



Gender Equality and Social Inclusion Analysis Scope of Work (SoW)

Introduction

Despite global improvements in labor rights legislation and policy, women, people with disabilities, and youth are often identified as being at greater risk of lower, or unfavorable, participation in labor markets worldwide. Kenya is no exception.

Ungana a coalition program led by Sightsavers which brings together a range of local and international organizations recognized globally for their expertise in labor rights, gender and disability inclusion, equality, systems thinking, evaluative research, learning and evidence uptake. The program shall look at **providing solutions to the intersection of emerging trends in labor and inclusive development** as well as increasing protection for workers' rights. The program will focus on **two value chains in of some of the largest drinks companies in Kenya**. The main objective of the program will be to demonstrate that a set of relational capacity building interventions along value chains leads to improved levels of employment among people, particularly women with disabilities and men with disabilities as well as improvements in the protection of their labor rights as defined in the proposal.

The overarching goal of the program is that national and transnational value chains demonstrate that inclusion and labor rights are integral and achievable no matter what the employment relationship or the location of employment is. More inclusive labor markets benefit all individuals and value chain stakeholders with and without disability. This will be achieved through a set of interconnected outcomes defined under four domains of change, set out in the theory of change (ToC). The key outcomes of the project will include:

- More women and men with disabilities (and their enterprises) participate confidently in labor markets and enjoy and exercise their labor rights
- OPDs and Trade Unions increasingly support women and men with disabilities and the private sector by promoting and protecting labor rights
- Brands and value chain employers consistently champion, apply and measure inclusive and fair practices which align to CRPD, UN Global Compact, national legislation, and ILO decent work principles
- Governments comply with their obligations to ensure equal participation in employment under the CRPD, International Covenant on Economic, Social and Political Rights (ICESCR) and other UN and ILO conventions, through the enforcement of anti-discrimination legislation, the implementation of policies and the design of programs to ensure its implementation



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Evidence shows that there is a 53.1% disability employment gapⁱⁱⁱ in Kenya despite the 2030 Vision and the leadership and commitment the Kenyan government has shown on disability rights, including its co-hosting of the Global Disability Summit in 2018. Data for Kenya emphasizes significant gender gaps in employment with women being half as likely to be formal employees and twice as likely to be working in vulnerable jobs compared to men. The program is anchored on a robust intersectional approach to ensure that men and women, including those with disabilities are participating in labor markets and being more confident about exercising their labor rights. For this reason, the project seeks to conduct a gender equality and social inclusion (GESI) analysis. The gender analysis will be led by KEFEADO a national women's organization who will work with a program consultant to ensure that there is a proper analysis of gender and social inclusion dynamics within the two value chains identified and support the program to enhance the empowerment of women and persons with disabilities.

GESI analysis

Gender equality and social inclusion are critical components to achieving labor rights. Without understanding the different needs and experiences of women and men including those who are marginalized, the Ungana program will not be able to achieve its defined outcomes. The analysis will investigate how the status of women and men in Kenya (specifically in our areas of intervention) affects the two value chains identified and how Ungana program partners can address gender inequalities and social inclusion to better achieve program objectives. It is expected that the analysis will work within the program's ToC, looking at the different domains of the project and providing an analysis of each domain.

The aim is to identify the key evidence gaps on the intersection between gender, disability and participation in the identified value chains. This will be used to inform the project's research and learning agenda, design of the implementation and to strengthen gender integration across the project's ToC. The specific objectives of the analysis are:

1. To better understand the root causes of gender inequalities and their correlation with the value chains as guided by the ToC.
2. To support the refinement of Ungana's ToC based on analysis findings and inform the design and implementation of gender transformative interventions in the locations of intervention.
3. To support the design and development of effective gender and disability capacity building initiatives for Ungana project participants and partners.



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4. To facilitate effective gender and disability inclusion into the project's Monitoring, Evaluation, Accountability and Learning (MEAL) frameworks, project planning and key program interventions

More specifically, the GESI analysis will address the following questions:

1. Do relevant laws, policies, and institutional practices contain clauses that enhance participation of women and men with disabilities in the value chains and enable them to assume leadership roles and access support provided by the project?
2. Do relevant laws, policies, and institutional practices contain implicit or explicit gender and disability biases that may affect the ability of women and men with disabilities to participate in the value chains, assume leadership roles, and access the support provided by the project?
3. What barriers do women and men with disabilities face in their attempt to access and control resources, assets, income, social networks, public and private services, employment, technology, and information? How do they impact on the participation of women and men with disabilities in the identified value chains?
4. How do gender roles, responsibilities and use of time prevent or facilitate participation in the labour market and in particular in the two value chains targeted?
5. How do existing gender norms and cultural beliefs influence the participation of women and men in the value chains?
6. What are the existing structures to support women and men with disabilities to access resources, services and other benefits?
7. How do existing patterns of power and decision-making influence the ability of women and men with disabilities to decide, influence, and exercise control over material, human, intellectual, and financial resources in the family, community, and country related to the specific value chains?
8. What are the potential impacts, including unintended or negative consequences, of the project on women and men with disabilities, their relations and support systems?
9. How do child protection policy frameworks ensure protection from child labor along the agricultural systems with a focus on the two value chains?

Methodology

It is expected that the analysis will take a qualitative and participatory approach. Methodology will follow the outline below:



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1. A comprehensive desk review to explore existing studies and reports on global and national context.
2. An exploratory field study informed by the desk study findings to help refine the research questions and guide primary data collection. Information gaps identified through the desk review will guide the design and development of primary data collection tools, prioritize questions and key areas of investigation. The field study will involve data collection at three levels.
 - a. Individual level: Semi-structured interviews and/focus group discussions with women and men with disabilities including those currently participating in the supply chains.
 - b. Family level (support system) : Spouses and caregivers of women and men with disabilities.
 - c. Community level: Focus Group Discussions (FGDs) will be conducted for community or cultural “experts”
 - d. Institutional level: technical experts in the field of gender, labor and disability both from the government and other institutions, institution experts supporting the value chains and implementation of the program,

Deliverables:

The consultant and KEFEADO team will lead the consultancy process supported by the Technical lead for social inclusion at Sightsavers International. Key programme staff within KEFEADO and Sightsavers will be involved in the gender analysis process, including training, tool development and data collection, this will help strengthen capacity in identifying and addressing gender issues, understanding their implications in programming, and owning the outcomes.

Below is a list of key deliverables during the various stages of the gender analysis process.

I. Pre-data collection deliverables (most can be completed remotely):

- a) Desk review (including key review of project’s Theory of Change and existing gender analysis conducted within the context where they exist.
- b) Finalized proposal of qualitative data collection methodology and data collection tools
- c) Translation of data collection tool (where relevant)
- d) Staff training and testing of data collection tools
- e) Finalized, translated data collection tools (based on field testing)
- f) Finalized sampling strategy and data collection workplan



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II. Data collection:

- a) Primary data collection (raw data available for submission)

III. Post-data collection:

- a) Draft gender analysis table of contents
- b) Excel matrix of analysed transcripts (processed data)
- c) Draft gender analysis report
- d) **Workshop for presentation and validations of findings:**
- e) Gender Action Plan workshop: the action planning workshop will be led by the gender consultant together with KEFEADO with the participation of key implementing partners.

Time frame

1.5 months (starting January 5 2022 to February 20 2022)

Consultants qualification/Experience

1. Graduate degree in gender/women's studies, international development, social science or relevant study field.
2. Minimum five years' experience in project/program and strategy design and implementation.
3. Proven experience in gender research studies with a strong background specifically in qualitative research including a strong record of following research ethics procedures
4. Understanding and experience of USAID's approach to gender equality and social inclusion.
5. Experience with disability inclusion in programming.
6. Excellent understanding of development and decentralization labor issues in Kenya and the regional and international framework.
7. Proven record in delivering high quality outputs on time and on budget.
8. Excellent communication skills and well-developed interpersonal skills.



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Requirements in response to this SoW

The following is required from the consultant in response to these SoW as a basis for evaluation and choice of the suitable consultant:

- (i) A technical and financial proposal.
- (ii) A tentative work plan of the planned activities; including proposed number of days.
- (iii) CV(s) of the lead consultant and any support staff/consultant to be engaged
- (iv) Reference list of previous consultancies and relevant report e.g. GESI analysis and Action Plans

Please note that the consultant should be available in November and December.

Apply by sending your complete application to easterokech@kefeado.org and copying lmuchiri@sightsavers.org attaching all the documents listed by December 29th, 2021. Incomplete applications will not be considered. Interviews will be conducted on a rolling out basis