



**TERMS OF REFERENCE (TOR):
DEVELOPING A STRATEGY FOR ENGAGING MEN AND BOYS IN THE GENDER
JUSTICE AGENDA.**

Duration: 1st November to 20th November 2023 (chargeable days = 20 days)

Focus area of Assignment: Kismayu, Kakuma and Dadaab

1. INTRODUCTION AND BACKGROUND

The Lutheran World Federation (hereafter called LWF) is a faith-based humanitarian international non-governmental organization. LWF World Service acts on behalf of member churches to provide humanitarian assistance and advocate for the protection of human rights in the 32 countries where LWF implements its programs. LWF has been working in Kakuma since 1992, Dadaab since 2008 and in Kismayu Somalia 2017. The Kenya-Somalia program implements its program focusing on three key thematic areas: **Quality Services, Protection, and Social Cohesion, and Livelihoods.**

The LWF Strategy Paper 2019-2024 that guides LWF operations, emphasizes on gender and social inclusion programming and hence embeds gender justice as a key crosscutting theme. As an organization, LWF is committed to promoting gender justice and equality. We are dedicated to advancing the rights of women and girls by addressing the structural issues that perpetuate gender-based discrimination and violence. In its endeavour to inculcate and institutionalize transformative gender programming, LWF Kenya Somalia Program has a skilled Gender Action team (Ferrari team) who serve as the focal persons for gender justice programming and mainstreaming.

While the organization continues to undertake initiatives that promote gender rights, particularly for women and girls, there remains a challenge of perceptions and cultural and religious barriers that continue to curtail realization of the goal of gender equity and equality. As part of our ongoing efforts to create a more inclusive and equitable society, we are seeking a qualified consultant to develop a comprehensive Male Engagement Strategy to enhance our gender justice agenda.

2. OVERALL, PURPOSE OF THE CONSULTANCY

The overall purpose of this request for proposals is to find a prospective bidder(s) to support in the development of a comprehensive strategy of male leaders engagement in the gender justice agenda for LWF Kenya Somalia Program.

3. OBJECTIVES OF THE ASSIGNMENT

The primary objective of this consultancy is to develop a Male Engagement Strategy that will enable LWF Kenya Somalia Program to effectively engage men and boys in promoting gender justice and equality. The strategy should encompass a wide range of activities and initiatives aimed at challenging harmful gender norms and stereotypes, addressing toxic masculinity, and promoting positive masculinity.

- i. Conduct a rapid gender perception survey to get an overview of men's and women's attitudes and behaviors towards a range of gender equality and justice in the society.
- ii. Undertake a review of existing dominant cultures and religious principles, norms and practices, to identify and document positive gender transformative provisions in Kakuma, Dadaab and Jubaland, that can be infused into gender justice awareness and training sessions.
- iii. Develop a gender transformation strategy for engaging men and boys in the gender agenda specific to each Area Program.
- iv. Develop a training manual and conduct a test training for the Gender Action Team members/LWF staff on male engagement in the gender agenda.

4. SCOPE OF WORK

The exercise will involve participation of LWF staff with a focus on the Gender Action Team, select right holders, partner agencies working on gender rights agenda as well as relevant literature review of religious and cultural books for at least 2 dominant religions and at least 3 cultures in Kakuma, Dadaab and Kismayu.

The consultant(s) will adhere to all matters of ethics and of integrity and will be guided by LWF Code of Conduct and PSEA Policies.

5. TASKS AND DELIVERABLES

The consultant will be responsible for the following key tasks and deliverables;

Tasks:

- i. Conduct a rapid survey to determine the attitudes and behavior of men and women relating to a range of gender equality and justice in society. This shall be used as a basis for evaluating the project.
- ii. Review of and document LWF's existing/current initiatives related to gender justice and male engagement. Identify strengths, weaknesses, opportunities, and threats in the current approach.
- iii. Undertake a key stakeholders analysis, including government agencies, civil society organizations, and community groups, working on similar issues. Assess their approaches to male engagement and identify potential areas for collaboration.
- iv. Based on the findings from the reviews and analyses above, develop a comprehensive Male Engagement Strategy that outlines specific objectives, activities, timelines, and performance indicators.
- v. Develop a training and awareness creation manual or guidelines and conduct a test training for the LWF GAT members.
- vi. Train data collectors (Enumerators)/supervisors on data collection tools.
- vii. Submit all the relevant reports and documentation

Deliverables:

- i. An inception report for review and approval. The inception report will illustrate the understanding of the task, methodology, survey data collection tools and questions, timelines and will be based on literature review.
- ii. Draft report on rapid survey on perception on gender equality and justice.

- iii. Male engagement strategy document.
- iv. Pre-tested Awareness and training session manual
- v. Final assignment report

6. TIMELINE

The consultancy is expected to be completed by 20th November from the commencement date with 20 chargeable days.

7. QUALIFICATIONS

The ideal consultant should possess the following qualifications and experience:

- A bachelor's degree in a relevant field, such as gender studies, sociology, psychology, human rights, or a related social science. A master's or higher degree in a relevant field is preferred.
- Extensive experience in developing and implementing male engagement strategies within the context of gender justice.
- Experience in developing comprehensive strategies for social change initiatives.
- Knowledge of gender dynamics and the challenges and opportunities associated with involving men in gender equality efforts.
- Strong research and analytical skills, including the ability to conduct literature reviews and qualitative research.
- Excellent communication and facilitation skills.
- Demonstrable online platform/web-based services application/tools and engagement competencies.

8. EVALUATION CRITERIA

- This solicitation is open to local firms/ company's registered in Kenya, specializing in research. The selected Consultant will be responsible for designing and executing all activities outlined in this Request for Proposal in coordination with LWF.
- Proposals will be evaluated using the quality and cost-based selection, with a total score calculated out of 100% of which 80% is the weight of the technical proposal and 20% is the weight of the financial proposal.

Section	Description	Maximum Points
Technical Approach	<ul style="list-style-type: none"> ▪ Proposed structure, design, and approach to conducting the survey ▪ Timeline or Gantt chart of the activities required for execution. 	▪ 30
Capability Statement	<ul style="list-style-type: none"> ▪ Demonstrate the necessary organizational systems and personnel to successfully comply with the contract requirements and accomplish the expected results. 	▪ 15
Past Performance	<ul style="list-style-type: none"> ▪ Inclusion of at least three relevant past performance examples of similar projects. ▪ References provided by past clients for these examples and their evaluation of the bidder's 	▪ 20

	ability to deliver on time and within quality and budget expectations.	
Personnel/Staffing	<ul style="list-style-type: none"> ▪ Qualifications and past relevant experience of the lead consultant and up to 3 team members proposed to perform the requirements of this scope of work. 	▪ 15
Technical Evaluation Threshold (Only offers that receive a technical evaluation score of 65 and above points (out of 80) will be considered for cost evaluation.)		
Cost Evaluation	<ul style="list-style-type: none"> ▪ The financial proposal will be evaluated using the following formula: ▪ $FS=20*\text{lowest price}/F$, in which FS is the financial score and F is the price of the proposal under consideration. 	▪ 20
▪ Total Points		▪ 100

9. APPLICATION PROCESS

Interested consultants are invited to submit their applications, including a detailed CV (maximum 5 pages), a sample of a similar project they have undertaken (**must) and a financial proposal, by

PART A: TECHNICAL PROPOSAL

- The Technical Proposal shall be straightforward and concise, describing how the consultant intends to carry out and deliver on the task described above. No cost or pricing information is to be included in the technical proposal.
- Technical proposals are limited to 15 pages in total: Organizational Information, CVs of proposed personnel, and examples of previous relevant work are to be included in an Annex. The Annex can include copies of photographs, other visual representations, and media/social media clippings and it should not exceed ten pages. Key personnel resumes, dividers, and past performance report forms are not included in the page limitation.

PART B: FINANCIAL PROPOSAL

- The bidder shall propose a realistic and reasonable cost for this work.
- The cost should be in Kenya Shilling (KES) and include all applicable local taxation. The financial proposal shall list all costs associated with the assignment.
- Items described in the technical proposal but not priced shall be assumed to be included in the prices of other items.

Interested and qualified consultant(s) should submit their technical proposal and financial proposals to lilian.lichungu@lutheranworld.org and copy the proposal and financial proposal to procurement.nairobi@lutheranworld.org with the e-mail subject line clearly marked; Consultancy for **Strategy development for male engagement in the gender agenda.**

The deadline for submission of applications is **29th October 2023 at 05:00 pm, Nairobi time.**