



CONSULTANCY FOR CONDUCTING A RAPID ASSESSMENT OF ECONOMIC AND SOCIAL IMPACT OF COVID-19 PANDEMIC ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN THE AGRICULTURE SECTOR

1. BACKGROUND, CONTEXT AND JUSTIFICATION

The COVID-19 pandemic continues to be the main catalyst of both global health risks and unprecedented global economic crisis. The worldwide spread of this pandemic has had a severe impact on global business by disrupting business/trade flows between business entities and countries. The pandemic has affected hundreds of thousands of different sectors and sent millions into formal and informal unemployment, of both men and women, boys, and girls.

In response to social and economic crisis caused by the pandemic, Rwanda has taken unprecedented measures to minimize the spread of the virus. These include social distancing, restriction of movement of people, borders closure, lockdown as well as the temporary closure of formal and informal economic activities. Consequently, livelihoods have been dramatically disrupted as well as the economic, social and productive fabric that sustain society.

The containment measures instated to fight against the spread of Covid-19 are having a negative impact on agriculture sector, domestic food systems, the needed equipment, materials and facilities were not functioning, cross border, regional and international trade as frontiers were closed. Accessing markets to sell products, buy essential inputs, income losses in harvesting and processing were among challenges encountered by Informal laborers during this pandemic period.

The Agriculture sector remains a priority sector as a backbone of the Rwandan Economy and the contribution of men and women as key producers for both their families, the market and the country in general is enormous. The sector currently employs 40% of the total working population with male and female workforce accounting for 46% and 54% respectively (Labor force survey, 2020)

Through the economic recovery plan, the government has set up measures necessary to initiate mitigation and recovery plans for the agriculture sector to ensure food production, security, and agriculture. The efforts by the economic recovery plan, through food distribution and cash transfers to households' heads is highly appreciated targeting most vulnerable women and youth, specifically women headed households.

To ensure that no one is left behind during the recovery process, the Gender Monitoring Office in partnership with the United Nations Development Program (UNDP) intends to hire a consultant to conduct an assessment on economic and social impact of COVID-19 on gender equality and women's empowerment in the agriculture sector. Recommendations from the assessment will inform gender interventions in the sector during the recovery process and beyond.

2. OBJECTIVES OF THE CONSULTANCY

2.1. Main objectives

The main objective of this consultancy is to conduct a rapid assessment of the economic and social impact of COVID-19 pandemic on gender equality and women's empowerment in Agriculture Sector and produce a comprehensive policy paper including evidences of the current status and actionable recommendations to be taken at policy, institutional and programmatic levels to ensure a gender responsive recovery in agriculture sector.

2.2. Specific objectives

The specific objectives of the assessment are to:

- To assess COVID-19 impact on gender equality and women empowerment in the agriculture sector.
- To assess other gender gaps/barriers to achieving gender equality in the agriculture sector
- To identify priority needs for women/men and with focus on building gender responsive sector plan.

- To identify best practices in promotion of gender equality and accountability within the agriculture sector.
- Based on the findings, devise clear, tangible and actionable recommendations on Gender Responsive responses to the impact of COVID -19 pandemic in agriculture Sector and other related sectors.

3. SCOPE OF THE ASSIGNMENT

The rapid assessment of the economic and social impact of COVID-19 on gender equality and women's empowerment in agriculture Sector will provide quantitative and qualitative information, sex-disaggregated data and analysis on effects imposed by the pandemic on agriculture sector. The source of data includes among others; MINAGRI, RAB, NAEB, MINICOM, Agriculture cooperatives, Private Sector and CSOs players in agriculture sector and those closely linked to the sector. In terms of timing, the assignment will cover a period from March 2020 up to date.

4. METHODOLOGY

In consultation with the GMO and UNDP, the consultant will propose a robust methodology to guide the assignment. The assessment will use both quantitative and qualitative methods for data collection and analysis. Primary data will be collected through interviews and focus group discussions and COVID-19 preventive measures will be respected. The consultant will propose any other data collections tools that will help in providing the required information for the successful completion of the assignment.

5. DELIVERABLES

- **Inception Report:** An inception report indicating the assessment background, rationale, methodology, assessment tools and roadmap for the assessment will be developed and approved to guide the entire assessment exercise.
- **Draft Report:** The Draft report on the impact of COVID-19 on gender equality and women's empowerment in the agriculture sector and actionable recommendations to inform policy makers and other stakeholders in the recovery process and beyond will be submitted after compilation and interpretation of gathered information. The report will include well sourced statistics and their interpretation with reasons behind provided figures.

- **Final Report:** A final report on the impact of COVID-19 on gender equality and women's empowerment and actionable recommendations to inform policy makers and other stakeholders in the recovery process and beyond will be provided after incorporation of comments and inputs provided in the validation meetings.
- **Power Point Presentations:** Power point presentations with key findings will be provided and presented to key stakeholders. The PPP will be used to facilitate meetings and forums discussing on the outcome of the assessment and actions to be taken.
- **Policy Paper:** Based on findings of the assessment, a comprehensive policy paper will be developed to inform actionable points to address the identified gaps/issues.

6. QUALIFICATIONS, EXPERIENCE AND REQUIRED SKILLS

Educational requirement

The candidate should have a master's degree in Development Economics, Social Science, Gender and Development Studies, Public Policy Analysis, or other related fields.

Professional Skills

- Five years proven professional experience in conducting consultancy assignments related to gender equality and women empowerment.
- Proven competencies in research and facilitation skills, analytical work as well as ability to multi-task, deliver on time, meet tight deadlines and work with limited supervision.
- Proven experience working on gender and women empowerment aspects in the agriculture Sector will be an added advantage.
- Proven experience working with the National gender machinery institutions on gender related research and assessments is an asset.
- Sound knowledge on National, Regional and International gender equality frameworks.
- Proven excellent communication and writing skills in English and Kinyarwanda.

7. CONTRACT DURATION

The expected duration of the consultancy is 45 working days counted from the date of contract signing by both parties.

8. SUPERVISION AND REPORTING ARRANGEMENT

The consultant will be working under the overall guidance of the Executive Secretary of GMO and designated personnel from UNDP while being technically supervised by designated staff from both institutions. All reports will be submitted in English, in soft copies (in PDF and Word) sent through email as will be advised by GMO.

9. PAYMENT MODALITIES

The payment schedule will be determined under the modalities to be defined in the contract between both parties. The timeframe for executing the assignment shall be presented in the technical proposal while the cost of the assignment shall be presented in the financial proposal. Payments will be made by UNDP based on quality completion of deliverables approved by the designated team and in line with the approved budget.

10. SCOPE OF PRICE PROPOSAL AND SCHEDULE OF PAYMENTS

The individual consultants shall be paid the consultancy fee upon completion of the following milestones.

- 20% after adoption of the inception report
- 40% after approval of the draft report
- 40% after presentation and approval of the final report

Below is the breakdown of technical proposal on 100% which will be marked out of 70%:

<i>Criteria</i>	<i>Weight</i>	<i>Max. Point</i>
<i>Technical</i>		
The candidate should have a master's degree in Development studies, Economics, Social Science, Gender and Development Studies, Public Policy Analysis, or other related fields	20 %	20
At least Five years proven professional experience in conducting consultancy assignments related to gender equality and women empowerment.	15 %	15

Proven competencies in research and facilitation skills, analytical work as well as ability to multi-task, deliver on time, meet tight deadlines and work with limited supervision.	10%	10
Proven experience working on gender and women empowerment aspects in the agriculture Sector.	10%	10
A strong and clear methodology to conduct the assignment and achieve expected results	20%	20
Proven experience working with the National gender machinery institutions on gender related research and assessment.	10%	10
Sound knowledge on National, Regional, and International gender equality frameworks	10%	10
Proven excellent communication and writing skills in English and Kinyarwanda.	5%	5
TOTAL	100%	100

This TOR is approved by;

Head of Transformational Governance Unit, UNDP

Signature Nadine Rugwe

Name Nadine U. Rugwe

Date of Signing 18-Jun-2021

UNDP Deputy Resident Representative

Signature Varsha Redkar-Palepu

Name Varsha Redkar Palepu

Date of Signing 20-Jun-2021