

## **Terms of Reference**

### **Analysis of Trade barriers affecting Women entrepreneurs: Case of trade policies and agreements signed and implemented by Rwanda**

#### **Context**

The year 2020 marks 25<sup>th</sup> anniversary of Beijing Declaration and Platform for Action a global blueprint to advance gender equality and women's empowerment in all spheres of life. Women's economic empowerment under the umbrella "Women and the economy" was and remains one of the 12 critical areas of concern from the Beijing Platform for Action but till now women are still facing a number of barriers for their effective engagement and benefits from trade be it domestic or international trade.

Recent years have seen increasing initiatives on gender and trade. Among them are the 2017 World Trade Organization (WTO) Joint Declaration on Trade and Women's Economic Empowerment, the International Trade Centre's She Trades initiative, the Sustainable Development Goals (SDGs) built under the principle of Leave No one Behind would also in principle foster gender equality and equal economic opportunities between men and women. However, Trade policies, like many macro-economic policies in many countries are neither gender sensitive nor neutral.

Rather, such policies have a different impact on women and men because of their gender-related roles and positions within society and the economy.

The signing of the African Continental Free Trade Agreement (AfCFTA) on 21<sup>st</sup> March 2018 in Kigali which entered into force of implementation effective from 30<sup>th</sup> May 2019 came as a milestone to promote inclusive growth in Africa but if no evidence based policies and guidelines are put in place the AfCFTA might end up disproportionately benefiting to the majority of African population which is made of women like many of other Trade Agreements between regional economic blocs have failed to align growth with gender equality. It is important that women and men entrepreneurs receive equitable opportunities and/or facilitation to actively participate in the implementation of the AfCFTA through various value Chains and Supply Chains that will emerge as the AfCFTA is implemented. The study investigating gender related trade barriers is expected to among other benefits inform the national strategy for the implementation of AfCFTA and other Trade Agreements that Rwanda has subscribed to or domesticated. With the timing of this study coinciding with Covid-19 global pandemic which has been having a devastating socioeconomic impact to the global population with a very heavy weight on women, it is expected that the study will also look at the trade impact that the pandemic has been having on women as well as the strategies to help women traders and/or entrepreneurs recover better from Covid-19

#### **General objective**

The study is aimed at feeding the knowledge base for decision making as regards to promoting gender responsive business environment for both domestic and international trade.

#### **Specific Objectives**

Specifically, the study will help in fulfilling the following objectives:

1. Use the most appropriate methodology to analyse the place of women in Rwandan business environment

2. Interrogate the policy, business regulatory framework including fiscal space, trade regime (domestic and international), supply chain e.g. Public Procurement to gauge the extent to which all these instrument affects women differently or in a similar way as men
3. Critically assess the potential and/or barriers that the regional and international trade agreements that Rwanda has ratified could have to advance or regress gender equality in trade
4. Assess the extent to which the economic impact of covid-19 has contributed to exacerbating trade barriers affecting women entrepreneurs in Rwanda
5. Formulate policy recommendations for more gender responsiveness of trade instruments and policy & regulatory frameworks analysed.

### **Deliverables**

- a. Inception report listing all policies and regulatory instruments, trade agreements, etc. to be analysed and the aspects of analytical focuses in each instrument. The inception report will also highlight the methodological approaches, calendar and events schedules within the framework of the study as well as the provisional table of content
- b. Stakeholders consultative workshop
- c. First draft submitted, reviewed and feedback incorporated
- d. Technical pre-validation meeting
- e. Final draft submission and validation
- f. Validated study report

To reach the above mentioned objectives, UN Women Rwanda Country Office would like to recruit a senior national consultant to technically lead this research process.

### **Academic and technical requirements**

The Consultant will have to meet the following requirements:

1. A minimum of Master's degree or equivalent in Economics, International Trade, Commercial Law , Development research or Feminist Economics
2. Experience working on issues affecting gender equality is required
3. Proven experience and familiarity with domestic, regional and international trade agreements and regimes.
4. Evidence of at least 2 analytical studies or publications on gender equality

### **Language**

Fluency of English language is required but knowledge of French, Kiswahili and/or Kinyarwanda is an added advantage

### **Reporting Requirements**

The consultant will work under the overall supervision of the UN Women Rwanda Country Office Representative, with direct reporting to UN Women Programme Manager/analyst for Women's Economic Empowerment.

## Competencies

### Core Values / Guiding Principles:

- Respect for Diversity;
- Integrity;
- Professionalism.

### Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues;
- Accountability;
- Creative Problem Solving;
- Effective Communication;
- Inclusive Collaboration;
- Stakeholder Engagement;
- Leading by Example

Please visit this link for more information on UN Women's Core Values and Competencies:

<https://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-values-and-competencies-framework-en.pdf?la=en&vs=637>

### Deadline and mode of applications

Interested candidates are requested to submit their detailed **CVs together with their technical proposals** to [rwanda.offers@unwomen.org](mailto:rwanda.offers@unwomen.org) **not later than 11 September 2020 at 5:00 pm**. Only pre-selected candidates will be notified. In case of any questions or difficulties please contact [schadrack.dusabe@unwomen.org](mailto:schadrack.dusabe@unwomen.org)

### Remuneration:

- The consultancy fee will be negotiated before contracting. Each payment will be based on a predefined and formal agreement between UN Women and the consultant and will be disbursed based on satisfactory completion of agreed deliverables.