

## Terms of Reference (TOR)

### Consultancy to Conduct an internal rapid Gender Review and Gap Analysis of IJ70+ protocols and frameworks under AFD Inua Jamii 70+

#### **Introduction:**

The AFD *InuaJamii70+* (“Uplift the community”, in Swahili) is a 5 year Social Protection project funded the French Development Agency and implemented by HelpAge International Kenya in Collaboration with KARIKA and Kibera Day Care Centre For the Elderly (KDCCE) in Dagoretti and Kibra sub counties Nairobi.

The goal of the project is **to improve the systems and access to social protection programmes for marginalised older women and men in urban communities of Nairobi, Kenya through the following objectives:**

- ✓ Improve older women’s and older men’s access to the *Inua Jamii 70+* (IJ70+) cash transfer programme in project locations in a more effective, appropriate, and equitable way
- ✓ Increase the accountability of duty bearers and key target stakeholders in the delivery of the IJ70+ programme, and in particular the Government of Kenya officials, including in project locations
- ✓ Increased capacity and learning among targeted State and Non-State social protection actors to demonstrate increased capacity to deliver inclusive, integrated, age-gender & disability-appropriate programmes in Kenya, informed by project learning and evidence.

As an innovative project, The AFD *Inua Jamii 70+* envisioned to demonstrate and document:

- ✓ A mix of IJ70+ and National Hospital Insurance Fund(NHIF) to cater for the blended need of health at advanced and and cash transfer (CT)as income.
- ✓ Use of technology as a delivery choice for the IJ 70+ CT-(Use of Mobile Money to access CT among the OPs

The AFD Project is concluding in June 2024 and as part of the final deliverables, we are seeking a consultant to conduct a rapid gender review and analysis of the *Inua Jamii 70+* programme to identify the gender responsiveness of the programme, including strengths and gaps. The consultant will be expected to produce a report outlining the analysis, findings, together with recommendations.

#### **Scope of Work:**

The consultant will be responsible for the following tasks:

- i. Desk review of existing IJ70+ policies, frameworks and protocols with a gendered lens to identify strengths and gaps from an older women’s perspective
- ii. An analysis and key findings of the desk review, together with gender responsive recommendations

- iii. Dissemination of findings to HelpAge, partners and stakeholders through report and summary presentation

**Deliverables:**

The Consultant is expected to deliver the following:

- Draft report for comment by HelpAge, followed by a finalized report
- Presentation of the findings and recommendations

**Timeline:**

Data collection and final report is expected to be completed by **5<sup>th</sup> June 2024** starting from the date of the official agreement. A draft version will be shared with the HelpAge team before finalizing the deliverables.

**Communication:**

The consultant will collaborate closely with the HelpAge International Kenya Program team led by Lydia Makena Micheni and the Gender Advisor, Tanvi Patel who will provide feedback, guidance, and necessary information throughout the engagement.

**Copyright and Usage:**

All rights to the final products will be owned by HelpAge International. The consultant shall not use, reproduce, or distribute the content for any other purpose without explicit written permission.

**Budget:**

The budget for the task will be as agreed in the quotation shared with our organisation and should be based on number of days and day rates, together with any other costs.

**Required Skills and Experience**

Education:

- Specialist/ Master's degree in gender studies, social studies, political or philosophy studies, environment or energy, international relations or closely related area.

Experience:

- At least 5 years of practical working experience in gender mainstreaming, women's empowerment and/or sustainable development, or practical working experience in sociology research surveys;
- Relevant experience in analysing and integrating gender dimensions into policy and programme formulation and implementation
- Proven experience carrying out desk and participatory gender equality analysis, collecting and formulating gender responsive indicators and sex-disaggregated data, and developing gender action plans (to be proved with provided samples of individually elaborated materials) and/or proven experience in developing recommendations and/or action plans (to be proved with provided samples of individually elaborated materials);
- Experience working in the development projects, with international partners and national stakeholders.

## **Safeguarding**

HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. Therefore you will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes, to anyone that encounters our work;
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism;
- Complying with all safeguarding framework policies and practices
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

## **Diversity & Inclusion**

HelpAge International is dedicated to creating a diverse and inclusive environment for all its employees/consultants while extending the culture of inclusion into our work.

We believe that our workforce should reflect the wide diversity of the communities we serve, and that diverse voices should be elevated and intentionally integrated into our work. We embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our work regardless of gender, race, disability, age, nationality, ethnic/national origin, sexual orientation, religious beliefs, marital status, pregnancy, social status, and political beliefs.

## **How to apply**

Interested consultants are invited to submit an Expression of Interest (EOI) for delivery of the assignment and 1-2 examples of previous work to HelpAge HR [Jobs@helpage.org](mailto:Jobs@helpage.org) by **Monday, 13 May 2024** with the email subject: ToR: Gender Review and Gap Analysis for AFD *InuaJamii70+*

The short EOI (3-4 pages) should include:

- 1) A cover letter addressing the selection criteria above
- 2) Proposed budget including any operational cost.
- 3) CV
- 4) Contact information for 2 professional references