

# AFRICAN DEVELOPMENT BANK GROUP



## GENDER, WOMEN AND CIVIL SOCIETY DEPARTMENT AND NIGERIA COUNTRY OFFICE

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### REQUEST FOR EXPRESSIONS OF INTEREST

#### Expression of interest being requested for a Short-term consultancy

<b>Title of the Assignment:</b>	Gender Expert to support the finalisation of the Gender Equality Profile for Nigeria
<b>Brief Description of the assignment:</b>	Finalize, format, complete the analysis and update statistical information in the Draft Country Gender Profile into a final document ready for dissemination and publishing, culminating into a Final Country Gender Equality Profile guiding action.
<b>Department making the request:</b>	Gender, Women and Civil Society Department and Nigeria Country Office
<b>Place of assignment:</b>	Home base
<b>Period of assignment:</b>	The duration of the assignment is three (3) months; and commencing tentatively in the last week of September 2024. The schedule of execution of the assignment will be adjusted according to the needs of the Bank.
<b>Expected start date of the assignment:</b>	23 <sup>rd</sup> September 2024
<b>Last date for expressing interest:</b>	17 <sup>th</sup> September 2024 by 5pm Côte d'Ivoire local time.
<b>Expression of interest to be submitted to:</b>	Mrs. Nathalie Gahunga Manager, Gender and Women Empowerment Division
<b>CC:</b>	<a href="mailto:M.MORENO-RUIZ@AFDB.ORG">M.MORENO-RUIZ@AFDB.ORG</a> <a href="mailto:M.K.KOFFI@AFDB.ORG">M.K.KOFFI@AFDB.ORG</a> <a href="mailto:I.KONAN@AFDB.ORG">I.KONAN@AFDB.ORG</a>
<b>Questions/ clarifications to be addressed to:</b>	<a href="mailto:M.MORENO-RUIZ@AFDB.ORG">M.MORENO-RUIZ@AFDB.ORG</a> <a href="mailto:M.K.KOFFI@AFDB.ORG">M.K.KOFFI@AFDB.ORG</a>

Candidates will be evaluated according to the following criteria:

<b>SELECTION CRITERIA</b>	<b>Max Score</b>
<b>General qualification and suitability for the task to be performed</b> <i>(Education qualifications and adequacy for the assignment to be undertaken and Relevance experience as relates to Gender)</i>	<b>25</b>
<b>Work Experience</b> <i>(At least 7 years of professional experience in the area of gender and development). Substantial consultancy experience</i>	<b>20</b>
<b>Experience in the specific assignment described in the Terms of reference</b> <i>(Similar experience in the area of expertise of the assignment described in the Terms of Reference, experience on Gender analysis, Gender Economic Analysis, Evaluations Gender mainstreaming in Bank sectors)</i>	<b>40</b>
<b>Experience with Multilateral Development Banks</b> <i>(Experts' experience with MDBs Bank and International Donors, and the Bank Operations)</i>	<b>10</b>
<b>Working experience in the African region</b> <i>(Gender mainstreaming experience in Africa , added advantage experience working in Nigeria )</i>	<b>5</b>
<b>Total</b>	<b>100</b>



## TERMS OF REFERENCE

### CONSULTANCY FOR A GENDER EXPERT TO SUPPORT THE FINALISATION OF THE COUNTRY GENDER EQUALITY PROFILE FOR NIGERIA

#### **1. Background**

The Government of Nigeria, the African Development Bank (the Bank), and the United Nations Entity for Gender Equality and Women's Empowerment (UN Women) acknowledge the centrality of gender equality and the empowerment of women to national development. This is reflected in national and international commitments to achieve gender equality goals, as outlined in national socio-economic policies including the National Gender Policy, Sustainable Development Goals (SDGs), CEDAW and Beijing Platform for Action (BPFA). The country is at an important moment in time when preparations for the implementation of the National Development Plan (2021-2026) is underway including gender objectives and concrete steps are being taken towards strengthening its socio-economic response to advance national development priorities while reducing gender gaps. In this regard the government, with the support of the Bank and UN Women, plans to produce a Country Gender Profile (CGP or the Profile). The production of the Profile provides an opportunity to increase national knowledge and analysis on progress and gaps in achieving gender equality, strengthening monitoring systems, and providing evidence to inform strategic policy priorities and upscale gender equitable programming to advance the development agenda going forward.

The draft Country Gender Profile has already been developed, and the partners will work together to finalise it, and collaborate for effective dissemination. The process shall be supported technically and financially by the Bank and UN Women.

Government shall use the profile to inform ongoing law & policy engagements, supporting decisions and priorities to respond to the current socio-economic context, monitoring achievements and national development planning, upscaling and expanding of existing programmes and development of new initiatives. The profile shall also serve as a reference point and guidance to development partners, civil society, and the private sector. Overall, the profile will assist in accelerating and institutionalising mainstreaming of gender and women empowerment concerns across all sectors and levels, for maximum impact in achieving gender equality and inclusion. It shall serve also as a reference for setting a forward-looking gender equality agenda in line with national, regional, and international norms and standards.

## **2. Objective**

The objective of this assignment is to finalize, format, complete the analysis and update statistical information in the Draft Country Gender Profile into a final document ready for dissemination and publishing, culminating into a Final Country Gender Equality Profile guiding action.

## **3. Description of the main tasks to be undertaken by the consultant**

The Nigeria Country National Gender Profile should be finalised by combining description of data and information, qualitative analysis and statistical data in a manner that is useful for the planning, programming and action, including the preparation and advocacy of projects, institutions, and legislation that are gender responsive. The specific assignment of the consultant will cover the followings:

- 3.1 To update the statistical analysis and information in the draft report, including statistical data, reference regional and international normative frameworks in undertaking the gender analysis, and global development blueprints such as the Sustainable Development Goals, in particular SDG5. Specifying sources and references, as well as information gaps.
- 3.2 To finalise the gender analysis of the existing draft gender assessment. To diagnose and identify key sector priorities for Nigeria Country's national development plan including but not limited to the priorities of the Bank Country Strategy Paper in the country, The National Development Plan of Nigeria, and the National Gender Policy, as well as the Bank H5 development priorities energy (clean and fossil, action plan, clean cooking), agriculture, quality of life (water and sanitation, employment and human capital), industrialisation and regional integration as well as transport.
- 3.3 To analyse progress on institutionalisation of gender architecture and governance according to section 4 of the national development policy, including Gender National Machinery, Sector implementation and gender responsive budgeting, and provide recommendations for the way forward. The analysis will include national machinery, sectoral ministries gender policies and desks, capacity, budget and coordination in the territory to achieve the objectives of the National Gender Policy and in general the empowerment of women. Finalise the Evaluation of sectoral policies and strategies from a gender perspective and identify good practices and shortcomings.
- 3.4 Analyse trends and evolutions in gender equality in the country specifying differences across states and territories.
- 3.5 To apply an intersectional perspective to gender inequality, providing concrete recommendations regarding existing gender gaps and inequalities accelerating the advancement of gender equality and the social and economic empowerment of women and their equal participation in decision-making, considering "glass ceilings" and "sticky floors".
- 3.6 To finalize analysis of civil society organizations active for gender equality to include their perspective on women progress and gender equality. This will be done by organizing three focus groups or at least 10 in depth interviews with women civil society organizations active for gender equality to include their perspective on women progress.
- 3.7 To finalize the analysis of gender of private sector and financial inclusion in Nigeria, including in particular the voices and needs of small and medium women entrepreneurs, through at least two focus groups and two interviews to resource persons on the topic. Identify opportunities and specific constraints.
- 3.8 Development partners: Organize an in-person focus group with the members of the Development Partners Group on Gender and do an online survey to explore with them strengths, weaknesses and opportunities perceived in the work of gender, as well as the most robust, structuring projects.

- 3.9 To analyse trends in economic inclusion by gender, including the care economy and integrate the Women Economic Empowerment Action plan in relevant strategies and plans in the country.
- 3.10 Analyse future trends, including in climate change, economic empowerment, and security with a gender lenses.
- 3.11 Finalise the socio-cultural, economic, political, and legal factors that hinder the efforts of gender equality in Nigeria at the present context of the country.
- 3.12 Finalise the major needs and concerns with regard to the closing of gender gaps in Nigeria Country and identify the coverage of these by other development partners, the UN, the Bank, and other development partners, gaps which they could address, where impact can be made and opportunities for programmes identified.
- 3.13 Finalise recommendations to advance gender equality, and the empowerment of women, by cultural change and in the financial, economic, and social sectors, and participation in decision-making processes, in alignment with the National Action Plan and the Country Strategy Paper.

#### **4. Modality**

A steering committee for this consultation will be set up with the participation of the Bank, UNWOMEN and the Ministry of Women. A focal point of contact will be provided to the consultant.

This consultation will have a technical task force working as a team. The task force will lead on the focus groups and in depth interviews organization and analysis, as well as the search for national and subnational plans and data.

#### **5. Methodology.**

The methodology to be adopted in carrying out this exercise combines desk review of information and data, focus groups and interviews to resource persons (in person and virtual), structuring, and formatting the draft Gender Country Profile with the above guidance. Finally, the consultant will conduct a desk review of the information collected, organize the information and finalize the document.

The proposed space to conduct the interviews and focus groups is the African Development Bank in Abuja. An appendix of the Country Gender Profile will include the names of persons and organizations interviewed/participating in focus groups, although they will not be individualized in the analysis.

To deliver on the expected output, the consultant, with backstop from the Technical Team taskforce, shall:

- Propose methodology and timeline
- Propose organizations and resource persons to be participate in the exercise through focus groups and in-depth interviews.
- Agreement of methodology and timeline with the Steering Committee of this initiative,
- Conduct necessary desktop research for the Country Gender Equality Profile. This should involve updating gaps in statistical information
- Finalisation and approval of final document
- Presentation of resulting document in public workshop

#### **6 Length Country Gender Profile for Nigeria**

- a) The Profile, discounting the executive summary and annexes, will be a document of 100 pages maximum, detailing all above-mentioned information with all statistics by sex and gender analysis. This document should finalise the current draft report, and structure will be provided.

- b) The document will include a 3–4-page executive summary to the main report.

## **7 Duration of the assignment and timeline**

The duration of the assignment is 30 days distributed in three calendar months.

Ideally the contracts will start the fourth week of September and the CGP will be finalized the first week of December.

## **8 Deliverables**

The following are the major expected deliverables:

- ✓ The inception report (One week after the beginning of the consultation)
- ✓ The second draft report
- ✓ Summaries of in-depth interviews and focus groups
- ✓ The Nigeria Country Gender Profile following agreed upon structure (long version 100 pages max.)
- ✓ The Nigeria Country Gender Profile (short version 20 pages max.)
- ✓ A policy brief on Gender Equality and Women Empowerment (GEWE) in Nigeria (5 pages max.)
- ✓ A Power Point presentation on the key messages and recommendations.
- ✓ Appendix with participants in consultations/interviews and resource persons
- ✓ Appendix with documents reviews

## **9. Required qualifications**

The consultant shall possess a combination of the following:

- **Education:** Advanced University (at least a Master's) degree in Gender Studies, Social Sciences Economics or related disciplines is required; a PhD in economics is a plus.
- **Experience:** Minimum of 7 years of demonstrated extensive experience that combines research and capacity development in the area of gender and economics and/or women's social and economic empowerment at the national and international levels is required, with focus in Africa. Proven record of publications on economics and gender, women's socio-economic empowerment, including publications on these topics in English with renowned institutions, is required. Demonstrated analytical skills on socio-cultural, geopolitical, economic, and environmental country context is an advantage. In depth knowledge of gender issues in Africa and in particular in Nigeria is desirable.
- **Languages:** Excellent command of written and spoken English language. Proven record of publications on economics and gender, women's socio-economic empowerment, including publications on these topics in English with renowned institutions, is required