Terms of Reference: Gender Analysis for Ghana and Mali and the Development of an Intersectional Gender Analysis Toolkit for MSI

Background

Through its 2030 strategy, MSI has reconfirmed its belief that reproductive choice can transform the lives of women and girls. Reproductive choice is central to a woman’s empowerment and equality; it can improve her health and enable her to make choices that can transform her life, that of her family and her community. Articulating how MSI’s work and ethos contribute to gender equality and women’s empowerment is essential for long-term and sustained access to sexual and reproductive services and rights (SRHR).

Gender also affects an individual differently depending on their other characteristics, for example the discrimination or exclusion faced by someone who identifies as female will be different if she also has a disability, if she is an adolescent, from a marginalised ethnic group, lives in poverty, or if she is a member of the LGBTQIA+ community. For her, the lived experience of discrimination or exclusion based on her gender is not separate from the discrimination or exclusion based on other characteristics that make up her identity, so it’s vital that we take her holistic gendered experience into account when designing programmes to reach her. MSI is therefore committed to taking an ‘intersectional’ approach to gender analyses – recognising that gender does not exist in a silo.

MSI aims to become a gender transformative organisation by 2030, which means MSI will intentionally challenge gender inequality both internally at the organisational and programmatic level and externally in the contexts where we work through our programming and relationships with partners. As part of this commitment, MSI will need to conduct gender analyses to:

1. **Self-reflect**: take stock of our existing programmes and structures to see where there are gaps and opportunities for improvement and to look for opportunities to challenge gender inequality/gendered social norms in our programming and organisationally. This sort of gender analysis (with an intersectional lens) could be conducted at any time, with findings feeding into organisational policies and adaptation of existing programmes.

2. **Strive to be better**: intentionally build gender transformative aspects into all new programmes and structures, which involves thinking critically about how to build programmes and organisational structures that challenge gender inequality both internally and externally. Conducting an intersectional gender analysis at the proposal or inception phase of a new programme or during business planning will help us understand better how to deliver this change in a gender transformative way.

**Global Affairs Canada (GAC) Projects**

MSI has recently secured two new bilateral projects funded by GAC – for each key deliverables of the start-up phase are a ‘gender equality strategy’ developed and informed by gender analysis to be delivered within start-up phase of the projects in line with [GAC’s Global Feminist Assistance Policy](https://gac-globalfeministassistance.org/).

**Ghana**: The two-year initiative (April 2021 to April 2023) will have national reach, supporting the Ghana Health Service and private sector partners to ensure continued access to high quality family planning (FP) and comprehensive abortion care (CAC) services in 11 of 16 current administrative regions, with a focus on reaching some of the poorest and most underserved women and girls in the country in the Central, Northern,
North East and Savannah Regions. MSI will implement complementary interventions in partnership with Pop Council that will ensure a sustainable health market for access to SRH in Ghana: 1) increased supply of FP and CAC services; 2) increased demand for FP and CAC services; and 3) an enabling environment for fulfilment of SRHR.

Mali: This initiative "Hèrè - Women's Well-Being in Mali" is a five-year initiative that aims to improve the well-being of women of reproductive age in terms of SRHR and to strengthen the prevention and response to gender-based violence (GBV) in the regions of Sikasso, Ségou, Mopti and the district of Bamako, Mali. The project is a consortium led by MSI, in partnership Farm Radio International and WILDAF. It is composed of three complementary outcomes aiming to (i) address socio-cultural barriers to GBV prevention, and limit women's access to SRH through social and behavioural change communication; (ii) improve the supply and quality of integrated SRHR and GBV services and adapted to the needs of women, girls, men and boys; and (iii) create an environment that is conducive to the promotion of women's and girls' rights.

Scope of work

MSI is seeking one or more consultants to conduct intersectional gender analyses and gender strategies for Ghana and Mali as part of the inception phase of GAC funded projects as well as develop an intersectional gender analysis toolkit for use by all of MSI’s country programmes. The consultancy will focus on advancing gender equality for women and girls in SRHR programmes, however, it will take a broader intersectional approach recognising that gender inequality intersects with other forms of discrimination to compound barriers to SRHR access. Specific tasks include but are not limited to:

Ghana and Mali Gender Analyses and Strategies:
- Work with the MSI Ghana and Mali programmes to first identify and adapt existing open source methodology/ies and then conduct the analyses for the two programmes. At a minimum the analysis is envisioned to be a desk based review, but may include key informant interviews and focus group discussions if permitted (see considerations in instructions section).
- Present results to programmes and provide technical assistance on how to apply results to inform project activities.
- Produce gender equality strategies for each country based on results of analysis. This may include supporting teams in plans for further formative research as required.

Global Intersectional Gender Analysis Toolkit:
- Interview stakeholders across MSI to understand MSI’s technical specifications for an intersectional gender analysis toolkit and understand key considerations for developing a successful output
- Review existing gender analysis toolkits available online which fully or partially address the needs identified and select methodologies, tools and/or question sets that might be appropriate for MSI
- Identify how these methodologies, tools and question sets could be adapted to take an intersectional approach to looking at gender (e.g. gendered impact by disability, poverty, ethnicity, sexuality, and other protected characteristics)
- Compile a succinct MSI-specific intersectional gender analysis toolkit, with step-by-step guidance, the necessary tools, training and guidance for how to conduct an analysis and apply the results of gender analysis to MSI programming.
- Conduct a briefing/webinar for MSI stakeholders to introduce the toolkit
- Provide remote technical assistance to support piloting of the toolkit in one or more MSI country programmes
Deliverables
Ghana and Mali: work to start as soon as possible.

1. Require completion by 26 May 2021*
   • Draft Gender analysis report and gender strategy for Ghana
   • Draft Gender analysis report and gender strategy for Mali

2. Require completion by 30 May 2021*
   • Facilitate Ghana workshop to discuss results
   • Facilitate Mali workshop to discuss results

3. Require completion by 9 June 2021
   • Final gender strategy report for Ghana incorporating feedback from workshops
   • Final gender strategy report for Mali incorporating feedback from workshops

*Deadlines may be adjusted in consultation with country teams.

Global toolkit: work to start in June 2021

4. Require completion by 17 September 2021
   • Key informant interviews conducted across MSI-wide stakeholders
   • Concept note (drawing on insights from key informant interviews) for MSI-specific intersectional gender analysis toolkit for stakeholder review
   • MSI-specific intersectional gender analysis toolkit
   • Webinar for MSI stakeholders to introduce the toolkit

Consultant requirements

Required:
• Substantial experience conducting gender analysis using secondary data sources
• Significant experience conducting key informant interviews with a range of stakeholders
• Significant experience working at a senior level implementing and/or providing technical assistance on gender equality in sexual and reproductive health programmes in Africa and Asia
• Expert level knowledge of gender equality and global development issues, preferably with understanding of major donor (governments, multi-laterals and foundations) approaches to gender equality
• Expert level knowledge of Inclusion, with experience leveraging the power of intersectionality to drive gender transformative SRH programming.
• Strong interpersonal skills, able to work well in cross-cultural teams and under tight deadlines
• Strong writing skills, both for technical and reports
• French language fluency for Mali programme.

Desired:
• Strong technical capacity and practical experience in designing and implementing gender transformative development programmes
• Excellent group facilitation, multi-stakeholder consultation, and strategic planning skills, comfortable influencing and negotiating with senior stakeholders
• Experience in developing, implementing, monitoring and evaluating gender equality projects and programmes
• Excellent capacity-building and training skills, including development and delivery of gender equality training
Instructions for Application

Due to the on-going restrictions of COVID-19, the consultant(s) are not expected to travel internationally. MSI’s encourages qualified consultants residing in Ghana and Mali to apply in order to conduct the gender analysis in-country, with possible in-country travel to conduct in-depth interviews and focus group discussions if permitted by the country’s rules and restrictions on COVID-19, and if any ethics requirements can be secured by the deliverables’ deadline. If in-country travel is not permitted, a gender analysis based on desk review of secondary literature and data, and remote interviews will be permitted. The two-country gender analysis and strategies require an immediate start and must be completed by dates outlined in deliverables section with the final date of 9 June 2021.

For the global gender analysis toolkit the consultant can be based anywhere and conduct the work remotely, and will be expected to communicate via online video calls and email during UK business hours. The consultancy is expected to commence in June 2021, be conducted over approximately three months and may be extended.

Interested candidates may apply to conduct specific gender analysis for Ghana, Mali or the global toolkit, or all three components of work. Candidates will be interviewed on a rolling basis.

Please submit a CV and cover letter with the following information:

- Daily rate
- Date available to start work
- Which deliverable of the TOR you would like to conduct, your proposed methodology, timeline, total days needed to complete work, additional expenses required, any other relevant information.