



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

## **1. BACKGROUND, CONTEXT AND JUSTIFICATION**

According to Article 10 of the Constitution of the Republic of Rwanda of 2003 revised in 2015, Gender equality is a principle of human right, good governance, democracy, sustainable development and inclusiveness. It is also enshrined in the Sustainable Development Goals (SDGs) and other international and regional instruments which Rwanda has ratified. Therefore, the public sector, private sector, non-governmental and religious institutions are responsible for mainstreaming gender in their policies, plans and processes to ensure inclusive and transformative development. It is in this regard, that the Government of Rwanda through the NST1 has set a target to reach 100% electrification rate by 2024 since access and use of energy is vital for improved livelihood both for rural and urban development and also enhances business development, investment and income growth among Rwandans. In addition, the government intends to halve the number of households depending on firewood as a source of energy for cooking from 79.9% (2016/17) to 42% by 2024 through promoting the use of alternative fuels such as cooking gas and biogas.

In accordance with its mandate of ensuring adherence to gender equality principles across public and private sectors, civil society and faith-based organizations, the Gender Monitoring Office (GMO) through its five-year Strategic plan 2017-2022, endeavours to ensure accountability to gender equality is well positioned into policies and programs of different sectors and at different levels.

In response to the challenges caused by Covid-19 pandemic, the Government of Rwanda has embarked on and devised an economic recovery plan through which many sectors of development will be economically resuscitated including the Energy Sector. Through this plan, the Government of Rwanda intends to have 350,000 households connected to the grid while 100,000 households will be

connected using off-grid solutions during the Fiscal year 2020/21. However, it is silent about the gender aspect in the energy sector.

It is with this background that GMO in partnership with UNDP would like to hire a consultant to conduct a rapid assessment of gender status in the energy sector in line with the national COVID-19 economic recovery plan. The assignment will ascertain the gender needs and how the planned interventions will respond to them. Furthermore, the findings will determine and inform gender responsive policy interventions to be figured in the recovery plan.

## **2. OBJECTIVE OF THE ASSIGNMENT**

The overall objective of the assignment is to conduct a rapid assessment on social-economic impact of COVID-19 pandemic on gender in in the Energy sector and produce a comprehensive policy paper including evidences of the current status and actionable recommendations to guide gender responsiveness in the sector during the recovery process and beyond.

### **2.1. Specific Objectives**

- Assess COVID-19 pandemic impacts on gender equality and women empowerment in the energy sector.
- Explore priority needs for women and men with focus on building a gender responsive sector plan.
- Identify best practices in promotion of gender equality and accountability within the energy sector.
- Devise clear, strategic, and actionable recommendations to inform gender responsiveness in the energy sector in context of COVID -19 pandemic and beyond.

## **3. SCOPE OF THE ASSIGNMENT**

The rapid assessment of the impact of COVID-19 pandemic on gender equality and women's empowerment in energy Sector will provide quantitative and qualitative information, sex-disaggregated data and analysis on effects imposed by the pandemic on transport sector. The source of data includes among others; MININFRA, REG, Energy companies and other stakeholders intervening in the energy sector. In terms of timing, the assignment will cover a period from March 2020 up to date.

#### 4. METHODOLOGY

In consultation with GMO, the hired consultant will propose a robust methodology that will guide the assignment and with a clear work plan. The assessment will use both quantitative and qualitative methods for data collection and analysis. Primary data will be collected through interviews, focus group discussions and any other data collection tools that will be designed by the consultant to complete the assignment while respecting COVID-19 preventive measures.

#### 5. DELIVERABLES

- **Inception Report:** Inception report showing the assessment background, approach, methodology and roadmap of the assignment.
- **Draft Report:** Produce draft report indicating the impact of Covid-19 on gender in the energy sector and actionable recommendations to inform policy makers and other stakeholders in the recovery process and beyond
- **Final Report:** Produce final report incorporating stakeholders' recommendations and inputs.
- **Power Point Presentations:** Power point presentations with key findings will be developed and presented to key stakeholders.
- **Policy Paper:** Produce a clear and precise advocacy paper to enhance accountability to gender equality in the energy sector during the recovery process and beyond.

#### 6. CONSULTANT PROFILE/QUALIFICATION

The consultant must meet the following required minimum conditions:

##### Education

- Post-graduate degree in Gender and Development Studies, Social Works and Social Administration, Law, International Relations, Public Policy Analysis Economics, or any other related field.

##### Professional skills

- An in-depth knowledge and understanding of gender related research in the energy sector is desired.
- At least 5 years' relevant experience carrying out related assignments at both national, regional and international levels.

- Demonstrated knowledge of national, international gender commitments, policy and legal frameworks related to the energy sector.
- Possess strong teamwork spirit, leadership, and facilitation skills and able to work under minimum supervision while maintaining a high level of accuracy.
- Should have strong analytical skills in gender and energy with coordination and supervision capacities.
- Proven excellent communication and writing skills in English and Kinyarwanda. Knowledge of French is an added advantage.

## **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 sent through email as will be advised by GMO and UNDP.

## **9. PAYMENT MODALITIES**

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

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

<b>Criteria</b>	<b>Weight</b>	<b>Max. Point</b>
<b><u>Technical</u></b>		
Post-graduate degree in Gender and Development Studies, Social Works and Social Administration, Law, International Relations, Public Policy Analysis Economics, or any other related field.	20 %	20
An in-depth knowledge and understanding of gender related research in the energy sector	10 %	10
At least 5 years' relevant experience carrying out related assignments at both national, regional, and international levels	15%	15
A strong and clear methodology to conduct the assignment and achieve expected results	20%	20
Demonstrated knowledge of national, international gender commitments, policy and legal frameworks related to the energy sector.	10%	10
Possess strong teamwork spirit, leadership, and facilitation skills and able to work under minimum supervision while maintaining a high level of accuracy.	10%	10
Should have strong analytical skills in gender and energy with coordination and supervision capacities.	10%	10
Proven excellent communication and writing skills in English and Kinyarwanda. Knowledge of French	5%	5
<b>TOTAL</b>	<b>100%</b>	<b>100</b>

**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