

Term of Reference (TOR)

Gender Progress Markers Consultancy

Mennonite Economic Development Associates (MEDA) is an international economic development organization whose mission is to create business solutions to poverty. MEDA is implementing a five-year project in Bauchi State, in the north east region of Nigeria called Youth Entrepreneurship and Women's Empowerment in Northern Nigeria (WAY). The Nigeria WAY is designed to assist economically active women and youth to increase their income particularly those who are involved in agro-processing in the rice, soybean and groundnuts value chains. The project works with communities and families to improve the environment where girls grow up and become economically active. Funded by the Government of Canada and MEDA, the project uses a private sector approach which engages private sector firms to include women and youth in their business practices and seeks to improve the enabling environment.

The goal of the project is to improve the incomes and contribution of women and young people to Nigeria's economic development. The specific objectives include directly support to 16,000 mainly women and youth led SSBs and ENs to increase their income and strengthen their business performance in three value chains. The project is being implemented with a gender equality and youth inclusion strategy that seeks to understand and measure the change in gender equality considerations at every level.

1. The Task

To enable Nigeria WAY Project to reach its goal, we engage with partners who are doing business in the rice, peanut and soybean value chain mainly in agro-processing but also in other value-added activities to include women as clients and customers. These partners, referred to as Key Facilitating Partners (KFPs) and Lead Firms (LFs), are the access point to Nigeria WAYs clients who are mainly female-led small-scale businesses (SSBs) and entrepreneurs (ENs). This project is focused on women economic empowerment and seeks to measure change in gender relations through women's socio-economic development.

Gender progress markers is a participatory method for project management and evaluation that aims for social change on gender aspects. Results of the gender progress markers are measured by the changes in behaviour, actions and relationships of those individuals, groups or organisations with whom the initiative is working directly and seeking to influence (Smutylo, 2005).

Objectives of the consultancy

To lead the implementation of a participatory and transformative measurement technique, gender progress markers (GPM). Gender outcome mapping is a helpful approach by which to measure the changes that women and youth, as well as their families and community members, experience and exhibit during a women's economic empowerment project. The consultant will lead the implementation of the methodology with support and collaboration from the WAY HQ and field teams, partners, and clients.

Specifically, the consultancy will lead the team, partners, and selected sample of clients through a process to validate drivers of Early and Forced Girl Child Marriage with community stakeholders as well as measure biannually micro-indicators or statements around what they expect to see, like to see, and love to see as a result of the project. The consultant will work with a Gender Resource person and a partner – the Federation of Muslim Women Associations in Nigeria to implement GPM

in their M&E activities. This work requires visits to Bauchi, Nigeria, every six months for a 2-week period.

Specific objectives include the following:

- i. Measure social change through a progressive series of GPMs, with participation from the WAY team, EN and SSB clients, as well as community members;
- ii. Support Gender Resource person to implement GPMs with FOMWAN;
- iii. Validate at the community level with different stakeholder groups the drivers of EFCEM;
- iv. Document lessons learned in a series of knowledge products, including but not limited to progress reports.

Deliverables and Timeline

- i. Develop methodology, drawn from MEDA materials, project documents, other industry grey papers (CARE), agenda and presentations;
- ii. Work plan is developed, submitted and implemented as planned
- Review draft domain and indicator statements developed by team in Q2/3 and validate with clients and stakeholders in the field;
- iii. Design pre and post workshop assessment templates;
- iv. Conduct biannual workshops to collect GPM data with selected staff, partners, clients, and community members;
- v. Analyze results of GPM data for MEDA in a timely manner and develop biannual monitoring reports;
- vi. Quarterly calls with the WAY team;
- vii. Final Report; and/or other knowledge products disseminating learnings and findings.

The consultant(s) should have the following experience and skills:

- i. Advanced University degree (master's degree) in the field of Gender or other related areas;
- ii. Expertise in the implementation of participatory methodologies for data collection, particularly Outcome Mapping;
- iii. Minimum of 5 years of relevant experience in community-based, gender transformation measurement and analysis;
- iv. Excellent communication and writing skills in English.

2. Application process

- i. A detailed Curriculum Vitae with the various professional experience in participatory methodologies, gender analysis, principles and tools;
- ii. A cover letter with a brief description of similar work done indicating the date, nature of exercise and client;
- iii. Daily rate; and
- iv. Indicative timelines of availability.

Submission in response to this call must be submitted electronically via email to nigeriaway@meda.org and received by **18 October 2019**.

Only those shortlisted for an interview will be contacted. Thank you for your submission.