Terms of Reference: Intersectional Gender Equality and Sexual and Reproductive Health Rights Consultancy

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) and will ultimately increase MSI’s impact and influence on expanding access to safe abortion and contraception over the next ten years.

MSI Reproductive Choices 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:

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.

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.

MSI is seeking one or more consultants to provide technical assistance to strengthen and advance gender equality in its SRH programmes, ultimately aiming for MSI to be a gender transformative organisation by 2030. External technical gender equality expertise will support the organisation to develop and articulate a shared vision of how MSI will advance and promote gender equality through its core services, wider SRH programming, people and clients. The consultancy will also support MSI to internalise this vision across the organisation, and articulate it in our communications materials, donor communication and proposals.

The consultancy will focus on advancing gender equality for women and girls, however will also include engagement with men and boys as well as take a broader intersectional approach recognising gender also includes people who identify as transgender and non-binary gender and that inequality intersects with other forms of discrimination such as disability and poverty serving as additional barriers to SRHR access. The consultancy will also complement broader MSI’s strategy to diversity and inclusion focused on the organisation as well as other consultancies focusing on gender analyses and sexual and gender-based violence (SGBV).
Scope of work

The consultancy is expected to be comprised of two phases, first conducting an initial analysis and scoping exercise of MSI’s programming, tools, frameworks, and resources to then work with MSI to develop a roadmap to become gender transformative organisation. The second phase will focus on developing key approaches and deliverables. It is expected key approaches will be piloted in at least one MSI country programme that will serve as the champion for gender transformative programming, with learning to inform broader future scale-up and roll-out organisation-wide. Specific tasks include but are not limited to:

Phase 1: Scoping:
- Interview stakeholders across MSI and review MSI’s existing programme design, implementation processes, demand and supply side interventions, approach to partnerships and advocacy and MSI’s 2030 strategy to advise on the key steps and actions the organisation needs to take to become gender transformative in its programming
- Conduct a detailed analysis of power, agency, and intersectionality in MSI’s core SRH service offer and wider SRH programming
- Review and provide feedback to strengthen gender equality into key and select MSI tools, frameworks, materials and resources used in MSI’s SRH programming including gender analysis, SBCC and client centred care framework and tools and recommend monitoring indicators
- Advise on strengthening Gender Advisor roles in country programmes to strengthen gender equality in SRH programming, and link to broader organisation
- Advise and develop communication guidance on how to write about gender equality, including strengthening written evidence of the investment in gender equality as an SRH organisation
- Review MSI’s current gender training package and advise on how to strengthen and build capacity in MSI’s country programmes to better integrate gender equality approaches and mechanisms, including MSI’s first line care SGBV package in programming and service delivery

Phase 2: Implementation of recommendations and development of key tools:
- Develop specific deliverables identified during scoping phase
- Provide technical assistance and build capacity on use of gender equality tools and approaches, how to apply the results to strengthen and advance gender equality in one MSI country programme

Deliverables

Phase 1: Estimated timing: June – August 2021
- Report of scoping exercise including recommendations on:
  - how to strengthen gender equality in MSI’s key tools, frameworks, guidance and resources
  - how to strengthen and embed gender equality throughout the entire organisation including training, and through existing initiatives, networks and in-country gender advisors
  - what data should be captured in frontline systems to effectively monitor gender transformative initiatives
- A gender equality roadmap for MSI to become gender transformative, with implementation timeframe and measurement framework for success
- Communication guidance on gender equality on MSI’s vision for becoming a gender transformative organisation
- Presentation to MSI staff

Phase 2: Estimated timing: September – December 2021
- Specific deliverables, tools and approaches identified during scoping phase
- Technical assistance/training/capacity building to at least one MSI country programme to implement and pilot approach and/or tool for gender transformative programming
Consultant requirements

Required:
- Significant technical capacity and practical experience in designing, implementing, and/or providing technical assistance to gender transformative SRH programmes in a number of different cultural contexts, particularly Africa and Asia
- Expert level knowledge of gender equality and global development issues
- 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
- Excellent group facilitation, multi-stakeholder consultation, and strategic planning skills, comfortable influencing and negotiating with senior stakeholders
- Strong writing skills
- Excellent capacity-building and training skills, including development and delivery of gender equality training

Desired:
- Understanding of major donor (governments, multi-laterals and foundations) approaches to gender equality
- Experience in monitoring, evaluating and conducting research of gender equality projects and programmes
- French language skills

Instructions for Application

One more or more consultants may be hired, can be based anywhere and conduct the work remotely. The consultant(s) will be expected to communicate via online video calls and email during UK business hours. Consultants from an Asian or African country are particularly encouraged to apply. The consultancy is expected to commence in June 2021 and end in mid-December 2021. Interested consultants may apply to conduct all or part of the 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
- Your interest in the consultancy, proposed approach to meeting the TOR, timeline, total days needed to complete work, any other relevant information (maximum 1-3 pages).