

Africa Human Development Report (AfHDR) 2015

Terms of reference for

Interactive study on how vested interests promote or block gender equality and women's empowerment in terms of work, leadership and personal security

A. Project Description

UNDP works to advance gender equality and empower women as agents of change and leaders in the development processes that shape their lives towards a more inclusive, sustainable and resilient world. Gender equality and women's empowerment is integrated in the organisation's work in promoting sustainable development pathways, inclusive and effective governance systems and resilience building. The Regional Bureau for Africa of the United Nations Development Programme (UNDP Africa) is developing the second edition of the Africa Human Development Report (AfHDR) series, to be launched in 2015. The report will continue to independently analyze and monitor trends and issues affecting human development in African countries. This report intends to provide intellectually independent, empirically grounded analysis of development issues, trends, progress and policies in order to help advance human development. It aims to set out the parameters of the transformative approach required for sustainable human development and real gender advancement to occur in Africa. UNDP Africa's Regional Programme (2014-2017) prioritizes the achievement of sustainable and inclusive growth in line with key aspirations in the African Union's Agenda 2063: The Africa We Want including "A prosperous Africa based on inclusive growth and sustainable development" as well as "An Africa where development is people-driven, unleashing the potential of its women and youth".

The approach will address gender equality and women's empowerment as central components of the global and regional development agenda. In addition, the approach will seek to empirically estimate the contribution of gender equality and women's empowerment and highlight political systems, cultural norms, practices and value systems that perpetuate the cycle of discrimination and violence against women and girls in Africa, including patriarchy and gender stereotypes. By identifying key lessons from successes and failures as well as promoting innovative actions and partnerships to address these root causes of inequality against women, UNDP can help to leverage and fully optimise their potential contributions towards sustainable human development. This contributes towards the adoption of strategic interventions at continental, sub-regional and national levels for integrated processes and inclusive growth policies, especially in the areas of women's economic empowerment, social protection, and employment - in particular for youth.

This Africa Human Development Report will establish the links between sustainable human development, women's empowerment and gender equality in Africa and use existing and newly generated research, to provide evidence and demonstrate the intrinsic value of gender equality with a focus on economic aspects as well as social and environmental gains. In addition, interactive research, surveys and consultations towards the report will explore political, social and structural constraints to globally and nationally identified goals and targets while showcasing lessons learned from successes and failures in the African context. The Report will also discuss policy recommendations that would lead to fundamental changes in policies, institutions, incentives, ideas and social processes to achieve Africa's transformative vision.

This study aims to use qualitative research in the form of online surveys, focus group discussions and interviews to explore how institutions have blocked or enabled gender reform, relating *to women's leadership, gender-based violence, discrimination in labor markets, and key disparities in health and education* for the region, in an effort to devise sustainable policy solutions.

B. Background for Interactive Study

Progressive African conventions, declarations and agreements to address gender equality and women's empowerment have not been "popularized" on the national and regional levels.¹ Even in countries where gender-related legislation exists, it is not always enforced.² This failure to translate policy into action manifests as continued disparities in economic, social and political spheres – high numbers of women participating in less productive, less profitable and low-wage sectors, unpaid family employment and the informal sector; gender-based wage discrimination; excess female mortality; rampant gender-based violence; inequalities in reproductive and sexual health and education; and 'glass walls and ceilings' blocking women leaders as changemakers.³ Through consultations with leaders in the public and private sectors, international agencies and civil society organizations, this study seeks to identify how institutions act to block and support gender equality and women's empowerment, specifically related to the above-mentioned areas.

Theories on 'gendered' institutions describe the role that formal and informal institutional norms play in prescribing 'appropriate' behavior in organizational cultures, propagating or curbing gender discrimination.⁴ Theories have also sought to unravel gender discrimination in labor markets from this institutional perspective. They suggest that career interruptions for maternity leave, childcare and general caretaking – predominantly engaged in by women, present direct and indirect costs to formal labor markets, which are mitigated or avoided by wage discrimination or blocks to entry or advancement in certain sectors.⁵ This discussion also has relevance for understanding issues of talent acquisition and retention, given findings like those showing an outflow of twenty eight percent of degreed women due to lack of professional opportunities in the region.⁶ From the reform perspective, bureaucracies with strong patriarchal and gender unequal "features" have been shown to block gender policies.⁷ This resistance may be overt in the form of action or inaction like "under-staffing, under-budgeting or the insufficient gender training of personnel", non-implementation of gender policy, "non-engagement with women's interests", or excluding "gender inequality as a policy problem".⁸ It may also be more tacit, like 'luke-warm' or inadequate responses to gender reform, which may be harder to detect. To these ends, it is useful to distinguish between individual resistance that leads to institutional resistance, which is of particular interest for assessing institutional gender bias, and individual resistance that does not. Reasons for individual resistance to gender reform vary and are cross-cutting. They include, for example, (i) a sense of incapacity to address gender issues because of lack of resources, gender knowledge, skills, time, financial resources and power – sometimes linked to institutional resistance to providing these resources; (ii) reforms challenging an individual's own gender role or stereotypes; (iii) fear of losing privileges or power from a changed status quo; and (iv) reactance, resistance to perceived loss of freedom.⁹

Gender policies to transform institutional gender biases are likely to meet strong resistance when they challenge the core cultural norms, beliefs, attitudes and values of an organization.¹⁰ Resistance in other regions has come from varied societal groups – governments with ideological foundations inhibiting gender reform; ethnic, caste or religious interest groups that stand to lose from women's political participation, increased reproductive rights, protection from domestic violence and prohibition of dowry;

¹ See Sida (2010)

² See for example UN Office of the Coordination of Humanitarian Affairs (2011)

³ See for example UNDP (2014), Monroe et al. (2008) and WDR 2012

⁴ Chappell (2006) and Mackay et al. (2009) as cited in Mergaert et al. (2014), pg. 4

⁵ Iversen et al. (2010)

⁶ Ernst and Young (2011)

⁷ Longwe (1995,1997) as cited in Mergaert et al. (2014), pg. 5

⁸ Mergaert et al. (2014), pg. 7

⁹ Mergaert (2012), Flood et al. (2006), Pauly et al. (2009), Brehm et al. (1981) as cited in Mergaert et al. (2014), ppg. 8-9

¹⁰ Council of Europe (1998) as cited in Mergaert et al. (2014), pg. 4 and Benschop and Verloo (2011) pg. 286 as cited in Mergaert et al. (2014), pg. 5

and business and unions that risk costs from increased female labor participation, imposing direct or indirect discriminatory practices.¹¹ Even within advocacy and women's groups, divided values and definitions regarding sexuality, family and desirable state intervention have halted progress.¹²

The target audience will include leaders from the public and private sectors, international agencies and civil society organizations; opinion leaders representing marginalized and non-marginalized women and key women and men political actors with special interests in gender equality and women's empowerment in the continent. Specific consultations will feed into high-level dialogue to analyze the findings of this study.

C. Scope of Work

The study will seek to answer questions including:

- What are the forms of individual and institutional resistance to gender reform in these specific areas? Are they tacit or overt? How significant is this resistance in obstructing reform? Why is this resistance perceived to exist?
- What is the culture for women leaders within organizations? What forms of discrimination do they face – subtle and overt? What are the perceptions of why this discrimination exists? What are the differences in women and men's workloads and assignments – particularly in strategic sectors? How does discrimination impact women's abilities to be societal changemakers?
- How effective are existing legal mechanisms to protect women from gender discrimination? Are women ostracized for using these mechanisms? How do women respond to gender discrimination?
- What is the traditional male model for professional life and labor market engagement? Does it discriminate against women or limit men? Does it limit talent acquisition? What would an alternative model look like and what factors would it consider?¹³

Specific activities to be carried out include:

1. Design and roll out an on-line survey targeting public sector, private sector and political party institutions on the nature of institutional blockages that prevent gender equality in labor markets and women's leadership and reduce the effectiveness of reforms or policies.
2. Design and roll out focus group discussion with civil society groups and representatives of special interest groups on societal norms and discriminatory practices that block women's advancement and promote gender-based violence as well as examples of coping mechanisms and reforms that have worked in promoting collective agency.
3. Carry out investigative interviews using video recording equipment with opinion leaders in public and private institutions, civil society leaders and representatives of marginalized groups on the way forward to address barriers with specific roles for institutions, women and men.
4. Prepare a synthesis report of findings and for validation during consultations.

¹¹See Vakil (2014), WDR (2012), Iversen and Rosenbluth(2010)

¹²WDR, 2012

¹³See Monroe et al. (2008) that seeks to answer some of these questions

D. Expected Outputs and Timelines

Deliverables	Timeframe
1. On-line survey (institutions)	May 15
2. Focus group discussions (4 countries)	May 15 – June 12
3. Investigative interviews with public & private sector opinion leaders (4 countries)	May 15 – June 12
4. Draft of Synthesis Report, including Case Studies	June 12 – July 15

E. Institutional Arrangement

The institution/contractor will report weekly to the Chief Economist of UNDP's Regional Bureau for Africa and will be responsible for ensuring all draft documentation is reviewed and prepared according to the UNDP specifications. The selection of survey countries will be carried out by UNDP in consultation with the contractor. The contractor is required to present reports according to the schedule in the agreed work plan established at the beginning of the consultancy. The contractor will collaborate with UNDP Economic Advisors and Communication specialists in selected country offices in the course of performing the required tasks. All surveys and interviews will be carried out under the supervision of the Strategy and Analysis Team who will facilitate contacts with proposed interviewees and survey respondents.

F. Duration of the Work

- a) The duration of this study will be 30 working days with deliverables over a period of three months (May – July) with the final report due on July 30, 2015.
- b) The indicative target day for commencement is May 1, 2015 and the expected completion date is July 31, 2015.

G. Duty Station

- a) This will be a home-based consultancy with minimal fieldwork (not more than two weeks) expected in order to carry out trial focus group discussions and interviews to test the methodology.
- b) The team leader may be required to report in person to the Africa Human Development Report Team in New York for a period of not more than five days over the period of the consultancy.

H. Qualifications

- a) A specialized firm or academic institution with expertise in carrying out investigative research using a mix of quantitative and qualitative methodologies;
- b) The team should include expertise in survey methodologies, gender analysis, political economy, and social science.
- c) The team leader and experts should have the following qualifications:

- All team members should have at least a post graduate qualification in specified field of expertise (PhD is an added advantage)
- The team leader should have at least 15 years of work experience in investigative research and survey methodologies with publication in referred journals.
- Team member(s) should have at least 10 years work experience in social science research
- Fluent English and French

I. Scope of Bid Price and Schedule of Payments

- The contract price is a fixed output-based price with payments made in line with key deliverables.
- The proposer must include in the computation of contract price all professional fees, travel, insurance and applicable taxes envisaged during this consultancy. In the event that additional travel is requested beyond what has been outlined in this terms of reference, the project will undertake to meet these costs.
- Payments shall be made according the following schedule of payments:

Outputs	Tranche
On-line survey (institutions)	15%
Focus group discussions (4 countries)	20%
Investigative interviews with public & private sector opinion leaders (4 countries)	20%
Case Studies (4 countries)	15%
Synthesis Report	15%
Validation of findings (consultation)	15%

This TOR is approved by: *[indicate name of Approving Manager]*

Signature _____
 Name and Designation _____
 Date of Signing _____