

TERMS OF REFERENCE FOR SOCIAL PROTECTION CONSULTANT

1. General Information

Position: National social protection consultant to support gender mainstreaming into Tanzania
Productive Social Safety Net (PSSN) Programme

Organization: UNDP and Tanzania Social Action Fund

Duty Station: Dar es Salaam

Duration: The assignment will comprise 26 working days for over a period of 3 months starting from the date the contract is signed.

Starting Date: 20 January 2017

2. Background and organizational context

The United Republic of Tanzania aspires to become a middle-income country by 2025 through industrialization for economic transformation and human development. Since 2007, the country has recorded sustained growth of more than 6 per cent per annum and notable progress in human development has been made, as reflected in the improvement of the Human Development Index (HDI) from 0.352 in the 1990s to 0.488 in 2013. However, despite sustained economic growth, the poverty rate has only marginally declined from 33.3 per cent in 2007 to 28.4 per cent in 2012, and 43.5 percent of the population is still living on less than \$1.25 per day.

While poverty in Tanzania is particularly pervasive in rural areas, it is also feminized. Also, the Gender Inequality Index ranked Tanzania 123 of 149 countries with a score of 0.553 2013, implying significant gender gaps in human development. Women, particularly in rural areas, are often disadvantaged in terms of access to employment, health services, education and decision making processes. At the same time, inadequate coverage and coordination of social protection interventions continue to leave poor men and women vulnerable to disease, job loss or other catastrophes, despite recent commendable progress in social protection provision in Tanzania. These shocks and risks are experienced and dealt with differently by men and women, because of their specific roles and responsibilities in the family, community and society.

Tanzania Social Action Fund (TASAF) was initiated in 2000 by the Government of Tanzania as one of its initiatives on poverty reduction anchored to the Poverty Reduction Strategies. The implementation of the first two phases of TASAF achieved impressive results in facilitating community access to social services through infrastructure development projects such as schools, health facilities and water points reaching 7.3 million people in TASAF I and 16.1 million in TASAF II. Moreover, in TASAF II community based conditional cash transfers (CB-CCT) were piloted in the three districts of Bagamoyo, Kibaha and Chamwino targeting extremely poor households (below the food poverty line) to encourage targeted households to invest in nutrition, education and health.

Based on the success of TASAF I and TASAF II, in 2013 the Government of Tanzania decided to design and implement the Tanzania Productive Safety Net programme (TASAF III–PSSN). Direct beneficiaries of the TASAF PSSN Programme are poor and vulnerable households living in Project Area Authorities (PAAs) identified as chronic poor, and it targets people living below the food poverty line. The households benefit from a combination of basic and conditional cash transfers, wages through

participation in labour intensive public works; advice and support concerning savings and investments. The programme was initially expected to support 275,000 households in five years (2013-2017), but in 2015 the programme was scaled up to over 1.1 million extreme poor households.

While the PSSN programme does not explicitly aim to promote gender equality and women's empowerment, gender concerns are to some extent integrated into the programme. Women are for example identified as the recipient of the cash transfer on behalf of the household, and are offered flexible working hours for the public works programme. However, there is a need for more knowledge about the impact of the PSSN on gender roles and dynamics in the communities and within families. Additionally, there is a need to ensure that gender concerns are integrated into all components of the PSSN programme. Therefore, UNDP is recruiting a national social protection consultant in addition to two gender consultants on behalf of TASAF. The social protection consultant together with gender consultants will work under the direct supervision of the UNDP Programme Specialist and in close cooperation with the TASAF Executive Director and TASAF Management Unit.

A team of consultants will support TASAF to conduct an assessment of the gender dimension of the PSSN programme, including the impact of the programme on women's economic and political empowerment (i.e. workload, inter-household relations, etc.) and capacity of TASAF staff at the national, regional and local levels. The assessment will take as its starting point a review of existing studies and analysis in the area. Based on the assessments, the team will develop a gender equality strategy and action plan for TASAF, including recommendations on how gender can be mainstreamed into all components of the PSSN programme. The strategy will also identify the requisite capacity needs of the national, regional and local levels of the government to address gender-specific concerns.

3. Principal duties and responsibilities

The social protection consultant will work together with two gender consultants (1 international and 1 national). The consultant will work under the supervision of the international consultant who will serve as overall team leader and will be responsible for meeting milestones and deadlines and for the quality of reports submitted and tools developed.

The tasks of the consultant will include but will not be necessarily limited to the following:

- Review existing studies and analysis on gender-sensitive social protection programmes, including the baseline study on the impact of the PSSN on women's empowerment;
- Conduct gender assessment of the PSSN programme including conducting interviews with TASAF staff, PSSN beneficiaries and relevant stakeholders in selected districts and providing in-depth qualitative information on the impact of the programme on women's economic and political empowerment (i.e. workload, inter-household relations, etc.) and capacity of TASAF staff at the national, regional and local levels;
- Provide recommendations on actions to ensure that gender is consistently integrated into all areas of TASAF and the PSSN programme;

4. Expected outputs

- A gender assessment of TASAF and the PSSN programme, identifying challenges and opportunities in promoting gender equality and empowering women through the PSSN programme

5. Deliverables

Deliverables should be succinct, of high quality, and of a standard suitable for publication. All deliverables should be in English.

- An inception report that sets out the work plan with timelines, detailed activities, methodology and deliverables including details on how to complete the tasks mentioned above
- A gender assessment report of TASAF and the PSSN programme

S/No	Deliverable	Payment Schedule
1	Inception Report	40% of the Contract fee
2	Gender assessment report	60% of the Contract fee

6. Timeframe

The assignment will be undertaken within a period of 26 person days over a period of 3 months starting from 17 January 2017. The submission of deliverables is as follows:

Activity	Timeframe
Prepare and submit an inception report	3 days
Literature review of relevant documents	3 days
Field visit to selected districts to conduct interviews with PSSN beneficiaries, TASAF staff, and other relevant stakeholders	16 days
Prepare and submit a gender assessment report	3 days
Stakeholder workshop to present findings and recommendations	1 day
Total	26 days

7. Qualifications

Education:

- Master's Degree in international development, social sciences, gender studies, or related

fields.

Experience and qualifications:

- At least 6 years of experience in social protection and gender;
- Solid knowledge of Tanzania Productive Social Safety Nets programme;
- Solid knowledge of social protection concepts, approaches and programming;
- Experience in conducting gender analysis and research on gender sensitive social protection and women's empowerment in Tanzania;
- Knowledge of and experience in social science research methods;
- Excellent analytical and reporting skills;
- Excellent command of English and Swahili (oral and written);
- Excellent interpersonal and communication skills.

8. Criteria for selection of the Best Offer

Offers received will be evaluated using a Combined Scoring method, where the qualifications and proposed methodology will be weighted 70%, and combined with the price offer, which will be weighted 30%.

Criteria to be used for rating the qualifications and methodology:

Technical evaluation criteria (total 70 points):

- Experience in social protection issues and in-depth knowledge of Tanzania Productive Social Safety Nets (PSSN) Programme [30 points];
- Experience in conducting gender analysis and research on gender sensitive social protection in Tanzania [30 points];
- Proposed methodology [10 points].

Only candidates obtaining a minimum of 49 points in the Technical Evaluation will be considered for the Financial Evaluation.

Financial evaluation (total 30 points):

All technically qualified proposals will be scored out 30 based on the formula provided below. The maximum points (30) will be assigned to the lowest financial proposal. All other proposals receive points according to the following formula: $p = y (\mu/z)$

where:

- p = points for the financial proposal being evaluated
- y = maximum number of points for the financial proposal
- μ = price of the lowest priced proposal
- z = price of the proposal being evaluated.

Approved by:

Signature: _____

Name: Amon Manyama

Designation: Programme Specialist and Head of Programmes

Date: 09/01/2017

