

TERMS OF REFERENCE

TENDER NO. KCO/15/10/FY25

CONSULTANCY ON GESI ASSESSMENT FOR CLIMATE PROOFING WASH SERVICES AND NURTURING FUTURES PROJECTS IN TURKANA.

Table of Contents

1.0 Background 3

2.0 Introduction to Projects 3

 2.1 Climate Proofing WASH services..... 3

 2.2 Nurturing Futures..... 4

3.0 Objective and scope of the Gender Equality and Social Inclusion Assessment (GESI) 4

 3.1 Guidance Notes for Gender Equality and Inclusion for Plan International 4

 3.1.1 Climate Proofing WASH project 6

 3.1.2 Nurturing Futures project 6

 3.2 Purpose of the GESI assessment 7

 3.3 The Assessment will focus on the following domains within WASH, nutrition and Early Child Development..... 7

4.0 Roles, responsibilities and management of the assessment 7

 4.1 Scope of the assessment..... 7

 4.2 Outline of the GESI Assessment report..... 8

5.0 Methodology for GESI assessment 9

 5.1 Assessment design 9

 5.2 Sample Size and its Determination 9

 5.3 Data Collection Methods and Procedure..... 9

6.0 Program Areas..... 9

7.0 Deliverables..... 9

8.0 Duration of the assignment 11

9.0 Contractual arrangements and supervision..... 11

10.0 Expected qualifications 12

11.0 Ethical considerations and Plan’s Child and Youth safeguarding Policy and Code of Conduct 12

12.0 Right to intellectual property..... 12

13.0 The payment schedule 13

14.0 Application process..... 13

 14.1 When and how to submit 13

 14.2 What you should include in your application 13

15.0 Consultant selection timeframe 14

List of tables

Table 1: GESI assessment deliverables and timelines.....	11
Table 5: Payment schedule for external consultancy.....	13

1.0 Background

Plan International Kenya (PIK), operational since 1982, focuses on long-term development. Collaborating closely with local communities and governments, PIK implements programs to enhance the well-being of children in areas such as Nairobi, Machakos, Kajiado, Tharaka-Nithi, Siaya, Kwale, Kilifi, Homa Bay, Kisumu, Tana River, Turkana, and Marsabit.

Under the current Country Strategy (July 2021 – June 2026), PIK aims to end teenage pregnancies and gender-based violence against girls. This goal aligns with four strategic objectives:

- Sexual and Reproductive Health and Rights (SRHR): Improve access to SRHR services and information to reduce teenage pregnancies and harmful practices in Kenya.
- Prevention and Response to Gender-Based Violence: Ensure functional child and girls' rights protection mechanisms to prevent and respond to all forms of violence and abuse.
- Protecting Girls and Young Women in Crisis and Climate Change Adaptation: Minimize the impact of disasters on girls, young women, families, and communities.
- Youth-led and Innovative Partnerships for Job Creation: Build a stronger ecosystem for youth employment and entrepreneurship, particularly for vulnerable young women, fostering job seekers and creators.

Plan International Kenya is implementing Climate Proofing WASH and Nurturing Futures projects in Turkana County. The projects target Kakuma refugee camp, Kalobeyei settlement and Lopur ward in Turkana West Sub- County.

2.0 Introduction to Projects

2.1 Climate Proofing WASH services.

Climate Proofing WASH services is a new 3-year project that will be implemented in Turkana County, Kenya. Turkana West Sub-County is identified as the main implementation area as it hosts the Kakuma refugee camp and Kalobeyei Settlement, with implementation in other Turkana sub-counties based on further assessments and alignment with other initiatives.

The Climate Proofing WASH services (CPW) is consortium led, members will combine their expertise to ensure that refugees and host communities in Turkana County enhance their resilience and adaptive capacity to climate-related challenges through improved economic self-reliance and water, sanitation, and hygiene (WASH) services. Interrelated barriers for achieving economic self-reliance and access to sustainable WASH are addressed through a three-pronged approach whereby

1. local markets related to water, sanitation and hygiene are assessed and piloted if proven high potential to create access to job opportunities, including green jobs
2. Socially, environmentally, and financially sustainable WASH services contribute to healthy lives and communities, and
3. Policies and legal frameworks are enabling and inclusive for sustainable water governance.

A gender transformative approach is employed to challenge and address gender-related barriers for sustainable and rewarding change. Locally led development is emphasized, enabling local communities, organizations, and county government to lead, while promoting

green jobs and green transition. The target group includes young women and men and their families. Key stakeholders and actors are refugees and host communities, the County Government of Turkana, relevant agencies of the national government, UNHCR and other relevant UN agencies, local and international civil society, and a broad spectrum of private sector actors and financial institutions operational in Turkana County.

2.2 Nurturing Futures

Nurturing Futures is a new 3-year project that will be implemented in Turkana County, specifically in Kakuma refugee camp and Kalobeyi Settlement as well as Lopur Ward by Plan International Kenya and SAPCONE. The goal is to ensure that crisis-affected girls and boys in refugee- and host populations have access to food and nutrition and receive gender-sensitive nurturing care. The project combines parenting interventions with food security and nutrition interventions that can positively impact and save lives in Kakuma refugee camp in Turkana, Kenya. The project is designed against 3 Outcome areas namely;

1. Improved access to food and nutrition for children and the most vulnerable and
2. Improved nurturing care practices for children and enhanced parental psychological well-being, and
3. Improved service provision for early learning.

Outcome 1 entails the provision of cash, knowledge and means sharing for production and preparation of nutritious food, as well as strengthened referral mechanisms. Outcome 2 entails the setting up of a parenting program that aims to empower parents and caregivers to provide nurturing care that supports their children's healthy and holistic development and wellbeing and supports solidarity networks between crisis-affected parents. Finally, under Outcome 3, the project will work with teachers to improve their knowledge and skills for early learning, specifically emotional learning, and reconstruct/rehabilitate put temporary learning spaces (TLS) in ECD centers.

3.0 Objective and scope of the Gender Equality and Social Inclusion Assessment (GESI)

3.1 Guidance Notes for Gender Equality and Inclusion for Plan International

An individual's access to rights is shaped by how much they are valued, their social position and their power relative to others in society. People are valued differently depending on their identity and on the social groups they are associated with. The way people are valued determines their social position. Gender and age affect people's access to rights. Girls and women face barriers to rights because they are valued less and have less power than boys and men. Other forms of exclusion interact with gender and age to further affect a person's social position and access to rights. Factors such as Class, ethnicity, disability, migratory status and sexual orientation make exclusion different and often worse for women and girls. Interventions can increase or decrease power imbalances, so there is a clear need to consider how gender, age and position affect different community members and take steps to ensure equal benefits for all.

According to gender inequality index by UNDP for 2023 human development index, Kenya ranked 139 out of 193 with a score of 0.533 revealing a huge gap of gender disparity between women and men in achieving reproductive health, empowerment and labour market where in terms of women leadership, position of women occupying parliament seats was at 24.8%

and labour force participation rate for ages 15 and above was at 62.9% for females against 72.6% for males.¹ Women and girls particularly in Kakuma refugee camp continue to face high rates of poverty, unemployment and low access to education in comparison with boys and men. This is exacerbated by climate change impacts which directly affects women and girls who considerably spend great amount of time looking for water resulting in minimal economic engagements and education.² Additionally, Women don't make WASH decisions, neither are they consulted in the planning of WASH interventions nor in the construction of WASH facilities, it is the men who make critical decisions regarding WASH and involved in sinking latrines and take control of water use systems in the marginalized communities including refugee camps.³ Yet, women have more knowledge on WASH needs of various groups in their communities but continue to bear the greatest burden from the lack of safe water, sanitation, and hygiene services.

Women also experience unequal access to resources and decision-making processes over the resources, with limited mobility in rural areas.⁴ Underlying gender norms that have rendered women to only attend to domestic chores has widened the economic gap between men and women increasing the vulnerability of women and girls. At the same time, men are reluctant to support women with childcare and this contributes to low capacity of women to achieve economic status, and such their condition continues to deteriorate.⁵ For instance, In Kakuma refugee camp and Host community, majority of women have low access to economic opportunities due to their little or low education⁶ and low decision making at households. Women need to seek permission from their partners to undertake any economic activity and due to household demands, they are unlikely to be granted.⁷

Plan International is inclusive in its programming and aims to address barriers faced by women and girls, persons living with disabilities in its programming.

Plan international global policy on gender equality and inclusion aims to influence gender transformative programming and amplify the collective voices of girl/youth activists, feminist movements and representative organisations to influence decision makers for gender justice . Plan is committed to promote gender equality, girls right and inclusion in all country offices for staff to understand and implement gender transformative approaches in their project implementation. ⁸

Inspired by human rights framework and agreed principles and also the international standards like the Convention on the Rights of a Child, Convention on the Elimination of Discrimination of all forms of Violence Against Women (CEDAW) and the Convention on the

¹ <https://hdr.undp.org/system/files/documents/global-report-document/hdr2023-24reporten.pdf>

² <https://ijssrr.com/journal/article/view/1462/1123>

³ <https://ijssrr.com/journal/article/view/1462/1123>.

⁴ <https://psyg.go.ke/wp-content/uploads/2019/12/NATIONAL-POLICY-ON-GENDER-AND-DEVELOPMENT.pdf>

⁵ https://kkcfke.org/wp-content/uploads/2020/08/Gender_KKCF-Final-Report_December_2019.pdf

⁶ https://jrs.net/wp-content/uploads/2024/03/FINAL-24-March-2024-Kakuma-Gender-Analysis-Report_to-print-1.pdf

⁷ <https://ijssrr.com/journal/article/view/1462/1123>

⁸ [GLO-Global Gender Equality Inclusion Policy-Final-IO-SPA-Mar24.pdf](https://ijssrr.com/journal/article/view/1462/1123)

Rights of a Person with Disability (CRPD), Plan International is intentional and committed in attaining a gender transformative approach throughout the project cycle.

To attain gender transformation in the programs, Plan is recruiting a consultant to conduct a gender equality and Social Inclusion assessment to identify underlying gender norms and barriers that are likely to limit women from participating fully in the WASH and early childhood development programs that are implemented in Kakuma, Turkana West. The assessment metrics will form a basis of continuous measurements of gender outcomes in the implementation phase of the projects. Furthermore, the findings from assessment will enable designing and integration of gender equality and inclusion measures into Climate Proofing WASH and Nurturing Futures projects addressing contextual issues⁹.

The assessment focuses on understanding underlying gender norms and barriers facing women in accessing and utilizing WASH services. The assessment will also identify challenges facing women in food security and nutrition, gender norms, attitudes and practices affecting childcare at household levels.

3.1.1 Climate Proofing WASH project

For the WASH project, the assessment aims to revolve within the following gender-transformative approach guidelines

- Division of the WASH workload within households.
- Shared WASH decision making within the household, including on spending on Wash products/services.
- Greater participation by women and girls in community WASH activities.
- Greater participation of women and girls in community climate action.
- Reduced stigma around menstrual hygiene.
- Higher levels of female leadership in the community and their influence on WASH services.
- More equitable and effective local and national WASH policies, strategies, plans, budgets, co-ordination mechanisms, and monitoring systems and capacity

3.1.2 Nurturing Futures project

For Nurturing Futures project, the assessment will critically examine the following section adapted from the six elements of gender marker tool ¹⁰

- Identify and address gender norms in the household relating to parenting, decision-making and discrimination of girls/boys during care
- Participation women in income generating activities to boost food security.
- Household responsibilities and implication of women's participation in productive roles and others.
- Enhancing positive masculinity through working with male partners and caregivers and men's commitment in childcare, joint decision making and referrals.
- Enhanced environment and supportive policies for child nourishment and women and girl's empowerment.
- Gendered practices around food and child nourishment in the household.

⁹ [GLO-Gender Transformative Marker User Guidance-Final-EN-Jul22.pdf \(sharepoint.com\)](#)

¹⁰ [GLO-Gender Transformative Marker User Guidance-Final-EN-Jul22.pdf \(sharepoint.com\)](#)

3.2 Purpose of the GESI assessment

The purpose of the GESI assessment is to deepen our understanding of the underlying causes of marginalization in the programme area. The assessment is expected to;

- Identify gender-related and social inclusion issues in the programme areas
- Assess how gender norms affect girls and women's agency and their participation in the projects
- Generate benchmark data for indicators related to positive changes in social & gender norms concerning WASH and Nutrition, and (Shared workload, leadership, participation, decision making)
- identify opportunities that can be addressed by the programme to help advance (gender) equality.
- Assess possible policies, guidelines and government documents to which the programme can contribute

3.3 The Assessment will focus on the following domains within WASH, nutrition and Early Child Development.

- Participation: Roles and responsibilities within households and communities, including productive and reproductive workloads and mobility.
- Access: Access to and control of assets, resources and opportunities, and obstacles in seeking WASH and Early Child development.
- Decision Making: Decision-making and power relations at household, community, and regional levels regarding WASH and Nutrition and parenting.
- Leadership: Participation in leadership in community activities and associations, leadership views on gender equality and social inclusion,
- Policy Framework: Policy frameworks and laws that prevent women and men, boys and girls, persons with disabilities and other excluded groups from having equal opportunities in WASH and Nutrition

Due to several intersecting issues and further explorations of power and gender inequality in all levels, the assessment will focus on;

- Intra-household marginalisation
- Inter-household/community marginalisation
- Marginalisation in public administration
- Legal and policy barriers and enablers

4.0 Roles, responsibilities and management of the assessment.

4.1 Scope of the assessment.

The Consultant will act as the lead in most of the components of the assessment. Plan International team will work jointly with the consultant on reviewing further the TOR and developing key indicators to be measured. Plan international team will develop data collection tools which will be later be reviewed jointly with the consultant, recruit competent research assistants and co-supervise the data collection exercise. Also, project teams will participate in all review meetings, support in supervising the data collection process and ensure research ethics and processes are strictly followed throughout the study. The project

teams, where necessary, will also support in the mobilization of FGDs participants and participate in the key informant interviews.

In this assessment, the consultant will be responsible for:

- Carrying out a thorough desk review, including of Plan International Kenya Gender analyses of the project area.
- Familiarizing themselves with all project documents, including baseline results from Climate proofing and WASH and Nurturing Futures projects.
- Support in reviewing, adapting, translating, and piloting of data collection tools developed by Plan international teams to collect Gender equality (GE) qualitative information
- Developing an inception report and incorporate all feedback from Plan International
- Reviewing and developing high quality data collection guidelines and tools jointly with Plan International teams for this activity.
- Training, deployment and supervision of interviewers and note-takers required to complete the assignment efficiently. This activity will be closely supervised by Plan International MERL team
- Co-lead with Plan international on high-quality data collection with adequate field testing and supervision of all data collection, ensuring faithful capture of research participant voice.
- Facilitating thorough data analysis, including ongoing daily debriefs and analysis.
- Analysing the qualitative data collected, including content/thematic analysis with a shareable database, and sharing analysed data with Plan International
- Facilitating a validation workshop of the assessment results with Plan International
- Prepare a draft and comprehensive report of the findings.
- Ensuring strict adherence to Plan International’s Global Safeguarding and Preventing Sexual Harassment, Exploitation and Abuse (PSEAH) policies, Procedures and guidelines at all stages of the assessment.

4.2 Outline of the GESI Assessment report

- Executive summary
- Introduction
- Scope and purpose of the sub-programme GESI assessment
- Study location and population size
- Description of the study methodology
- Secondary information on GESI in the sub-programme area
- Relevant baseline findings on GESI in the sub-programme area
- Preliminary conclusions about key GESI issues in the sub-programme area
 - Main gender related issues
 - Main social inclusion related issues
 - Assessment questions
- Findings on gender related issues
- Findings on social inclusion related issues
- Conclusions and recommendations

5.0 Methodology for GESI assessment

5.1 Assessment design

This assessment will follow a mixed methods approach, using quantitative and qualitative data to collect and analyze information.

5.2 Sample Size and its Determination

The study will take the sample size from the sampling frame to represent the whole population. It will concern the objective of collecting adequate information that can effectively address the research questions and enhance the research study's validity and reliability. Therefore; The study will apply both Probabilistic and non-probabilistic sampling methods, specifically Simple random sampling and purposive sampling, respectively.

5.3 Data Collection Methods and Procedure

In this assessment, the study team will use primary data collection methods such as Key informant interviews/stakeholder interview and Focus group discussions. This study will implement surveys using semi structured questionnaire. Besides, the study team will also use secondary data collection methods such as historical data and literature reviews. Furthermore, the data collected through these methods will be then analyzed using quantitative and qualitative analysis tools relevant to the study area.

The final detailed methodology, including sampling, indicators, methods of analysis, will be developed and agreed upon in consultation with Plan Kenya through an inception report.

6.0 Program Areas

Program is implemented in Kakuma refugee, Kalobeyei settlement entailing Kakuma Kalobeyei Municipality. Potential sites for Project are Kakuma ward, Lopur ward and Kalobeyei ward. The current fully identified site is Kakuma ward for Climate Proofing WASH services project is Porowa borehole serving 3 villages namely; Porowa, Kambi America and Kambi Forest. Other sites are still undergoing assessments.

7.0 Deliverables

Activity Description	Due date	Consultancy days	Responsible
Inception meeting with the consultant	09 th Dec 2024	1 day	Plan International and Consultant
Inception report in word format (30 pages maximum) summarizing the methodology, sampling, data collection tools, ethical considerations, and detailed work plan agreed upon with Plan Kenya, alongside risk assessment, list of required support from Plan Kenya to enable data collection and detailed plan for training	10 th -16 th Dec 2024	5 days	Consultant Reviewed by Plan International staff.

enumerators and quality assurance of collected data			
Review of existing information (Secondary information on GESI in the program area, Information on GESI from the baseline)	17 th -18 th Dec 2024	2	Consultant
Review and Preparation of the tools/ questionnaire based on the main issues in the program + area (main gender related issues, main social inclusion related issues).	19 th -23 rd Dec 2024	3	Plan International supported by the consultant
Training of Enumerators and tools pretesting	6 th -8 th Jan 2025	3	Consultant prepares training materials inclusive-GESI assessment, and Tools. Plan International staff trains on policies.
Field work (Data collection <ul style="list-style-type: none"> Data collection report (5 pages maximum) including final sample achieved by location, gender and internally displaced persons versus host communities' disaggregation, reflections on the data collection process, reflections on the testing phase including documentation of any potential changes made to tools, and limitations and adaptations made during data collection. 	9 th -13 th Jan 2025	5	Consultant supported by Plan International project staff
Raw data: <ul style="list-style-type: none"> Data analysis plan submission Raw quantitative data (Stata or SPSS), and annotated command lines file. Transcripts of interviews and/or focus group 	14 th -21 st Jan 2025	7	Consultant Reviewed by Plan International project staff

discussions, translated into English.			
<ul style="list-style-type: none"> Quantitative and qualitative data cleaning, coding and analysis (gender findings, social inclusion findings) 			
First draft GESI assessment report summarizing findings and lessons from collected data, documented limitations from the study, completed sampling, and recommendations for future GESI assessments	22 nd -24 th Jan 2025	3	Consultant
First Draft report review	27 th -31 st Jan 2025	5	Plan International and partners
Second draft GESI assessment report incorporating comments from the first draft review	3 rd -5 th Feb 2025	3	Consultant
Second draft report review	6 th -10 th Feb 2024	3	Plan international and partners.
Deliberations of major findings by the consultant to the program staff and incorporation of the second draft report review comments.	11 th Feb 2025	1	Consultant and Plan International Staff
Final GESI assessment report	12 th -14 th Feb 2025	3	Consultant

Table 1: GESI assessment deliverables and timelines

The inception report, questionnaire forms, interview discussion guides and baseline study report are all expected to undergo 2 rounds of review from Plan PIK, and DNO.

8.0 Duration of the assignment

The expected total working days for all deliverables is up to **45 working days** from contracting to the finalization of deliverables. Applicants to the ToR should specify the number of days required for each deliverable in their application.

The data collection is expected to take place early December at latest, and the final GESI assessment report is expected to be shared no later than on 14th February 2025

9.0 Contractual arrangements and supervision

The assessment will be done under Plan International Kenya Terms of Reference and supervised by Plan International Kenya’s MERL and GESI team for the study design, data collection and report within the agreed timeframe with jointly reviewing with the Plan International Denmark MERL and GESI counterparts. Plan International Kenya shall provide necessary support and advice

accordingly on how to execute the assignment during the duration of the assessment. These shall include:

- Access to relevant project documents necessary for execution of the assessment duties
- Provide local linkages for guidance i.e. Plan International staff, implementing partners, list of beneficiaries, support for mobilization.

10.0 Expected qualifications

Key selection criteria:

- Experience in evaluation and research on GESI.
- Experience conducting research on gender-transformative projects
- Robust experience and skills in quantitative GESI assessment data collection, including experimental and quasi-experimental research design using statistical analysis software such as Stata or SPSS.
- Robust experience and skills in qualitative data collection and analysis, including in-depth interviews and focus group discussions
- Experience conducting research in Turkana Kenya with refugee and host communities
- Existing physical presence in Kenya and existing network of enumerators in Turkana West
- Proven track record of training enumerators and conducting quality assurance on data collection projects
- Research Ethics and Safeguarding considerations are consistent with Plan International standards.

11.0 Ethical considerations and Plan's Child and Youth safeguarding Policy and Code of Conduct

As a child-centred community development organization, Plan International ascribes to the Convention on the Rights of the Child and the Children's Act No. 29 of 2022. Accordingly, Plan has a policy on Safeguarding Children and Young People, which provides guidance on how individuals should conduct themselves while working with and otherwise relating to children, either directly or indirectly, during project implementation. All individuals and organizations who work in partnership with Plan International shall at all levels, subscribe to and uphold the principles and practices outlined in the Policy and Code of conduct which will be provided to the assigned producer.

The consultant(s) shall explain how appropriate, safe, non-discriminatory participation of all stakeholders will be ensured and how special attention will be paid to the needs of youth and other vulnerable groups. The consultant(s) shall also explain how confidentiality and anonymity of participants will be guaranteed. The consultant(s) will have to sign Plan International's Child and Safeguarding Policy before commencement of the assignment.

12.0 Right to intellectual property

All intellectual property accessed or acquired during the occurrence of this agreement, including all availed documents/papers, books, photographs, videos, computer software or

other literary or pictorial books shall be considered works made for hire and all rights to such intellectual property shall be held by Plan International.

The consultant shall not use Plan’s intellectual property except directly in the performance of this agreement.

13.0 The payment schedule

The terms of payment of the external consultancy will be as follows (GESI not CVR):

Instalment	Amount	Timeline
1 st Instalment	30% of total amount upon submission of the final inception report	After acceptance of the inception report
2 nd Instalment	70% of the total amount upon submission of the approved final report	After completion and acceptance of the final report.

Table 2: Payment schedule for external consultancy

14.0 Application process

14.1 When and how to submit

Deadline for submission: **15th November 2024 5:00 PM EAT**

Submit applications to: Kenya.Bids@plan-international.org

Please note that applications will not be viewed or reviewed until after the deadline for submission.

14.2 What you should include in your application

Interested applicants should submit a concise application in Word (up to 10 pages maximum excluding annexes) or PowerPoint format (up to 20 slides maximum excluding annexes) including the following:

- Written narrative response to the ToR, including suitability and brief proposed methodology including indicative sample sizes and number of surveys/interviews
- Proposed timelines and person-days by deliverable
- Proposed project manager who will act as the main point of contact between Plan Kenya and the consultancy
- Proposed core team, their roles and responsibilities
- Evidence and examples of previous work; references are a plus
- Detailed budget by deliverable, including person-days, daily fee rate, expenses, etc.
- Ethics and child safeguarding approaches
- A separate annex with
 - Concise CVs of the core team
 - A registration certificate if based in Kenya

15.0 Consultant selection timeframe

Application submission	15 th Nov 2024, 5:00 PM EAT
Plan PIK review applications	From 18 th -22 nd Nov 2024
Online interview with top 3 applicants	27 th Nov 2024
Applicants notified of selected consultant	2 nd Dec 2024
Contracting of consultant	From 3 rd -6 th Dec 2024
Consultancy Start date	09 th Dec 2024

Prepared by: David Lotum

Designation: Project Officer -Gender Inclusion

Signature:

A handwritten signature in blue ink, appearing to read "DLotum".

Date: 23/10/2024

Approved by: Emil Morell

Designation: Senior Project Manager

Signature:

A handwritten signature in black ink, appearing to read "EMORELL".

Date: 24/10/2024