

Annex #1 to Invitation

Terms of Reference for a Gender Analysis Consultant

BACKGROUND

Caritas Ukraine is one of the biggest national civil society organizations in Ukraine, with head offices in Lviv and Kyiv, and 26 branch offices all over the country. It has been providing material, social, psychological and legal assistance for vulnerable people, including children, youth and families in crisis, IDPs, elderly people, and people with disabilities for more than 25 years. Since 2014, Caritas Ukraine has been providing humanitarian assistance in the conflict-affected areas of Donetsk and Luhansk oblasts, providing assistance to more than 700.000 vulnerable conflict-affected people.

Caritas Ukraine in collaboration with three local partner organizations is currently implementing the 1.5-year long project "*Strengthening Health, Community Resilience and Livelihoods in Donetsk and Luhansk Oblasts*", funded by the Austrian Development Cooperation and Caritas Austria. The project is implemented from November 2020 until May 2022 in collaboration with three local partner organisations working in Valuiske, Makarove, Vilhove, Zolote (Luhansk oblast), Novobakhmutivka, Novoselivka (Donetsk oblast) as well as in a number of settlements in non-government controlled areas (NGCA). The project aims to contribute to sustaining and safeguarding the lives of vulnerable populations and internally displaced Ukrainians in conflict-affected communities in Donetsk and Luhansk regions through sustainable recovery and resilience measures. The project outcomes are 1) to ensure that vulnerable conflict-affected people along the contact line in NGCA, especially female-headed households (FHH) and households (HH) with elderly people, are able to secure their basic needs and sustain their lives through the provision of winterization and hygiene assistance, and 2) to ensure that vulnerable conflict-affected HHs along the contact line in government-controlled areas (GCA), especially FHHs & HHs with elderly people, have improved their health and resilience amid Covid-19 and recovered their livelihoods towards increased sustainability through home-based health and hygiene assistance, psychosocial support, increased community cohesion, business training and the provision of business grants.

In the context of this project, Caritas Ukraine is seeking to engage a consultant to conduct a gender analysis to fully understand the different needs, roles, capacities, power relations, impacts, risks and differential access to and control over resources of women and men in the project context.

OBJECTIVE AND SCOPE

The purpose of the analysis is to inform future project implementation, to ensure that the planned interventions are gender responsive and improve gender equality and women's empowerment, and to identify appropriate steering measures where necessary.

In particular, the gender analysis should consider:

- Gender commitments made by the government in the context of international process and to what extent this is reflected in national and relevant sector policies (health with particular scope for home care services and labor including employment and self-employment);

- How current policies, laws and regulations in relevant sectors (health with particular scope for home care services and labor including employment and self-employment) impact differently on men and women;
- Access to health care structures, social service delivery and employment of men and women in the target project areas and whether these structures reflect the gender balance;
- Socio-economic context of the target project areas;
- Description of tasks and activities of men and women in the target project areas, including potential changes due to the ongoing conflict, the pandemic etc;
- Gender inequalities in access to resources and services, control over different resources and benefits, what factors influence access to and control over resources, potential changes due to the ongoing conflict, the pandemic etc;
- How decisions about different resources and activities are made at community and household level, considering also rural/urban settings;
- How the project can ensure equal participation and benefits for men and women, what measures can be taken to address gaps or inequalities.

SCALE

Government controlled area along the contact line in six rural settlements: Valuiske, Makarove, Vilhove in Stanychno-Luhanskiy raion; Zolote in Popasnyanskiy rayon of Luhanska oblast; Novobukhmutivka and Novoselivka of Yasynuvatskiy raion of Donetsk oblast.

The study should include gender profile of Non-government controlled area with approach of secondary literature review of existing data.

METHODOLOGY

The methodology is to be developed and specified by the consultant. A mixed methodology of qualitative and quantitative methods, relying on secondary (e.g. literature review) as well as primary data (e.g. stakeholder consultations, surveys, Key Informant Interviews, Focus Group Discussions) is recommended.

For the purpose of objectivity, direct access to the communities in target project areas in GCA by the consultant should be prioritized. In case of limited mobility or difficulties in access by the consultant, however, Caritas Ukraine could support with organizational issues, depending on agreement with the consultant.

DELIVERABLES

- Inception report detailing proposed approach, methodology and overview of secondary data review
- Development of data collection tools
- Complete data set covering target project areas
- Final report detailing analyzed findings, including a summary and recommendations (max. 30 pages)

TIMEFRAME

The gender analysis is expected to be carried out until end of March 2021 at the latest, with an expected number of 20-30 working days.

Week 1-2: ToR discussion and finalization, planning, outline of research methodology and work plan, development of draft tools, desk review and analysis of secondary data, submission of inception report and feedback from Caritas Ukraine

Week 2-4: Field data collection and analysis

Week 5: Finalization and submission of report in English, presentation of key findings and recommendations to Caritas Ukraine

REQUIRED QUALIFICATION, SKILLS AND EXPERIENCE

- An advanced degree in social sciences, gender, or another relevant field;
- Demonstrated professional experience and expertise in gender analysis and gender mainstreaming in humanitarian and development programmes;
- Demonstrated experience in research and analytical work in gender equality and women's empowerment issues in Ukraine;
- Demonstrated experience in conducting qualitative research and analysis, including data collection, in emergency contexts and using participatory approaches;
- Willingness and ability to travel to conflict-affected areas in GCA;
- Excellent communication, report writing and analytical skills;
- Fluent in Ukrainian and English, both oral and written

Note: Applying examples of the best previous studies and reports on the topics on gender analysis would be very appreciable. The budget of financial proposal should not exceed EUR 3000. Quality of bids and experience of candidates is more valuable for committee than price reduction.

HOW TO APPLY

Interested candidates are requested to submit their proposal demonstrating their ability to deliver on this assignment with the subject **Gender Analysis Consultant**. The deadline for submission of proposals is 22 February 2021.