



CALL FOR EOI – INDIVIDUAL CONSULTANT

TERMS OF REFERENCE FOR A LEAD CONSULTANT-NARRATIVE

CONSULTANCY FOR THE DEVELOPMENT OF AN IMPLEMENTATION ROADMAP OF THE AFRICAN WOMEN'S DECADE (2020-2030) ON FINANCIAL AND ECONOMIC INCLUSION

REFERENCE NO. AUC/WGYD/C/014.

1. BACKGROUND

The African Union (AU) was established as a unique Pan African continental body, charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the people of Africa. Its Headquarters is located in Addis Ababa, capital city of Ethiopia. The African Union Commission (AUC) is the secretariat of the AU and is the key organ playing a central role in the day-to-day management of the AU.

The vision of the African Union is that of "An integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the global arena". Through its various programmes and initiatives, the African Union works towards increased cooperation and integration of its member states to drive Africa's growth and economic development.

2. INTRODUCTION

The idea of a Women's Decade (WD) was initiated in 1975 by the United Nations at the First World conference on Women that was held in Mexico City, Mexico. Since then, African women have been involved, and continue to participate in local and international consultations on women's rights and gender equality. African women's contributions have enriched discussions at subsequent Women's Conferences in Copenhagen (1980), Nairobi (1985) and Beijing (1995).

The proposal for an African Women's Decade (AWD) emanated from the Extra-Ordinary Meeting of African Union (AU) Ministers of Gender and Women's Affairs, which was held in December 2008 in Maseru, Lesotho where the Ministers called on the AU to declare 2010 to 2020 as the African Women's Decade (AWD) and to undertake wide consultations to ensure that the Decade is a success. The Ministers' proposal was adopted by Assembly Dec. 487 (XIX) which declared 2010 – 2020 as the African

Women's Decade and its official launch took place on 15th October 2010 to coincide with the International Day for Rural Women, in Nairobi, Kenya.

AWD aims to advance gender equality by accelerating implementation of Dakar, Beijing and AU Assembly Decisions on Gender Equality and Women's Empowerment (GEWE), through a dual top-down and bottom-up approach, which is inclusive of grassroots participation. Its objective is to re-invigorate commitments to accelerated implementation of agreed global and regional commitments on GEWE.

As the 2010-2020 AWD was coming to an end, the Chairperson of the African Union Commission, H.E Moussa Faki Mahamat harnessed and introduced the idea of the Women's Decade on Financial and Economic Inclusion which he launched during the Summit on Gender held in Kigali, Rwanda in November, 2019 on the theme “***Eliminate the obstacles that prevent equality between men and women: Innovative solutions to free financial accessibility for women.***”

Subsequently, on the Sidelines of the 33rd Ordinary Session of the Assembly of Heads of State and Government, the Commission organized the High-Level Consultative Dinner on Gender Equality and Women's Empowerment in Africa on February 7, 2020 in Addis Ababa, Ethiopia. It was during this meeting that African women submitted their Declaration on the New African Women's Decade 2020-2030, focusing on the Financial and Economic Inclusion of African Women. It is in this context that the former Chairperson of the AU, H.E Cyril Ramaphosa, proposed the adoption of the decision declaring the period 2020-2030 as the Decade of African Women on “***the financial and economic inclusion of African women***”, while the African Union leader on gender and development in Africa, H.E Nana Dankwa Akufo-Addo will continue to mobilize political support for concrete solutions so that women are financially and economically independent. African women continue to be excluded from the formal financial sector or underserved thus calling for a strengthened financial services and capacity building strategy, with a particular focus on women living in rural areas. This will allow women to gain access to available fintech services and to additionally be trained/capacitated on how to use them to increase productivity in all industrious sectors. With tailor-made financial products for the women, women will have access to formal and reliable means to save, access and borrow money.

In this regard the Women, Gender and Youth Directorate is seeking the services of a lead consultant-narrative to conduct a thorough analysis on the state of financial inclusion of women in the African context and build a roadmap for the accelerated implementation of global and regional commitments regarding the financial and economic inclusion of women.

3. OBJECTIVES

The objective of this consultancy is to support the development of the implementation of the roadmap of the 2020-2030 on African women Decade on Financial and Economic

Inclusion with the aim to produce and publish it before the AU Heads of State and Government Summit of January/February 2022.

4. SCOPE OF WORK /Duties and Responsibilities

Under the overall supervision of the Ag. Director, Women, Gender and Development Directorate and the immediate supervision of the Head of Gender Policy and Development, the Lead Consultant- Narrative shall:

- a) Develop a technical note that defines the conceptual and analytical framework and approach for the
- b) Develop a methodology and approach for the development of the roadmap on AWD
- c) Consult and liaise with Gender machineries, financial institutions, research institutions and Universities to ensure that accurate and reliable data have been sought for the analysis
- d) Lead the process of drafting the report findings which will result in the publication of the roadmap
- e) Continental AWD 2020-2030 and national strategies alignment to continental efforts are done and coordinated;
- f) Continental policy and regulatory needs are assessed
- g) Access or linkages to financing for MSMEs geared towards underserved and poor to low income women are facilitated;
- h) Implementation road map is developed and validated

5. DELIVERABLES

- a) Inception meeting with WGYD
- b) Inception report on the data collection methodology and timeframe for agreed indicators data on financial and economic inclusion
- c) Report on the methodology of calculating and scoring developed
- d) Draft comprehensive analytical implementation roadmap developed with clear interventions recommended;
- e) Communication strategy developed
- f) Final report developed and validated;

6. QUALIFICATIONS, EXPERIENCE AND REQUIRED SKILLS

The consultant should have post-graduate qualifications in gender, development economics, financial management, policy analysis, law, human rights or other social science area.

She or he should also meet following criteria:

- a) Minimum ten (10) years of professional writing experience related to gender equality, women's empowerment, women's rights in particularly and human rights in general at national, regional and international level
- b) At least ten (3) years of experience of working with or within the international or regional human rights mechanism.

- c) Excellent understanding of gender and women's empowerment issues in Africa's socio-economic and development landscape;
- d) Excellent understanding of regional and global legal frameworks and policy normative documents on women's human rights, peace and security and gender equality in general;
- e) Sound expertise in analysis and use of gender responsive data including ability to develop high quality narrative
- f) Track record in analysis of gender issues using cross-country statistics and information

5.1. Skills

- a) Ability to work under pressure and under rapidly changing conditions
- b) Excellent interpersonal skills and ability to work in multi-cultural environments

7. LANGUAGE REQUIREMENTS

Proficiency in English is mandatory. However, proficiency in other AU Languages i.e. French, Portuguese, Arabic and Spanish. Bilingualism in any of the languages will be an added advantage.

8. DURATION OF THE ASSIGNMENT

This assignment is for **forty (40)** days.

9. LOCATION OF THE ASSIGNMENT

The assignment is home- based with regular on-line communication with WGYD and other key stakeholders as relevant.

10. TERMS AND CONDITIONS OF THE CONSULTANCY

The contract is offered under the following conditions:

- a) The contract shall be for 90 days from the date of signing of the contract.
- b) The Consultant shall be paid a lump- sum of **\$ 20,000** at the end of the consultancy. This amount is inclusive of all related allowances.
- c) Either party may terminate the contract at any time by giving 5 days' notice or payment in lieu of notice.
- d) This contract is neither gratuity earning nor pensionable.
- e) The Consultant must be a citizen of a Member State of the African Union.

11. EVALUATION CRITERIA

The African Union Commission invites eligible **Individual Consultants** to indicate their interest in providing the Services. Interested candidate must provide information

demonstrating that they have the required qualifications and relevant experience to perform the Service.

For evaluation of the expressions of interest the following criteria will be applied:

- a) General Education Qualification and Relevant Training (20 points);
- b) Demonstrated Experience Related to the Assignment (30 points);
- c) Technical approach and methodology (20 points)
- d) Work plan and draft report outline (20 points)
- e) Languages (10 points)

Interested candidates are requested to submit the following documents in addition to their CVs for AUC's consideration:

- a) Technical Proposal showing:
 - understanding and interpretation of the TORs
 - methodology to be used in undertaking the assignment
 - time and activity schedule
- b) Financial proposal, lump sum of **\$ 20,000**

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours Local Time.

Proposal must be sent by email to tender@africa-union.org and copy to mahleta@africa-union.org not later than 15:00 hours local time, **1st December.2021**

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