

TERMS OF REFERENCE -- Consultancy Gender and Human Rights Analysis Coordinator -- IGNIT3

1. Background

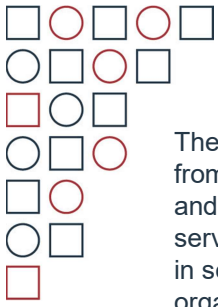
Increasing Gains in Nutrition through Integration, Education, Evaluation and Empowerment (IGNIT3) is a 5-year project that aims to improve nutrition for the poorest and most marginalized, especially women, adolescent girls, and children, in Malawi, Ghana, and Pakistan. Within all three countries, women, adolescent girls, and children are disproportionately impacted by malnutrition due to a range of biological and socio-cultural factors including poverty, gender inequality, and community norms. IGNIT3 will strive to strengthen pandemic recovery and accelerate progress by leveraging the substantial technical and implementation expertise of local partners in collaboration with the SickKids Centre for Global Child Health, Nutrition International and WaterAid Canada. Together IGNIT3 will deliver targeted integrated nutrition, health and WASH programming to build sustainable institutional capacity across the continuum of care and improve nutrition within vulnerable communities. The ultimate goal of IGNIT3 is improved nutrition for the poorest and most marginalized, especially women, adolescent girls, and children, in Malawi, Ghana, and Pakistan. This will be achieved by focussing on three objectives:

- Improved nutrition and hygiene practices at community and individual level among women, men, adolescent girls and boys in target countries
- Strengthened gender-responsive, adolescent-friendly, integrated nutrition, health, and WASH services for the most marginalized, especially women, adolescent girls, and children in target countries
- Improved effectiveness of stakeholders to integrate, enhance, and sustain quality nutrition, health, and WASH services for the most marginalized especially women, adolescent girls, and children in target countries

Underpinning all IGNIT3 project activities is a commitment to supporting the advancement of gender equality and human rights in the three target countries, both directly through healthcare workers and indirectly through the effects of project activities on household- and community-level poverty reduction.

2. Approach

The purpose of this consultancy is to **conduct a Gender and Human Rights Analysis (GHRA)** to generate data on the capacity of the health system and role of healthcare providers to address gender barriers which influence the uptake of positive nutrition, health and WASH practices and access to health care by women, adolescent girls, and caregivers of children in Ghana, Malawi and Pakistan. This will inform and increase understanding of project stakeholders on gender power dynamics, barriers and root causes related to **to the equal access of nutrition, health and WASH services, in Ghana, Malawi and Pakistan**. This consultancy will assess the status of gender equality and the rights of women and girls within Ghana, Malawi and Pakistan and will provide recommendations for developing short- and long-term strategies for promoting gender equality and empowerment of girls and women throughout the implementation of the project with direct support of IGNIT3 gender working group. It is expected that this work will be carried out by a lead consultant who will work with country focal points. The lead consultant will take the responsibility of designing and conducting the GHRA and submitting an assessment report. They will work closely with IGNIT3 Gender working group chair/co-chair and the IGNIT3 Project Gender Advisor to achieve the activities under each of the key objective for the assignment.



The analysis will take an intersectional approach and apply key human rights principles, drawing from gender equality and women and girls empowerment frameworks, social inclusion principles, and human rights-based approaches, recognizing that access to nutrition, health and WASH services is a basic human right. It will apply a holistic gender transformative approach grounded in social ecological model that emphasizes multi-level of influence (individual, interpersonal, organizational, community and policy) that are all bolded in enabling socio and economic environment that will enable transformation of lives for the better. It will also consider the legal, policy and regulatory context in Ghana, Malawi and Pakistan and evaluate the extent to which “duty-bearers” in the three countries are fulfilling their obligations towards diverse groups of women and men living in the respective countries.

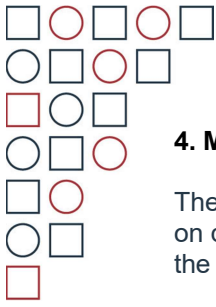
Learnings from the GHRA will inform a Gender Equality Strategy that will be implemented throughout the IGNIT3 programming cycle. This strategy, based on Global Affairs Canada requirements, will include a summary of the gender-based analysis, gender equality outcomes, expected outcomes, capacity building, monitoring, and reporting (including gender sensitive indicators and sex disaggregated data), and evaluation.

A respect and commitment to gender equality, the protection and safeguarding of children and adolescents is central to the approach and as such, NI seeks to enlist the services of a consultant who can demonstrate an ability to follow ethical principles throughout the process. All required permissions and ethical approvals at a country level will be obtained by country teams as determined by each country.

3. Objectives of the Assignment

The specific objectives of the consultancy are as follows:

- Identify gender equality and human rights issues (including gender-based violence) relevant to the **access to healthcare and uptake of essential nutrition, health and WASH services** in Ghana, Malawi and Pakistan for women, men, adolescent girls and boys,
- To understand the multiple and intersecting identities of women and men in the three countries and assess the resulting gender and human rights barriers that create experiences of exclusion and vulnerability, affecting their **ability to access and benefit from positive health, nutrition and WASH practices**
- To explore how social influencers, and government stakeholders in the project catchment areas perceive gender, age, ethnicity, and how these perceptions and attitudes may impact positively or negatively on the project objectives and identify potential risks
- To assess the capacity of implementing partners to mainstream gender in their respective areas of work, particularly healthcare professional educational institutions, government stakeholders, and frontline health workers
- Identify the existing groups and platforms, particularly community-based organizations, women’s rights organizations, and youth organizations which can be leveraged for interventions within the proposed project and highlight mechanisms and approaches that might be most effective in ensuring women’s meaningful participation and leadership.
- To identify opportunities and formulate recommendations to inform the gender strategy in IGNIT3 which aligns with relevant government policies and the human rights commitments of the respective governments.



4. Methodology

The process must be participatory, inclusive, respect the local context, and follow good practice on quality, attribution, and validation of data and analysis. At the completion of the assignment, the consultant will hand over all raw data files to NI.

The Consultant is expected to conduct:

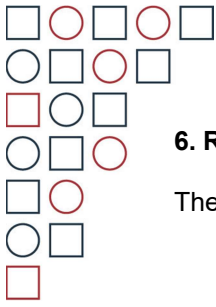
- **Desk Review** of the gender equality and human rights issues within Ghana, Malawi and Pakistan leveraging existing materials using the [Nutrition International Landscape Analysis tool](#) and [Global Affairs guidance on Human Rights Analysis](#). This will include a review of project documents, literature review and analysis from secondary data of key documents as well as mapping of key stakeholders.
- **Coordinate context-specific qualitative research with country focal points¹ who will use primary data collection** to triangulate and deepen findings from the initial gender and human rights analysis conducted as part of project proposal, identify entry points for addressing unequal power dynamics and gendered barriers and opportunities to apply gender-responsive and transformative approaches that will increase the access to health care and uptake of essential nutrition, health and WASH service. This will include (but is not limited to):
 - **Key Informant Interviews** with stakeholders such as health sector agencies, women's organizations, government officials, and others
 - **Focus Group Discussions** with a range of stakeholders including healthcare workers, Civil Society Organizations, Community Based Organizations, Women's Rights Organizations, Government (national and sub-national), Community leaders
- **Analysis of Findings:** the consultant will use frameworks provided by the consortium to analyse data key gender domains across the socio- ecological model (individual, household, community, organizational, institutional) and consider the interplay with power relations and women's agency at all levels. From a human rights perspective, the analysis will also detail key issues and capacity gaps for rights holders, duty bearers, and responsibility holders

The final report will provide recommendations (strategic and operational) on how to involve and work with the identified key stakeholders at national , sub-national , and local service delivery points to address the identified gender barriers to promote gender equality and women's empowerment and encourage uptake of positive health, nutrition and WASH practices by women, men, adolescent girls and boys.

5. Key Deliverables

- 1) Detailed Work Plan, including schedule for research activities
- 2) Draft tools, including interview and focus group guides, consent form etc.
- 3) Draft report outline
- 4) Draft Final Report including analysis of findings and recommendations and a Risk Analysis Matrix
- 5) Summary Slide deck of Final report (10-15 slides) – that can be used as a training resource for project staff and stakeholders
- 6) Final Report incorporating feedback from GWG, and including annexes such as list of interviews, references, etc.

¹ See Annex 1



6. Required Competencies and Knowledge

The lead consultant should have the following minimum experience:

- Post-graduate university degree or equivalent in development studies, social development, gender studies or equivalent
- Training in nutrition, public health, and/or WASH is an added advantage
- Demonstrated experience designing, implementing, and/or reporting gender analysis for development programs; ideally those funded by Global Affairs Canada
- Knowledge and experience of using qualitative research and participatory methodologies as well as gender-sensitive and ethical approaches
- Demonstrated ability to work cross-culturally and coordinate teams and assignments in a collaborative manner, remotely across digital platforms
- Strong analytical capacity and proven ability to write compelling reports in English
- Excellent understanding and experience on key issues and strategies in health, nutrition, WASH and gender equality within the context of the target countries is an asset
- Excellent interpersonal skills, cultural sensitivity, and ability to communicate effectively
- Ability to adhere to tight deadlines, exercise discretion and maintain confidentiality

7. Support

The successful bidder will receive support from the Senior Program Manager, Gender Mainstreaming at Nutrition International as well as the IGNIT3 Gender Working Group.

As per the terms of the contract, the successful bidder will be expected to adhere to NI standards for safeguarding, social responsibility and human rights and will be provided with copies of relevant policy documents (Child Protection, Gender Equality, Whistleblower Protection, Sexual Harassment and Sexual Exploitation Policy)

8. Proposal

Interested candidates should submit the following documents in English by email to gender@nutritionintl.org **no later than September 11, 2023 (9:00 AM EDT)**

1. Technical proposal that will include a submission letter, availability of consultant, information on experience, and implementation plan
2. Financial proposal in CAD including daily rates, and/or professional/consultancy /subcontracting fees
3. Detailed CV with 3 references
4. Recent samples of 2 comparable pieces of work (i.e. gender analysis report)

Please include in the subject line for submission: **Consultancy – Gender and Human Rights Analysis IGNIT3**

It is expected the assignment will last no more than 20-30 working days spread over a period of 2 months. To be completed no later than November 30, 2023



ANNEX 1

Scope of Work – Country Focal Point (GHRA Analysis)

The overall purpose of the Country Focal Point (CFP) is to carry out required consultations in the respective country and liaise with the Gender Analysis Coordinator (Consultant) in providing primary data to inform the Gender and Human Rights Analysis report.

They will use tools developed by the consultant to carry out data collection, and will be responsible for translating (if required) This will include:

- **Key Informant Interviews** with stakeholders such as health sector agencies, women’s organizations, government officials, and others
- **Focus Group Discussions** with a range of stakeholders including healthcare workers, Civil Society Organizations, Community Based Organizations, Women’s Rights Organizations, Government (national and sub-national), Community leaders

They will be responsible to record all discussions and provide detailed notes from the discussions. If the discussion is held in a language other than English, the CFP will be responsible to translate*.

The CFP will receive support from IGNIT3 staff in respective countries as well as the Gender Analysis Coordinator

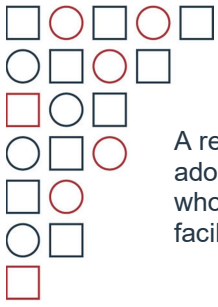
The expected LOE is as follows:

Induction and logistics planning, including training on tools	1-2 days
Conduct consultations	3-5 days
Finalize notes	1 day

*extra LOE can be included if translation is needed

Experience and Qualifications

- Post-graduate university degree or equivalent in development studies, social development, gender studies or equivalent
- A minimum of seven years’ work experience in social development, gender equality and social inclusion analysis
- Knowledge and experience of using qualitative research and participatory methodologies and approaches such as gender analysis, participatory rapid appraisal, human-centered design
- Excellent interpersonal skills, cultural sensitivity, and ability to communicate effectively in English and other relevant languages in Ghana, Malawi or Pakistan
- Strong notetaking abilities with attention to detail



A respect and commitment to gender equality, the protection and safeguarding of children and adolescents is central to the approach and as such, NI seeks to enlist the services of a consultant who can adhere to best-practices during the data collection process (informed consent, same-sex facilitators for gender-specific focus groups etc.)