

Terms of Reference

Position	Local Consultant to Conduct an assessment on financing for Gender Equality in Rwanda
Type of the contract	SSA Consultant
Organizational Unit	UN Women Rwanda Country Office
Duty Station	Kigali
Application Deadline	22 April 2022
Duration of contract:	30 working days
Supervision:	Head of Programme

1. Background and context

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, 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. Placing women's rights at the center of all its efforts, UN Women leads and coordinates the United Nations system-wide efforts to ensure that commitments on gender equality and gender mainstreaming translate into action. It provides strong and coherent leadership and technical advice in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

Many international commitments support gender equality and the empowerment of women, including the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and a series of International Labour Organization conventions on gender equality as well as the 2030 agenda for sustainable development among others. UN Women's work is in line with these normative frameworks, and with the growing body of evidence that shows that gender equality significantly contributes to advancing economies and sustainable development.

Investing in women's empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home. But they also remain disproportionately affected by poverty, discrimination and exploitation. Gender discrimination means women often end up in insecure, low-wage jobs, and constitute a small minority of those in senior positions.

Funding for gender equality as a primary objective has stalled at around 5 per cent of bilateral allocable official development assistance (ODA). Therefore, supporting enhanced capacity and commitment of Member States to fund gender equality through national public financing and fiscal policies is an increasingly important strategy¹.

The Third International Conference on Financing for Development (FfD), and its outcome, the Addis Ababa Action Agenda (AAAA), is the first in a series of ground-breaking agreements to set and resource a transformative, universal agenda for sustainable development and international development cooperation to 2030. Together with the 2030 Agenda for Sustainable Development it aspires to deliver, as never before, for poverty eradication and prosperity, the realization of human rights for all and sustainability of the planet.

The AAAA speaks to the need for creating an equitable global economic system that leaves no country and person behind and recognizes that women, constituting half the world's population, are still left out of participation and leadership in the economy. Throughout the FfD process, UN-Women has advocated to build and promote Transformative Financing for Gender Equality and Women's Empowerment (GEWE). This concept is based on the premise that the progress on achieving GEWE has been held back by chronic and significant underinvestment in programmes to eliminate discrimination against women and girls and foster greater gender equality. So, a transformative approach to financing GEWE commitments is imperative, especially in the context of commitments to the full, effective and accelerated implementation of Beijing Platform for Action and the 2030 Agenda for sustainable development. Equally a transformative financing approach is crucial to maintain the progress and gains made so far toward achieving GEWE, and to make those gains irreversible. The acceleration and urgency that these commitments have now been framed against, with the 2030 deadline, also calls for unprecedented resourcing efforts.

Transformative financing therefore implies significantly increased, prioritized and sustained investment in GEWE commitments in scale, scope and quality, from all sources at all levels, and both gender mainstreamed and targeted in key sectors. At the normative level, investment is required to craft and implement laws, policies, measures and programs that create the enabling environment, infrastructure and institutions while also setting the foundation for the transformation of social norms for gender equality.

It is within this background that UN Women Rwanda Country office seeks the services of a local consultant to conduct an assessment on financing for gender equality in Rwanda whose findings will inform its programming and advocacy.

Scope and Objectives of the Study

2. Scope of the study

This study will explore and expand beyond the gender responsive budgeting that Rwanda is implementing for more than a decade by also looking at other avenues of financing for gender equality including domestic financing and donor funds channeled direct budget support or sector support. In addition, this study will identify and assess different existing opportunities/programmes aimed at financing for gender equality. It will also focus on the identifying gaps and challenges that hinder women to access to finance and other economic

¹ <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N21/186/22/PDF/N2118622.pdf?OpenElement>

opportunities and will come up with solutions through actions that could fix the gaps and alleviate the challenges.

3. Objectives of the study

The overall objective of the study is to assess the key achievements in financing for gender equality in Rwanda and identify the prevailing gaps and challenges that need to be addressed.

More specifically, the objectives of the assessment are:

- 1) Assess the financing gaps for gender equality through the gender responsive budgeting,
- 2) Conduct gender analysis of public and private financing flows and recommend how to integrate relevant data and targets on gender equality into national financing policies and strategies.
- 3) Identify new opportunities in gender responsive procurement in public and private sector
- 4) Identify how to strengthen prioritization of gender equality in financing decisions across sectors, including in climate financing and in COVID-19 response and recovery
- 5) Identify how to catalyze new sources of finance and financial innovations such as gender bonds; PPP driven blended financing; and assessing their policy impact.
- 6) Identify investment areas that could speed up the women economic empowerment by for example women unemployability, reducing unpaid care work, etc. and which could speed up the achievement of the SDGs.
- 7) Prepare a policy brief for advocacy

4. Key tasks

The following are expected key tasks that the consultant will perform:

- 1) Identify and/or advise on setting up innovative financing mechanisms for GEWE at the macro-level in Rwanda
- 2) Organize consultations with key Ministries especially the Ministry of Finance and Economic Planning and sectoral ministries, UN agencies, International Financial Institutions and other stakeholders, such as the private sector, women leaders, human rights experts, and UN partners, as necessary to identify financing for gender equality opportunities and the accountability framework to make it a policy and practice reality.
- 3) Conduct a gender analysis of the current tax system and issue recommendations on taxation for gender equality through gender sensitive fiscal stimulus
- 4) Identify new opportunities in gender responsive inclusive public and private sector procurement, and gender transformative social protection mechanisms including expanding into both blue and green economy financing
- 5) Launch a dialogue to foster policy forums on applicability of gender bonds, blended financing bringing together public and private partnerships.

The assessment should be built around 5 main UN Women corporate priority policy areas on financing for gender equality including:

1. Inclusive National and local planning

2. Local Governance and participatory Budgeting
3. Gender Responsive Budgeting
4. Budget Transparency and Accountability (Tracking and country reporting on SDG 5.C.1, gender budget allocation tracking tools, ...)
5. Gender and Public Institutions (Promoting gender responsive public service delivery in such areas including budget reform, service delivery, and the decentralization of resources and services from the national to the local)

5. Deliverables of the assessment

In line with the specific objectives above, the expected deliverables are the following:

Outputs/Deliverables	Activities	Timing
Inception Report detailing the methodology to be used and workplan	Brief meeting with UN Women and other concerned institutions, prepare and present a comprehensive inception report which includes among others the methodology and timeframe. Identify key partners to be consulted and key sources of information related to this assignment Develop data collection tools if needed (questionnaire, etc...).	4days
First draft on the findings on financing for gender equality in Rwanda is shared	Develop and submit the first draft of the assessment of financing for gender equality in Rwanda to UN Women and other relevant stakeholders for review	18 days
Presentation of the First draft for review to UN Women and other relevant stakeholders	Prepare a PowerPoint presentation and present the findings to UN Women Incorporate relevant inputs to the report and improve the report	3 days
Final Report and Presentation of the Final report of the assessment on financing for gender equality	Prepare a PowerPoint presentation and present the findings to UN Women and key stakeholders Facilitate a validation workshop Receive and incorporate comments and inputs from the validation meeting to the final document Submit to UN Women the final report	3day
Policy brief	Prepare and submit a policy brief to UN Women	2days
Total		30

6. Qualification and Experience

- Advanced degree in economics, Gender Economics, International Development or related fields
- At least ten years of experience working with gender issues in financial inclusion and women's economic empowerment in developing countries and/or emerging markets;
- Experience in national budget and programme reviews
- Experience in designing and delivering a financial literacy and business management education programme, targeting women
- Excellent coordination and high-level stakeholder engagement skills
- Proven experience in conducting participatory approaches and interviews as data collection approaches
- Excellent facilitation skills.
- Fluency in English, knowledge of French and Kinyarwanda would be an added value.
- Ability to engage people in conversation and record answers clearly and accurately

7. Timeframe: Start date and end date for completion of required services/results

The individual consultant is expected to conduct the assessment study for a period not exceeding **30 working days from the signing of contract**. Interested candidates are called to submit their technical proposal, detailing their methodology, outlining their timelines, and suggesting a budget based on the methodology proposed and taking into account the immediateness of the data required for it to be relevant.

8. Mode of application

Interested individual candidates are requested to submit their detailed required documents and intent letter to rwanda.offers@unwomen.org not later than **22 April 2022**. Only pre-selected candidates will be notified.