

Terms of Reference for Gender Equality and Social Inclusion Consultant Skills for Prosperity Programme – Kenya

1. Purpose

Leonard Cheshire is leading a consortium to deliver a new programme named Skills for Prosperity Kenya (S4PKe). We are looking for a talented Gender Equality and Social Inclusion (GESI) Consultant. The consultant will develop a Gender Equality and Social Inclusion Strategy and Action Plan for the S4PKe Programme. The consultant will work closely with Leonard Cheshire's Programmes Technical Lead for Economic Inclusion and Innovation as well as the S4PKe team to deliver the assignment. The consultant will also liaise closely with Forum for African Women Educationalists (FAWE) which is one of the partners in the S4PKe consortium.

2. Context

Leonard Cheshire is a leading pan-disability organization supporting inclusive programmes on education and employment. Internationally we have placed over 80,000 people with disabilities in jobs and livelihood programmes.

Skills for Prosperity Programme (S4PKe) is a new FCDO-funded programme which began in October 2020. Over 2.5-years, S4PKe will provide technical assistance **to improve the quality, relevance, equity, and cost-effectiveness of higher education (HE) and technical and vocational education and training (TVET) in Kenya**. The programme aims to improve the skill levels, employment rates, and productivity of beneficiaries, **particularly for women, low-income youth, and persons with disabilities**. A key pillar of the programme will include providing technical assistance towards the National Open University of Kenya set-up. Leonard Cheshire is leading the S4PKe consortium, which consists of the ILO, The Open University (UK), Federation of Kenyan Employers, Forum for African Women Educationalists, Warwick Institute for Employment Research, Edukans and Capital Strategies.

At National level, the S4PKe Programme will support the Ministry of Education and the Ministry of Labour. At County level, the programme will support sector-specific industry - TVET college partnerships in **Mombasa County, Nairobi County, Kisumu County, Trans -Nzoia County and Busia County**. The programme will focus on the following sectors: Building and Construction; Automotive technology; Agriculture/Agro-processing; Maritime sector; and Hospitality and Tourism sector.

The programme will deliver three core strands of activity,

Strand 1: Strengthening education to industry links at the institutional level, tailored to priority sectors key to county or national development.

Strand 2: Developing an enabling environment for a strong skills eco-system through technical assistance and capacity building – including enhanced institutional capacity and capability.

Strand 3: Improving access to HE and TVET education for marginalized and unemployed youth.

The programme's intended **impact** is increased capacity for inclusive economic growth due to increases in labour productivity, which will contribute to poverty reduction.

The programme's expected **outcomes** are Improved skill levels, employment rates, and productivity of beneficiaries (HE and TVET students), particularly for the priority target groups of women, low-income youth, and people with disabilities.

3. Deliverables

A Gender Equality and Social Inclusion Strategy and Action Plan to ensure that the S4P Kenya programme is at least level 1 (minimum compliance), ideally aiming for level 2 (empowerment) of the Prosperity Fund Gender & Inclusion Framework.

4. Scope

The GESI Strategy and Action Plan for the programme should:

- Meet at least level 1 (Minimum Compliance - Programmes address due diligence, risks, basic needs and vulnerabilities of women and excluded groups) requirements of the Prosperity Fund GSI Framework for Programme Development and
- Aim to reach levels 2 (Empowerment - Programmes build assets, capabilities and opportunities for women and excluded groups) and
- Aspire to build foundations for system change for level 3 (Transformational Change - Programmes address unequal power relations and seek systemic institutional, legal and societal changes).
- Be compliant with the Gender Equality Act and SDG 5: Gender equality and women's empowerment.
- Be developed in-country and reflect the inputs from the LC Technical Lead for Economic Inclusion and Innovation and S4PKe team.
- Be no more than 30 pages long (excluding the annexes).

Assumptions and dependencies: Depending on the sector and/or context, there is a recognition that the most appropriate and realistic focus may be at Minimum Standard or Empowerment level, whilst Transformative change may be more complex and longer-term (requiring political will), but a more sustainable process for greatest impact.

5. Requirements

The GESI Strategy and Action Plan should meet the following requirements:

- i. Logically structured, concise, well presented and understandable to the intended audience
- ii. Apply the Prosperity Fund Gender and Inclusion Framework for Programme Development, *(to be provided)*, ensuring the programme is at least level 1 (minimum compliance), yet aiming for impact at empowerment (level 2) and where possible, transformational change (level 3).
- iii. Clear impact analysis ensuring the programme aims to address identified social inclusion issues, and demonstration of how gender and social inclusion considerations have influenced decisions on priority regions and sectors, including marginalised groups, indigenous communities, disabled people.
- iv. Clearly links impact analysis to proposed programme interventions and activities, explaining rationale for interventions and activities, and clearly explaining the level of ambition for each intervention or activities, as per the Prosperity Fund Gender and Inclusion Framework.
- v. Clear risk analysis and mitigation plans on gender and social inclusion.
- vi. Clear baselines and indicators for interventions and activities.
- vii. Clear key performance indicators for monitoring linked to MREL plan and including G&SI-disaggregated data and G&SI-specific indicators. As a minimum, programmes should collect disaggregated data by sex, age and income quintile and to include at least one KPI on gender.
- viii. Clearly identify and allocate financial/human resources for implementation of the Strategy and Action Plan, with narrative on how G&SI-related activities have been costed in.
- ix. The GESI Action Plan format is flexible but at a minimum should include key activities, timelines, responsibilities and any budgeted costs.
- x. Submission of the GESI Strategy and Action Plan should be in 3 phases: (a) Outline of GESI Strategy and Action Plan (b) Draft GESI Strategy and Action Plan (c) Final GESI Strategy and Action Plan.

6. Timeline

The timeframe for this consultancy is from 24th November to 23rd December 2020. The consultant should ensure the completion of the GESI Strategy and Action Plan within this timeframe. The level of effort for this assignment is approximately **20 days**.

7. Qualifications of the Consultant

- Master's degree in Gender Studies and Development, Education or related fields
- At least five years of progressive experience in gender equality and social inclusion

- Previous experience in developing a programme-wide GESI Strategy and Action Plan
- Familiarity with gender-, age- and disability-sensitive approaches to M&E
- Demonstrated skills on preparing quality reports and other knowledge products
- A demonstrated commitment to high professional ethical standards; and strong ethical standards to safeguarding
- Excellent communication skills (written and oral), strong command of English language and excellent research and analytical writing skills
- Should be available within the period of the assignment
- Experience in and/or knowledge and understanding of Kenya context desirable

8. Application requirements

Please submit an **Expression of Interest** which should include the following:

- A detailed technical proposal including
 - Description of how your skills and experience match the TOR requirements,
 - Your understanding of the assignment
 - Proposed methodology and work plan
- A financial proposal: Should include a detailed budget in Kenya Shillings
- Your CV, including track-record of recent projects, references of at least three (3) recent clients.
- Sample of similar GESI Strategy and Action Plan developed

9. Application submission

Please respond with your Expression of Interest to Marjorie.Okora@leonardcheshire.org by COB 20th November 2020.

Contract: Contractual obligations will be defined through a standard consultancy agreement, outlining deliverables, timelines, payments, and stating that the intellectual property will belong to Leonard Cheshire.