees will be paid upon delivery of the following:

- Validated Inception report-**20%**
- Validated Draft reports of both the national policy and strategic plan -**30%**

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- Final submission of National Gender Policy Report, user friendly version summarizing the policy, A bridged/user friendly version summarizing the policy and Cabinet paper of the national gender policy and its strategic plan after National validation - **50%**

Deadline: 5.30 P.M, **25 March 2019**.