



Terms of Reference

For a Consultant to design a multi-year socio-economic research programme on Gender and Human Development in Tanzania

1. Introduction

REPOA is implementing its fifth five-year strategic plan (hereinafter, SP 2020-24) which aims to promote policy research and dialogue for socioeconomic transformation for inclusive development. Research and Policy engagement under SP 2020-24 is organized under the three thematic areas of:

- Productive Sectors & Inclusive Development (PSID);
- Gender & Human Development (GHD); and
- Governance, Accountability & Citizen Participation (GAP)

As part of the focus under the second thematic area of Gender and Human Development (GHD), REPOA intends to conduct research that supports the development of policies and strategies of economic growth, job creation and public spending that provide opportunities to the world's most marginalised people. This is necessary for sustained poverty reduction, distributive and redistributive economic development and transformation. Such policies and strategies must focus on the most disadvantaged, and on the underlying drivers of disadvantage entrenched in gender, geographical location (e.g. rural vs urban), age and/or other identity-based inequalities. GHD research is intended to influence the development agenda in multiple policy arenas during this SP 2020-24 by, among others, strengthening collaborations with policy makers and CSOs; strengthening our data and analytical capabilities to inform approaches to tackling gender inequality and identify best practices for inclusive social protection.

REPOA intends to execute a research programme on the gender aspects of development as part of the thematic area of Gender and Human Development. This programme will be guided by the understanding of gender as a social construction that categorizes individuals, traits, and institutions with respect to societal definition of biological sex¹. Viewing gender under these lenses allows distinct considerations of both gender and human development, as well as their conceptual interfacing. The research programme will be guided by understanding of the evolution of gender and human development dynamics both at local, national and supra national levels. Research conducted under this theme will specifically seek to inform national and regional development commitments, and also consistent with the United Nations' SDGs 3,4,5 and 6.

¹ Kimmel, M. and Gordon, K. M. (2019) 'Gender', in Ryan, J.M. (ed.) *Core Concepts in Sociology*. Lisbon, Portugal: John Wiley & Sons, pp. 118-122.

REPOA seeks an informed and gendered approach to guide short and medium-term research in the following seven (7) key sub themes:

- Gender aspects of equity and access to social services;
- Social protection, deprivation and vulnerability;
- Gender gaps in business and property ownership;
- Gender gaps in productive value chains;
- Gender gaps in enterprise creation and development;
- Gender gaps in labour and tradable markets;
- Gender and societal relations

2. Objective and Scope of the Assignment

Objective

The main objective of this assignment is to design a practical and relevant multi-year research programme on gender and human development that caters for current and anticipated needs, constraints and opportunities of women and men in Tanzania as part of REPOA's contributions to national and regional development policies and strategies.

Scope

It is hereby expected that the research programme will:

- Review, present and be guided by contemporary academic and policy literature on the economical, sociological and political dimensions of gender, its relationships, roles, challenges and prospects in development;
- Define and distinguish key gender constructs that may affect the development and operationalisation of specific research studies. These include gender roles, identity, relations, institutions etc.
- Identify and review salient gender gaps, pertaining, though not exclusively, to female headed households, children, and people with disabilities and special needs, in terms of livelihood needs, constraints and opportunities in the context of the seven subthemes outlined above
- Provide operational recommendations for strengthening the responsiveness of other components of REPOA's SP 2020-24 to address identified contemporary policy and research concerns and gaps on gender, and provide key elements of a gender analysis, policies and strategies.
- Develop a monitoring and evaluation plan of key gender indicators for each of the seven (7) subthemes identified in Section 1, above.

3. Key Tasks and Outputs

This overall assignment comprises of the following key tasks:

- 1) Review available background data, including sex-disaggregated demographic information and social and economic indicators of the identified dimensions of focus in Section 2, above;
- 2) Carry out a desk review of Gender and Development policy documents since 2010 to assess the extent to which national and international development policies have made progress on promoting gender equality and addressing identified gaps;
- 3) Conduct a desk-based gender analysis and needs assessment of women and men in Tanzania.

- 4) Assess the capacity and practices of REPOA key stakeholders as well as the relevance of REPOA's existing SP 2020-24 programme to deliver gender-responsive services and identify training needs of staff members and/or stakeholders on identified gaps.
- 5) Identify gender-based constraints and recommend key elements of a gender research programme including research questions and recommended research methodologies for each of the seven sub-themes to ensure that the research programme is relevant for informed dialogue and policy reviews to promote gendered response to poverty, exclusion, and vulnerability .
- 6) Draft a monitoring action plan for this gender-based research programme that is consistent with REPOA's existing Results Matrix Framework for SP 2020-24

4. Recommended Approach

REPOA recommends the adoption of a livelihoods approach to this assignment that prioritises the nexus between gender and development in the assessment of gender gaps in the seven (7) identified sub themes, **outlined in Section 2 above**. The consultant will do well to consider what women and men do to sustain their livelihoods, and their needs, constraints, and aspirations in accessing and utilizing resources to move out of poverty and prosper. This will include a variety of conditions that enable and constrain livelihoods including information asymmetry and formal and informal institutions (laws, culture, customs, etc). The resulting research programme should seek to identify research questions and appropriate methodologies for research that seeks to understand gender gaps in the seven subthemes, and the nature of the constraints and limitations.

Such questions may include the following, if deemed appropriate for an informative gender research programme:

- i. Participating in the decision-making processes: Do women take part in the decision-making processes that affect them at the local level? Are women sufficiently represented?
- ii. Accessing financial services (credit, saving, etc.): Can women in access financial services (credit and saving) from LGAs or other localized sources? What are challenges faced by women and women head of household in accessing financial services? Do they have control over finance, and a basic understanding on financial management? Do literacy levels matter for control over income and indebtedness? Are there specific challenges faced by women headed households? Are there real constraints on ownership of assets by women? How can mobile platforms mitigate against gender-based constraints, including strengthening women's control over income, without contributing to protection risks?
- iii. Accessing services provided by government institutions: This includes identifying challenges in benefiting from government extension services and from other actors funded through government programmes. Are these services equally available to women and men? Are women and men aware of these services and how to access them?
- iv. Accessing business development services and related training to engage in enterprise development. This includes identifying the impact of poor education and limited skills on access to services as well as identifying the gender-based production and marketing constraints related to access to extension information, markets and prices, other private sector services and other inputs for all target value chains.

- v. Accessing health services: This includes access to primary health care services through community health services, maternal and child health and communicable diseases and preventive strategies, as well as access to hospitalization and ambulatory services when needed.
- vi. Accessing education services for children. This includes accessibility and proximity of primary and secondary schools, constraints faced by rural families to sending their children to school including limited income, indebtedness, and equal access provided to both boys and girls to attend schooling.
- vii. Opportunities for household-level participation in decision-making.
- viii. Capacity gaps among key policy actors to deliver gender-responsive services. This includes brief assessments of the availability of the gender equality policy and understanding the practices of organizations and perceptions, beliefs, and
- ix. There are rumours about sexual exploitation of women in education, healthcare, and labour market. The programme should also seek to propose bases for further validation of these rumours and how widespread the phenomena, if present, may be.
- x. Norms held by society about men and women, it is expected that the resulting programme will guide research on strategies to counter or work around these ideas.
- xi. Opportunities for women to participate in leadership positions and employment opportunities created. This involves identifying opportunities for women to serve as Producer Enterprise Agents (PEAs) and become association leaders such as with cooperatives, any capacity building needs required for women to take on these roles, and any other gender-based constraints that limit men's and women's ability to receive and benefit from farmer association services. It also includes the identification of constraints and factors that may hinder women from taking leadership positions in societies and SMEs.

5. Deliverables

The following outputs are expected to be produced by the Gender consultant:

- 1) An inception report, **one week** after the signing of the research/consultancy agreement. The inception report will contain context analysis and target policies, programmes, communities, partners and agencies to review. The inception will also include an updated outline of the assignment's work and delivery schedules.
- 2) A preliminary (draft) gender research programme, **four weeks** after the signing of the research/consultancy agreement. This will contain the following elements (see Appendix I for a suggested outline of the research programme). This draft will be presented to the REPOA Management, and invited gender experts at a workshop to be organized by REPOA.
- 3) A final gender research programme, **two weeks** after the presentation of the draft report at the workshop. This will contain the following elements.
- 4) Presentation of the final report to a workshop of stakeholders organized by REPOA

6. Duration of the Assignment

The implementation period of assignment will be 35 days from June to August 2020 with a possibility of no-cost extension of the period depending on the operating conditions.

7. Administration, Reporting and Coordination

The Consultant will be contracted by REPOA. Please note that **no** office space, equipment and other logistical arrangements will be provided to the Researcher/Consultant during the period of work. The Consultant will report to REPOA's Director of Strategic Research (DSR) during this assignment.

8. Qualifications and Experience

The team of researchers/consultants must have the following experience and skills to be able to perform the tasks of the TOR as outlined below:

- Have post-graduate degree in Gender, Social Work, Anthropology, Economics or a related field.
- Minimum ten years of research experience and evidence of past engagement in at least one of the following: developing gender research programmes/projects/strategies; monitoring, evaluation and impact assessment of programmes and plans with a strong gender focus.
- Minimum five years of experience collecting primary data through field works and interviews.
- Demonstrated ability to write high quality, methodologically sound, analytical reports
- Solid interpersonal communication skills and sensitivity to the target group
- Ability to liaise properly with technical and administrative staff of international organizations.
- Ability to liaise properly with senior officials of the government and social partners.
- Exposure to value and principles of the thematic areas of REPOA and policy research as well as sensitivity to gender, disadvantaged groups and human diversity.
- Have a good working knowledge of the quantitative and qualitative performance evaluation methods and programming strategies commonly used in development projects. Experience with ICT and/or mobile data approaches a plus.
- Experience in livelihood development programmes in urban and rural areas will be an added advantage
- Excellent oral and written communication skills in English and Kiswahili.

While REPOA is an equal opportunity employer, a team of researchers/consultants with mixed sex will be preferred.

Appendix I

The following outline is recommended for both the draft and final reports for the multi-year socio-economic research programme on Gender and Human Development in Tanzania

Chapter 1 — Introduction with a focus on Gender gaps in Tanzania

- Literature review on gender gaps in Tanzania
- Gender gap trends of main national-level indicators (labour force participation rate, household income of female-headed households, literacy rates, political participation, health etc.)
- Needs, constraints, and aspirations of women and men in Tanzania including those with disabilities in improving their livelihood

Chapter 2 — Review of Policy and Academic Literature on Gender Dimensions of Livelihoods and Development

- Social and Economic indicators of women and men in Africa and Tanzania
- Gender gap analysis based on desk analysis of primary and secondary data focusing on:
 - i. Gender gaps in equity and access to social services;
 - ii. Gender gaps in Social protection, deprivation and vulnerability;
 - iii. Gender gaps in business and property ownership;
 - iv. Gender gaps in productive value chains;
 - v. Gender gaps in enterprise creation and development;
 - vi. Gender gaps in labour and tradable markets;
 - vii. Gender gaps societal relations (decision making, leadership, etc)
- Gaps in literature and emerging areas for both contextual and empirical research
 - i. Household-level participation in decision-making

Chapter 3 — Capacity of policy makers, local authorities, and other grassroots organizations targeted at enhancing inclusion (eg. cooperatives)

Chapter 4 Challenges and opportunities for advancing gender equality by Duty Bearers (or government institutions), Social Partners, and Implementing Partners

Chapter 5 —Priority Areas of Research and Capacity Building

- Main research findings and knowledge gaps
- Priority Research Areas informed by the analysis (Key assumptions, research questions, suggested methodologies)
- Areas and actors for capacity building informed by the analysis

References

Annexes

One of the annexes must include a Gender and Development research programme’s monitoring and evaluation action plan

Kimmel, M. and Gordon, K. M. (2019) 'Gender', in Ryan, J.M. (ed.) *Core Concepts in Sociology*. Lisbon, Portugal: John Wiley & Sons, pp. 118-122.