

**Developing and conducting an analysis of gender and other relevant identity factors for Tostan's Community Empowerment Programming in Southern Senegal**

**TERMS OF REFERENCE FOR SENIOR CONSULTANCY**



**April 2019**

## **1. Context: Tostan and the CEP**

Tostan is a non-governmental organization based in Africa since 1991. Tostan programs create the conditions for large scale grassroots movements that are motors for the fulfilment of human rights and for the Sustainable Development Goals (SDGs). Tostan's flagship Community Empowerment Program (CEP) is currently implemented in resource poor communities in Senegal, Gambia, Guinea, Guinea Bissau and Mali. Numerous evaluations have demonstrated that the CEP enables communities to determine and pursue their vision collectively and improve their wellbeing. Human rights-based empowering education is at the heart of the approach. Like many development programs the CEP brings new knowledge, but the key to its results is that it enables participants to identify social practices that constrain wellbeing and 'discover' ways to change them.

The results are particularly important in shifting social expectations regarding the role and potential of women and girls, empowering them and increasing their influence within the family and in the community, and decreasing gender-based violence. The stronger role of women is reflected in their leadership within the Community Management Committees, established as part of the program. More than 200,000 people in 3,000 African communities have participated in various iterations of the CEP and, thanks to a process of organized diffusion over 9,000 communities have publicly declared the abandonment of female genital cutting and child marriage. The changes are systemic since participants renegotiate local social norms and collectively agree to adopt human rights-consistent social practices. Tostan also implements programs in the areas of parenting practices and peace and security, which build on the CEP and are also informed by the understanding of social norms. The post-CEP module on peace and security leads to women's participation in peace processes and strengthening community resilience when faced with conflict.

The Tostan Training Center (TTC) has developed a strong capacity to train leaders and development actors, including religious leaders, who are influential in their communities. Tostan is also an active member in global communities focused on the dynamics and drivers of sustainable community-led development and has developed strategic partnerships to advance knowledge and increase scale.

## **2. Gender+ Analysis of CEP and post-CEP programming**

In keeping with a recent partnership agreement with Global Affairs Canada, Tostan will be implementing the CEP in 100 communities and the Peace and Security module in 182 communities, both in Southern Senegal. An important goal of this project will be to increase gender equality. In order to sharpen project implementation and maximize progress toward this goal, Tostan plans to develop and conduct a gender analysis that will contribute to effective programming. In specific, Tostan seeks support to design and carry out a Gender Based Analysis + (GBA+) encompassing gender and intersectional inequalities (age, income, ethnicity, social class, people with disabilities, among others); the inclusion and participation of girls / women as agents of change in the definition of project results and activities; and the institutional

capacity of potential implementing partners, among other elements. (For more information on this and related terminologies please see <https://cfc-swc.gc.ca/gba-ac/index-fr.html>)

While Tostan has not specifically utilized the GBA+ to inform its programming, the organization does have a large number of related organizational experiences and capacities. Tostan has been a pioneer in the development and understanding of social norms change, including change in gender norms, and social norms change measurement. The organization has also developed and implemented gender-focused programming and has worked with other gender-related concepts and tools in its programming, research, and within its organizational culture. It may also be accurate to state that Tostan's long-standing approaches to community-adaptive programming, community-responsive and inclusive program evolution, appreciative community engagement, and other practices have some parallels to or echoes of the GBA+ approach.

### **3. Objective of the Consultancy**

With this consultancy, Tostan is seeking to conduct in-depth analysis of gender and other identity factors to improve the *When She Leads, Everyone Succeeds* project in Southern Senegal, and to build the capacity of Tostan's systems and staff to more effectively achieve gender equality results.

### **4. Scope of work**

Under the supervision of the M&E Specialist, and in collaboration with project staff, the Consultant will be expected to carry out and deliver the following responsibilities:

1. Act as senior resource on gender equality issues, practices, and policies relevant to the project and in the project context.
2. Work directly with Tostan staff to develop and carry out a detailed GBA+ analysis that will identify and assess data and issues relating to gender inequalities within the specific project context. In undertaking the GBA+ analysis, the consultant will need to spend time in the project area and use participatory techniques including semi-structured interviews, focus groups and participatory tools (as far as possible within the scope allowed by the mission) with women, men, girl and boy beneficiaries, community leaders, other key informants and other organizations, where relevant.
3. Apply the findings of the GBA+ analysis to recommend improvements in the definition of project expected results at Intermediate and Immediate levels in the Logic Model, action plan/activities, assumptions, risks and mitigating strategies.
4. Provide inputs for improving gender equality indicators and targets for the performance measurement framework as well as for the definition, collection, and analysis of sex-disaggregated data for the M&E of the project.

5. Strengthen Tostan's gender equality knowledge and capacity by supporting the training of a Tostan staff position who will serve as focal point on the GBA+ aspects throughout the implementation of the project and by helping to drive greater awareness of the existence of biases among Tostan staff.

## **5. Deliverables**

1. Work plan and methodology for the mission, including scheduling of people to meet and list of questions to ask.
2. Descriptive and analytical report on the main findings of the GBA+ analysis, suggesting appropriate options, and with recommendations for strengthening the project logical model, improving project activities to achieve desired gender equality results, and updating project risks.
3. A document that outlines the strengths and weaknesses of the current M&E system with respect to gender and makes specific recommendations on ways to strengthen it.
4. A training plan for Tostan staff and a report on the training and internal capacity-building on GBA+ undertaken.

## **Duration**

Tostan expects the length of this consultancy to be 4-6 months in length, and the time commitment to be roughly 20 hours per week, with full-time commitment during periods of data collection in the field. Actual duration will be determined taking into consideration the methodology suggested by the consultant as well as budget and time constraints related to the project.

## **Location**

Applications are welcome from consultants based in any geography. Applicants based outside of Senegal must be willing to travel to Senegal, as data collection and some other activities will take place in multiple locations in Senegal including Dakar, Thies, and Kolda. Travel to/ within Senegal at agreed upon intervals will be determined by final agreed scope of work and workplan.

## **Preferred Qualifications of Consultant**

### **Education**

Advanced degree in social sciences, community development, monitoring and evaluation or project management with experience in similar assignment.

### *Experience*

- Previous experience designing and applying the GBA+ approach, methods, tools to active programs or closely related experience with similar frameworks.
- Proven experience working with and designing research methodologies for application in a rural African or similar context. Experience working in Senegal will be an asset.
- Demonstrated expertise in research and monitoring and evaluation methods relevant to gender equality, identities, and other related concepts.
- Experience in participatory methodologies and approaches.
- Experience in social norms change, including gender norms and norms that uphold discrimination.
- Proven ability to analyse and interpret results, as well as articulate the implications of findings.
- Experience conveying important concepts to non-technicians and presenting research findings to diverse audiences.
- Excellent written, verbal, and interpersonal communication skills. Experience working directly with non-native English speakers and/or global south leaders preferred.

### *Language*

- Able to effectively communicate in French and English, in both written and oral forms. Knowledge of one or more Senegal languages will be an asset.

### **To apply**

Send your CV indicating all past experience from similar work, a brief technical proposal, your daily rate, and at least three (3) professional references at: [hr@tostan.org](mailto:hr@tostan.org) before 10/05/2019.