



## **Terms of Reference for the development of the guidance note on gender responsiveness in evaluations and evidence-based policy-making.**

**Application Deadline:** 16 November 2018

**Location:** South Africa

### **1. INTRODUCTION AND PROBLEM STATEMENT**

Gender mainstreaming was endorsed as a global strategy for promoting gender equality in the Beijing Declaration and Platform for Action in 1995<sup>1</sup>. Emanating from this conference, gender mainstreaming became adopted and endorsed by various institutions including governments, NGOs and international organisations<sup>2</sup>. But inspite this universal adoption of the strategy, huge challenges are still being experienced. Confusion and misunderstandings on what constitutes gender equality still exists. Often when gender issues are addressed, some will club them or want to separate them from other societal issues such as youth and disability. Thus diverting critical attention needed to address gender inequality. This severely hampers the effective planning, implementation and monitoring of the strategy, thus negatively affecting the implementation of various developmental goals.

So what is gender mainstreaming? According to the European Institute of Gender Equality, gender mainstreaming is a process of ensuring that policymaking and legislative work have greater relevance for society, where policies are made to respond more effectively to the needs of all citizens — women and men, girls and boys alike<sup>3</sup>. In addition, Braam and Watson 2018, say that gender mainstreaming is used for questioning assumptions, actors, benefits and negative consequences of government processes, service delivery, policies and outcomes. It is a re-organization of government planning to ensure that no policy, legislation, service delivery etc. discriminates against women or men, girls or boys<sup>4</sup>.

Based on the above, gender responsiveness therefore is linking and integrating gender into various sectors i.e gender equality, budgeting, participation, decision making, evaluations, evidence making and sustainability<sup>5</sup> and how gender equality could be achieved through appropriate actions. Therefore gender mainstreaming is not only raising awareness but requires analysis and development of policy and programming which supports gender equality<sup>6</sup>.

It therefore becomes imperative that as a country, South Africa assesses its status quo and develop concrete plans to address gender inequalities by incorporating these issues into various aspects of

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<sup>1</sup> Carolyn Hannan, Gender Mainstreaming In Operational Activities, March 2000

<sup>2</sup> Ibid

<sup>3</sup> European Institute of Gender Equality, 2016

<sup>4</sup> Tamara Braam and Joy Watson, NES Evaluation Seminar, 2018

<sup>5</sup> Nomagugu Mukadah, Diagnostic for Gender Responsiveness of National Monitoring and Evaluation Systems: South Africa, Uganda, Benin

<sup>6</sup> Ibid



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policy and other decision-making. It is becoming increasingly clear that accelerated and balanced development cannot be comprehensively achieved while there are hinderances experienced by other critical role players. But balanced development will only be attained through proper integration and institutionalisation of gender issues in various aspects of public life. This is the reason voices on gender issues and mainstreaming are gaining traction in order to move towards the attainment of development.

In 2016/17 Twende Mbele undertook a *Diagnostic for Gender Responsiveness of National Monitoring and Evaluation Systems: South Africa, Uganda, Benin* to assess how, and the extend to, which gender issues are incorporated in the evaluation systems of these Twende partners. In response to the study, the Department of Planning Monitoring and Evaluation (DPME), in partnership with Twende Mbele, seeks to develop a guidance note on how to bring gender into the design of evaluations, and the evaluation system more broadly, to address shortcomings picked up in the diagnostic review.

## 1. OBJECTIVE

The objective with these Terms of Reference (ToR) is to contract a consultant to work with DPME to develop a guidance note for mainstreaming gender in the NES and evaluations.

## 2. EXPECTED DELIVERABLES

The following are expected outcomes from the project:

- A guideline for commissioners and managers of evaluations on gender mainstreaming of evaluation studies within the NES.
- A guidance note that outlines the importance of elevating gender in policy, legislation, etc. which will assist the DPME to integrate gender into the national evaluation policy and start reporting adequately on current achievements. This should also include gender mainstreaming through policies / programme cycle to ensure adequate reporting.

## 3. TIME FRAME AND DELIVERABLES

The consultant can bill for a total of 30 days of work, from the period of 26 November 2018 to 21 December 2018. A list of deliverable dates are in the below table:

Start assignment	26 November 2018
Draft outlines of each deliverable submitted	30 November 2018
Draft guidance note	12December 2018
Get input from the steering committee	19 December 2018
Final drafts (addressing comments received)	21 December 2018

## 4. SCOPE AND LENGTH OF THE LITERATURE REVIEW

The guidance notes must be written in simple language, it must provide a “how to guide” for evaluation units and programme managers in government.



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### 5. MANAGEMENT ARRANGEMENTS

The Department of Planning, Monitoring and Evaluation in Presidency is leading on this piece of work, however, the project will be co-managed with the Twende Mbele Programme Manager. The consultant will be guided by a project steering committee.

### 6. EXPERIENCE AND QUALIFICATIONS

- Professional degrees and post-graduate qualifications in governance, evaluation, gender and development studies or other relevant fields
- Be familiar with planning (policy and programme cycle).
- At least 8 years substantive experience and expertise in the areas of gender, policy and evaluation systems
- Strong strategic and analytical skills
- Demonstrated capacity to establish and maintain excellent relationships with key partners, especially in distance-working relationships
- Strong interpersonal communication and presentation skills.

All proposals should include consultant's CV, a detailed proposal and an example of previous or similar work and be sent to [cara.waller@wits.ac.za](mailto:cara.waller@wits.ac.za) by 16 November 2018.

Only short-listed candidates will be contacted.