



FAWE Forum for African Women Educationalists
Forum des éducatrices africaines

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Terms of Reference to Conduct a Gender Analysis Post Kenya's 2022 Elections

Deadline Monday 12th June 2023 at 1700hrs (EAT)

Introduction

The Forum for African Women Educationalists (FAWE) is a pan-African non-governmental organization that works to promote gender equity and equality in education across sub-Saharan Africa. As a renowned think tank on matters of education for girls in Africa, FAWE empowers girls and women through quality education and training to give them necessary skills, competencies, and values to be productive members of their societies.

FAWE has been implementing the Women in Political Participation (WPP) project in Kenya, which aims to increase the participation of women in political leadership positions. As part of this project, four WPP academies were conducted in Kenya, which involved female Kenyan politicians and aspiring politicians. FAWE is committed to evaluating and documenting the impact of the WPP academies and intergenerational mentorship sessions, as well as conducting a Gender Analysis Post Kenya's 2022 elections. The analysis will provide insight into the challenges and opportunities for women's political participation in Kenya and inform future areas of focus for the project.

To achieve this, FAWE intends to engage a consultant to conduct a comprehensive Gender Analysis Post Kenya's 2022 elections. The analysis will involve a literature review, interviews, and data analysis, with the goal of producing a report on the findings, including recommendations for future actions. This document outlines the terms of reference for the recruitment of a consultant to conduct the Gender Analysis Post Kenya's 2022 elections. The terms of reference provide a detailed description of the project goals, the consultant's scope of work, qualifications required, budget, proposal submission guidelines, evaluation criteria, and other terms and conditions.

Purpose of the consultancy

The purpose of this consultancy is to conduct a Gender Analysis Post Kenya's 2022 elections to;

- Evaluate the general performance of women aspirants during the 2022 elections compared to other elections.
- Evaluate the impact of the Women in Political Participation (WPP) project implemented by FAWE specifically impact of the WPP academies and intergenerational mentorship sessions.
- Provide insight into the challenges and opportunities for women's political participation in Kenya.

Scope of Work:

- i. The consultant will be expected to prepare an inception report explaining how they intend to achieve the expected results.
- ii. Conduct a literature review of existing gender-related data, research, and reports in Kenya, with a focus on women's political participation and leadership.
- iii. Conduct interviews and focus groups with key stakeholders, including women politicians, aspiring politicians, civil society organizations, and government officials. The purpose of these interviews will be to gather insights and perspectives on the challenges and opportunities for women's political participation in Kenya, as well as the impact of the Women in Political Participation (WPP) project on women's participation in politics.

- iv. Analyze the data collected from the literature review, interviews, and focus groups and produce a comprehensive report on the findings. The report should include:
 - An overview of the status of women's political participation in Kenya, including key statistics and trends.
 - An assessment of the impact of the WPP project on women's political participation, including the effectiveness of the WPP academies and intergenerational mentorship sessions.
 - Identification of the key challenges and opportunities for women's political participation in Kenya, and recommendations for future actions to address these challenges and opportunities.
- v. The consultant will be required to work closely with FAWE's project team to ensure that the analysis is aligned with the project goals and objectives.
- vi. The consultant will be expected to provide regular updates on progress, including the submission of progress reports and the final report within the agreed timeframe.
- vii. The consultant will be expected to travel within Kenya to conduct interviews and focus groups with key stakeholders as necessary.
- viii. The consultant will be expected to develop an abridged version of the analysis.
- ix. The consultant will be expected to facilitate a validation workshop and present their work to the FAWE Team and stakeholders.
- x. The consultant will be expected to produce a copy of the final report (in English and French) on the findings of the gender analysis, including recommendations for future actions to address the challenges and opportunities for women's political participation in Kenya.
- xi. The consultant will be expected to maintain confidentiality and professionalism throughout the assignment.
- xii. The consultant should ensure that all work submitted must be of high quality, clearly written, and well-organized.
- xiii. The consultant should ensure that the deliverables are aligned with the project goals and objectives and meet the expectations of FAWE and its partners.

Deliverables:

- i. An inception report and work plan clearly stipulating how the assignment will be carried out and timelines of task milestones.
- ii. Final draft Analysis report
- iii. Facilitate a validation meeting and produce validated report comprising feedback received.
- iv. All raw material and content drawn from this exercise.
- v. A comprehensive final report (produced in English and French)

Timeline:

The consultant will be expected to complete the tasks outlined above within a period of 45 working days, starting from 20th June – 7th August 2023

Qualifications:

The qualifications of the consultant(s) for this assignment should include:

- i. A minimum of 10 years research experience with proven track record in conducting gender analyses, preferably in the field of politics and governance, focusing on women's political participation. Master's degree will be an added advantage.
- ii. Demonstrated experience in conducting literature reviews, data collection (including interviews and focus group discussions), and analysis.

- iii. Strong analytical skills and the ability to synthesize complex information into clear and concise reports.
- iv. Excellent oral and written communication skills, including experience in report writing and presentation skills.
- v. Demonstrated experience working in Kenya and knowledge of the political and social context of the country as well as the political and legal frameworks for gender equality and women's political participation in Kenya.
- vi. Ability to work independently and deliver high-quality work within tight deadlines.
- vii. Demonstrated ability to work with diverse stakeholders, including government officials, civil society organizations, and women politicians.

Evaluation Criteria:

FAWE will evaluate and award the “Gender Analysis Post Kenya’s 2022 elections” Expression of Interest (EOI) for the assignment based on technical responsiveness and financial feasibility in line with the below guide:

S/N	Criteria	Maximum Points
1.	Technical proposal	30
2.	Experience in similar assignments	20
3.	Review of Sample Work (must include three related tasks in the recent 5 years)	15
4.	Financial proposal	20
5.	Academic Qualification and years of work experience	15
	Total	100

Submission of Proposals:

Interested consultants should submit a proposal that includes the following:

- i. Cover letter, indicating interest and availability to undertake the assignment in 45 days.
- ii. Detailed curriculum vitae, highlighting relevant experience and qualifications of the consultant(s)
- iii. Proposed methodology and work plan for completing the scope of work, including proposed timelines and deliverables.
- iv. At least 3 samples of previous related work
- v. At least 3 references of previous related work.
- vi. Financial proposal, including a breakdown of fees and expenses.

The complete application should be addressed to FAWE Africa Executive Director and emailed in PDF version to procurement@fawe.org received on or before **Monday 12th June 2023 5.00pm (EAT)** with the subject ‘Gender Analysis Post Kenya’s 2022 elections’. Please send a PDF Version.

Only email applications will be accepted. Incomplete and/or applications received after the deadline will be disqualified.