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| **Title**  **International Social Protection and Gender Consultant (to hire one/two national consultants and work jointly)** | | **Funding Code**  **SC200047** | | **Type of engagement**  Consultant  Individual Contractor | | | Nairobi | |
| **Purpose of Activity/Assignment:**  Comprehensive gender assessment of the social protection sector in Kenya to develop a solid investment case for gender-responsive social protection in Kenya. | | | | | | | | |
| **Scope of Work: (see end note below )**  ***Background and Justification***  The social protection sector in Kenya expanded greatly in the last decade. The Kenya National Social Protection Policy (NSPP) is the guiding framework for development of an integrated social protection system in the country, comprising of policies and programmes in three areas: social assistance, social insurance, and social health insurance[[1]](#footnote-1). Social protection, therefore, comprises public actions which address not only income poverty and economic shocks, but also social vulnerability, considering the inter-relationship between exclusion and poverty.  Social protection is an increasingly important approach to reduce vulnerability and chronic poverty. Despite strong evidence on the different ways in which men and women experience poverty and vulnerability, there has been little attention on the role of gender in the implementation and effectiveness of social protection programmes  In 2013, the Government of Kenya (GoK) launched a National Safety Net Programme (NSNP). The main objective of the NSNP is to improve the well-being of and increase resilience among specific vulnerable groups in order to reduce poverty and vulnerability in Kenya. The Government of Kenya currently has four major cash transfer programs that reach across the country and provide support to more than one million vulnerable households. The four cash transfer programs include the 2005 Orphans and Vulnerable Children Cash Transfer program (CT-OVC), the 2007 Hunger Safety Net Program (HSNP), the 2008 Older Persons Cash Transfer program (OP-CT), and the 2011 Persons with Severe Disability Cash Transfer program (PWSD-CT).  While the foundational elements of a social safety net are in place in Kenya, GoK is now committed to move beyond cash transfers to an integrated Social Protection system, based on an inclusive, lifecycle approach to enhance social and economic inclusion of the poor and vulnerable. This includes the introduction of innovative Cash plus and graduation models, and a renewed attention on shock-responsive, life cycle and highly inclusive interventions.  This links to the internationally recognized human-rights based approach, according to which every woman, man and child have the right to social protection. Social protection is a human right, as well as an effective tool for poverty reduction, as international evidence shows[[2]](#footnote-2). The 2030 Agenda for Sustainable Development committed to “Leave no one behind” and “Reach those furthest behind first”[[3]](#footnote-3) and social protection is recognized as a key tool to achieving equality in and the Sustainable Development Goals – particularly SDGs 1, 5 and 10. Finally, the right to social protection is enshrined in several UN conventions including CEDAW[[4]](#footnote-4). The Kenya 2010 constitution (art. 21) articulates that All State organs and all public officers have the duty to address the needs of vulnerable groups within society, including women, older members of society, persons with disabilities, children, youth, members of minority or marginalised communities, and members of particular ethnic, religious or cultural communities.  Women and men experience poverty differently, as gender differences are pervasive within the household and in the society. The causes of poverty are structural and systemic and hinge on the social organization that relegates women to a position of lesser power over resources, decision making in the management of national affairs and access to opportunities. Poverty intersects with gender inequality to make it difficult for women to realize rights in areas such as politics, decision- making spaces, education, health, the economy and access to justice. This is the case even though Kenya has a sound gender progressive institutional and legal framework. Therefore, social protection policies, strategies and programs require a gender responsive approach to ensure equal access to protection from extreme poverty, vulnerability, and social exclusion throughout the life cycle. Social protection has proved to meaningfully contribute to challenging gender inequality through increased income for women, increased school attendance for girls, and to decreasing intimate partner violence[[5]](#footnote-5). However, more still needs to be done towards ensuring policies and programmes are well informed by thorough analysis on the relationships between resources, opportunities, choice and empowerment. Social protection interventions must be embedded on equal and meaningful participation of those we aim to support and their specific practical and strategic needs, priorities, concerns and capacities adequately forming an integral part in the design and implementation of such initiatives. The initiatives must further contribute towards addressing the existing gender inequalities and promoting agency among vulnerable men and women across all ages and diversities and their equal benefits from sustainable and transformative social protection initiatives, that seek to respond to their changing socio-economic needs. A Child Vulnerability Study in Kenya by UNICEF and WFP (2016) indicates that girls under 5 years are slightly underrepresented among beneficiaries of cash transfers, possibly pointing to the existence of gender biases in community-based selection processes[[6]](#footnote-6). The Asset Creation Programme also reports some instances of gender-based violence and pressure on female recipients to share food provided by the programme[[7]](#footnote-7). Moreover, women are disproportionately represented in the informal economy in low-paid or unpaid and irregular work; they have less access to income and assets; and they shoulder a disproportionate amount of the unpaid care work that sustains families[[8]](#footnote-8).  Kenya has a robust legal and policy framework to support gender equality. Its national policy for gender mainstreaming is contained in the National Policy on Gender and Development[[9]](#footnote-9), formulated in 2019[[10]](#footnote-10) by the State Department for Gender Affairs (under the MOPSYG). The aim of the policy is to provide a framework for equal gender participation and benefit from development initiatives and to ensure women empowerment and the specific needs of women, men, girls and boys are mainstreamed in all development sectors. The 2018-2022 Strategic Plan of the State Department of Gender Affairs provides a blueprint to coordinate gender mainstreaming in national development planning and promote equitable political and socioeconomic development, and includes socio-economic empowerment among its key five thematic areas  Moreover, a National Gender and Equality Commission (NGEC) is in place, as established by the 2010 Constitution (Article 249), with the aim to promote gender equality and freedom from all forms of discrimination in Kenya, especially for special interest groups through ensuring compliance with policies, laws and practice. Importantly, its mandate encompasses not only the gender dimensions but also other “special interest” groups, namely youth, persons with disabilities, children, the older members of society, minorities, and marginalized groups.  The Government. of Kenya and development partners, including UNICEF, strive to integrate a gender dimension in social protection programming, to have gender mainstreamed in the sector review, investment plan and in the the social protection policy. Building statistical capacity of the government to increase the availability of sex, age and disability disaggregated data is important in assessing the situation and enabling evidence based social protection responses and policies.  The Kenya 2017 social protection sector review indicated that one in two children (51 percent) were living in households below the official poverty line in 2005/06. The report indicated no gender disparity between boys and girls but suggested that children living in female headed households were more likely to experience poverty (54 percent) compared with those in male-headed households (49 percent). Moreover, some risks and vulnerabilities also tend to be gendered, for instance girls might be particularly vulnerable to teenage pregnancy, gender-based violence early marriage, while boys might be more likely to be in conflict with the law.  The 2018 social protection investment plan appreciates that to ensure equality and non-discrimination, social protections schemes should be available for all. The investment plan is underpinned by core principles, including gender equity and women’s empowerment. The income security pillar envisages a major impact on gender equity over the lifecycle as it includes gender equity among the strategic outcomes.  Presently, with the COVID 19 pandemic and the call to social distancing in mitigating it, many livelihood activities have been interrupted, increasing poverty, food insecurity and malnutrition. The populations most at risk include those who depend heavily on the informal economy (and women are disproportionately more likely to work in the informal sector); live in areas prone to shocks; have inadequate access to social services or political influence; have limited capacities and opportunities to cope and adapt and little or no access to technologies[[11]](#footnote-11). Layering gender on to these vulnerabilities brings into sharp focus how women’s triple roles related to reproductive, productive and community-related tasks are made more challenging, and how the context has exacerbated gender inequality for women and girls.  Notably, women’s sources of income are in sectors that are hard hit by restrictions on movement and lowered consumer demand in export markets, and women in Kenya comprise 70% of low wage earners[[12]](#footnote-12). Many of them work under precarious conditions in the informal sector either employed or running micro and small enterprises. The informal sector is characterized by daily wages, limited social protection measures and savings, this makes women particularly vulnerable currently. The economic ramification is already evident amongst the urban population in informal sectors, which is mostly made up by women, thereby widening the already existing gender gap in livelihoods.  In addition, Kenya is amidst East Africa’s worst invasion of desert locusts in decades. The infestation poses an unprecedented threat to food security and livelihoods for millions of Kenyans. This along with the aftermath of the Covid-19 crisis and the environmental shocks Kenya is facing compounds the heightened gender inequalities and socio-economic effects, disproportionately affecting women and girls. As primary household care givers and custodians of household food security and nutrition, women are adversely affected by increased unpaid domestic care and food prices. As food producers and traders, their income from food production has been affected by disrupted supply chains. Additionally, restricted movement has had implications on how women participate in collective self-help support groups, a crucial social support system that bolsters their resilience and by extension, household resilience. Heightened increase in malnutrition rate is expected, affecting particularly pregnant and lactating women and girls and increasing the stunting rate amongst children.Covid-19, and shocks in general, are likely to exacerbate vulnerabilities and inequalities on all levels, including gender disparities. Shock-responsive social protection can contribute significantly to cushion women and girls during shock.  To be effective, shock responsiveness should consider the gender dimensions, acknowledging that different genders experience different challenges during crises and that all need to be equally addressed. The NSNP currently includes shock responsive components, and their functioning during these challenging times is likely to provide a sense of their robustness, as well as of the gender-responsiveness of the sector during shocks.  To address persistent gender-based inequalities in social protection programmes and strategies, there is need for an extensive gender analysis informed by sex, age and disability disaggregated data. The gender analysis will explore gender inequalities and challenges of gender mainstreaming in NSNP, as well as in the National Health Insurance Fund, and unpack gender gaps and opportunities, prevailing disparities and the specific gender-related causes that underpin them. The gender analysis will also unpack the gendered impact of the Covid-19 crisis, in light of the limits and opportunities of the social protection sector.  The SDG Fund Joint Programme for Kenya “A progressive pathway towards a Universal Social Protection System in Kenya to accelerate the achievement of the SDGs” envisions an increased focus on gender inequalities and aims at integrating gender dimensions into Kenya’s social protection landscape through support and quality assurance of gender age and disability specific elements that achieve lasting positive impacts on the target populations. Sex, age and disability disaggregated data and related indicators is important to track progress in gender mainstreaming efforts.  The National single registry platform is designed to manage and provide integrated oversight of the principal social assistance cash transfer programmes in Kenya. The Single Registry has evolved as part of the broader social protection policy framework providing increased harmonisation and consolidation of fragmented schemes. It is anticipated that part of its evolving will enhance the responsiveness of social protection initiatives to increase capacity to quickly scale-up in response to rapid-onset crises. Enabling the system to be gender responsive by collating sex, age and disability disaggregated data to inform planning, policy and programming will lead to gender responsive/transformative interventions in the social protection programme.  Evidence-based and data-driven policy development processes create sustainable avenues for interventions that are appropriate and relevant and allow for accountability and results measurement. Lack of age, gender and disability-specific data in the management information systems is a major barrier to accurately consider these elements. At the same time, data collection needs to follow rigorous safety and ethics standards, and safety measures to protect data and respondents in equal measure. In addition, it is worth noting that a good information management system for social protection not only supplies available statistics, reports and other relevant materials, but also draws attention to existing gaps in information. What get measured gets done.  UNICEF, together with WFP and other relevant UN entities, is seeking the technical support of a highly qualified gender expert. The Gender Expert should have proven experience in gender integration in social protection programs and development of investment cases. The Gender Expert is expected to conduct a comprehensive gender assessment and analysis of existing social protection programmes in Kenya. The Expert will provide gender responsive and gender transformative recommendations on strengthening local and national social protection systems/interventions and will make the case for investing in gender-transformative social protection. The consultant should assess the gaps and strengths of the current social protection system in addressing gender-specific issues/ or gender adverse effects during shocks across the lifecycle. To this end, the Gender Expert is expected to propose interventions to strengthen the business case for gender transformative Social Protection systems and programmes, by conducting a gender cost benefit analysis that will inform the investment case. The proposed interventions for systems-strengthening will include: technical and strategic support in development of a gender responsive action plan, analysis of budgets and financing in conjunction with gender budgeting, improved gender sensitive data and monitoring systems.  The consultant should have extensive expertise in both integrated social protection and gender responsive and transformative approaches as well as interaction with the social protection management information system . The ideal candidate should have solid experience in gender-transformative approaches in Social Protection programmes and projects, developing the business case for gender investment, and conducting gender related cost-benefit analysis.This combination of competencies will be an added value to the social protection team in UNICEF and WFP KCOs and will ensure delivery of the required outputs of this highly technical assignment (see section on deliverables). It is anticipated that the results of this work will pave the way for future, policy, programmatic and strategic work on gender mainstreaming and integration in the social protection sector in Kenya. It. Is expected that this consultancy will contribute to strengthening capacity on gender responsive and gender transformative mainstreaming initiatives in social protection within the Social Protection KCO team, and among other UN agencies collaborating with UNICEF and WFP within the UNDAF and the SDG Fund framework  **Objectives, Purpose & Expected Results**  The purpose of this consultancy is to conduct a gender assessment of different social protection programmes and systems of the Government of Kenya (including the NSNP, National Registries, NHIF and focusing on cash transfer programmes and Cash plus pilots) to propose key gender responsive and gender transformative interventions, a gender action plan for their implementation, and a solid investment case (including a gender related cost-benefit analysis) for gender-responsive and gender transformative social protection in Kenya.  Moreover, the consultancy includes the development of an investment case for Universal Social Protection, which will be based on this assessment, as well as on other studies and research pieces supported by UN agencies under the SDG Fund.  **Description of the Assignment**    **Scope of the work**  The **goal** of the consultancy is:   * To conduct a gender assessment and analysis of the social protection sector in Kenya, and notably of the NSNP, with a focus on different Cash plus pilots as supported by UNICEF, as well as other integrated Social Protection measures, as supported by WFP, the National Hospital Insurance Fund (NHIF) and also considering the Covid-19 crisis and other possible future shocks, ideally to inform future shock-responsive pillars of the before mentioned integrated social protection programmes. * To develop an investment case for gender-responsive/gender-transfomrative social protection systems and programming * To bring together the investment case at he previous point with the other evidence generated by UN agencies under the SDG Fund into an investment case for Universal Social Protection in Kenya   The consultancy contributes to **UNDAF Strategic Results Area 2, Outcome 6:** *By 2022, marginalized and vulnerable people have increased access to and utilize social protection, and services for prevention and response to gender-based violence and violence against children.*  In the UNICEF Country Program Document, the assignment contributes to: **Outcome 4** (Social inclusion): *An increased number of children from the poorest & most vulnerable households benefit from shock-responsive & integrated social protection interventions, as well as from child-specific policies,* and more specifically **Output 4.1**: *Social service demand is strengthened through modelling of evidence-based linkages between social protection and social/economic sectors (including health, nutrition, protection, energy, and HIV) in select counties*, while contributing in a cross-cutting way to strengthen the gender responsiveness of the other outputs as well and **Output 4.2:** *Scalable and flexible social protection delivery, targeting and M&E systems are in place at national level and in targeted counties to facilitate shock-responsive national social safety net programmes while also contributing to the other outputs.*  In WFP’s Country Strategic Plan, this assignment contributes to: **Outcome 3** (Capacity Strengthening) **Output 1** for social protection workstream.  **Deliverables, timelines and payment schedule**  *Activities and tasks*  Specifically, the consultant will perform the following activities:   1. **Conduct a gender assessment of the NSNP and identify key entry points and interventions**   This assignment should assess the existing gender provisions of the NSNP – particularly focusing on cash transfer programmes, Cash plus pilots and including the NHIF and the shock responsive components, particularly during the Covid-19 crisis – and the broader social protection landscape, pointing out to what extent programmes and mechanisms apply a gender lens and are gender-responsive towards achieving of gender transformative results (this will include looking at multiple dimensions, e.g. the relevance of the SP programme vision and objectives to effectively respond to the specific gender, age and diversity needs of the SP beneficiaries informed by context specific gender analysis, possible gender elements in targeting criteria, the consideration of life conditions and opportunities of women and men, as well as of household dynamics, the inclusion of girls’ and women’s needs, and any other relevant element).  The consultant should also look at the potential to further integrate a solid gender responsive and transformative component in the system, identifying specific entry points and areas where a gender dimension could be most beneficial and suggesting the changes and interventions that could be introduced. The assessment should indicate intersections between the gender dimensions in social protection, education, GBV, child marriage and adolescent pregnancy. Furthermore, we would suggest a focus on needs for social protection, inclusion and access of adolescent girls.  This activity should also include the development of a gender responsive results framework and an evaluation matrix, with gender sensitive performance indicators to facilitate the assessment of progress in reference to the existing guidelines and standards. Recommend collection and use of gender-sensitive data sources in the monitoring reports, annual reports, evaluations and studies for the sector.   1. **Devise a plan of action to implement gender-transformative social protection programming**   A tangible and feasible plan of action detailing how to enhance the gender-transformative component of the social protection programmes will need to be developed. The plan should detail activities, key actors, roles and timelines, and include possible risks and mitigation measures. A pilot for the implementation in at least 3-4 counties will need to be designed.   1. **Elaborate an investment case for gender-responsive and gender transformative social protection**   An investment case for integrating a solid gender component within the existing social protection landscape should be elaborated and should include a gender related cost-benefit analysis highlighting the possible returns on investing in gender. The level of depth and technical complexity of the investment case will be discussed with the consultant, and the level of effort adjusted accordingly.   1. **Assess the extent to which the social protection delivery systems generate disaggregated data and indicators by sex, age and disability.**   To effectively track progress on the impact of social protection interventions, use of high quality, timely and sex age and gender-disaggregated data is needed. The assessment should identify potential data related gaps in the data collection system and possible entry points to enable the delivery systems to be gender-responsive towards achieving gender transformative Social Protection programme results. In addition, this will include assessment on gender sensitive reporting in Social Protection programming including disaggregation of data by gender, age and disability and how this informs effective integration of gender responsive considerations and interventions in policymaking and programming.  Alongside the development of tailored and high-quality technical deliverables, the consultant will play a key role in raising awareness on the role of gender in social protection and the potential gains in applying gender-transformative approaches in social protection. The Gender Expert will also strengthen the capacity of the UNICEF team, the UN agencies involved in the UNDAF and SDG Fund and the government on the subject. The rationale is for this assignment to pave the way for future additional work to strengthen the gender component of the social protection sector in Kenya, reaping the wide range of social and economic benefit this approach entails.   1. **Bring together existing evidence into an investment case for Universal Social Protection**   As a final task, the consultant will bring together the investment case for gender-responsive and gender transformative social protection (point 3) with other evidence generated by UN agencies in Kenya under the SDG Fund into an investment case for Universal Social Protection.  *Work relationships*  The consultant will undertake the assignment in close collaboration with the National Social Protection Secretariat (NSPS); the UNDAF Social Protection team, notably UN agencies involved in the SDG Fund Joint Programme (namely FAO, ILO and WFP); gender specialists from UNDAF agencies, the UN Gender Working Group, and other social protection and gender stakeholders.  IMPORTANT: Considering the breadth of the skills and competencies required for this assignment, the lead international consultant is expected to hire two national consultants, who will complement her/his skills and expertise and provide a national perspective.  Under the supervision of the UNICEF Social Protection Specialist, the consultant will be responsible for the production and finalization of the deliverables under UNICEF administrative and technical supervision.  *Deliverables*  Expected Deliverables for this assignment, linked to the specific tasks listed under point 4 are:  **Under task 1: “Conduct a gender assessment of the NSNP and identify key entry points and interventions”**  1. Validated and approved Inception report including the methodology.  2. Draft gender assessment report covering the single registry and other data collection and analysis tools, including areas to be strengthened and covering data collection and analysis. This should include Proposed interventions and entry points, results framework and an evaluation matrix.  4. Final social protection system gender assessment report.  **Under task 2: “Devise a plan of action to implement a gender responsive and transformative social protection programming”**  1. Finalized plan of action  **Under task 3: “Elaborate an investment case for gender transformative social protection”**  1. Draft investment case, including a cost-benefit analysis, for gender-responsive social protection (including methodology and findings).  2 Final investment case for gender-responsive social protection.  **Under task 4: “Assess the extent to which social protection delivery systems generate, use and report on gender sensitive indicators and disaggregated data by sex, age and disability”.**  1. Prepare a draft assessment report highlighting sex, age and disability gaps within the delivery systems, such as single registry and related data collection tools. Analyze the extent to which the delivery systems can be refined to ensure gender responsive reporting. Further highlight specific and notable gender issues arising from existing mechanisms towards equitably and meaningfully engaging programme beneficiaries of different gender, age and diversities and overall reporting requirement within the sector.  2. Final report with concrete recommendations necessary in addressing all identified gaps to enhance inclusion.  **Under task 5: Bring together existing evidence into an investment case for Universal Social Protection**   1. Investment case report for Universal Social Protection, building on the gender investment case and other evidence generated under the SD Fund   Alongside the development of these deliverables, the consultant is also required to raise awareness and enhance the capacity of the Ministry of Labour and Social Protection the UN agencies involved in the UNDAF and SDG Fund, around gender in social protection and gender-transformative social protection.  Payment is on satisfactory completion of deliverables duly authorized by the Supervisor of contract.  • Specific deliverables of acceptable quality must be submitted at the planned times.  • Performance will be evaluated considering quality of deliverables, consultation with stakeholders, timeliness of deliverables of and comprehensiveness of work as defined in the terms of reference.  • The consultant is expected to carry out the design process in accordance with professional communication development standards | | | | | | | | |
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| **Budget Year:** | **Requesting Section/Issuing Office:** | | | **Reasons why consultancy cannot be done by staff:** | | | | |
| *Financial Year 2021/2022* | *Social Policy* | | | *The expertise is not currently available in the section and in the office* | | | | |
| **Included in Annual/Rolling Workplan***: X* Yes  No, please justify: | | | | | | | | |
| **Consultant sourcing:**  National  International  Both  **Consultant selection method:**  Competitive Selection (Roster)  Competitive Selection (Advertisement/Desk Review/Interview) | | | | | | **Request for:**  New SSA  Extension/ Amendment | | |
| **If Extension, Justification for extension:** | | | | | |  | | |
| **Supervisor:** | | | **Start Date:**  **July 2022** | | **End Date:**  **January 2023** | | | **Number of Days (working)**  **70 days** |
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| **Work Assignment Overview** | | | |
| Tasks/Milestone: | Deliverables/Outputs: | Timeline | Estimate Budget |
| Inception report for the assignment. | Approved inception report with work plan and methodology. | 30th July 2022 (5 days) | 15% |
| Conduct a gender assessment of the NSNP and identify key entry points and interventions | Draft report gender assessment  including proposed interventions. | 15th September 2022 (15 days) | 20% |
| Devise a plan of action to implement gender-transformative social protection programming | Finalized gender assessment report and Plan of Action | 15th October 2022 (10 days) | 10% |
| Elaborate an investment case for gender-responsive social protection | Final investment case for gender-responsive social protection | 15th November 2022 (15 days) | 20% |
| Assess the extent to which delivery systems generate, use and report on Gender Sensitive Social Protection indicators and disaggregated data by sex, age and disability. | Final assessment report highlighting gaps on generation, use and reporting of sex, age and disability disaggregated in data collection tools, as well as recommendations necessary in addressing all identified gaps to enhance inclusion | 30th December 2022(15 days) | 15% |
| Bring together existing evidence into an investment case for Universal Social Protection | Final investment case for Universal Social Protection | 30th January 2023 (10 days) | 20% |
| **Estimated Consultancy fee** |  |  |  |
| Travel International (if applicable) |  | NA |  |
| Travel Local (please include travel plan) |  | NA |  |
| DSA (if applicable) |  | NA |  |
| **Total estimated consultancy costs[[13]](#endnote-1)** |  |  |  |
| **Minimum Qualifications required:**  Bachelors X Masters  PhD  Other  Enter Disciplines: Master’s degree (required) or PhD (desirable) in Public Policy, Economics, ITC, Gender Studies, Gender and Development, Human Rights, Social Sciences (Sociology, Demography, Population studies) and related fields | **Knowledge/Expertise/Skills required (for the team of consultants):**  **The Individual will preferably be an international consultant who must sub-contract 1 or 2 national experts to cover the key areas of expertise**  The team should overall have a mix of expertise in social protection, gender, investment cases and MISs. | | |
|  | * + At least eight (8) years of progressively responsible professional work experience in social protection for the lead consultant   + At least five (5) years of experience at national & or international level in gender mainstreaming and gender assessments; knowledge of gender issues in social protection highly advantageous   + At least five (5) years of experience with investment cases, cost-benefit analyses, and quantitative analyses, possibly relating to gender issues   + At least five (5) years of progressive work experience in provision of technical assistance on development of MIS systems for large scale (preferably government managed) programmes in social protection or other social services provision   + Experience in MIS project management and rolling out of large-scale MIS systems especially in capacity constraints environment/developing countries is highly desirable   + Experience working in Kenya in social sectors and possibly social protection and/or gender   + Demonstrable experience in translating feminist theory in practical interventions for gender responsive and gender transformative outcomes.   + Demonstrated ability to produce high quality gender evaluation and/or analytical research report   + Experience in analysing data in order to develop an investment case   + Experience in using data analytics to develop value for money analysis and/or cost benefit analysis Demonstrated ability to conduct trainings, workshops, awareness raising, advocacy activities   + Familiarity with UNICEF’s work on social protection   + Proven ability to handle technical matters with excellent organizational and interpersonal skills and good communication skills under pressure with short deadline   + Proven ability to manage teams for the lead consultant   + Excellent writing and presentation skills | | |
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| **Administrative details:**  Visa assistance required:  Transportation arranged by the office: | X Home Based  Office Based:  If office based, seating arrangement identified:  IT and Communication equipment required:  Internet access required: | | |
| **Request Authorised by Section Head** | **Request Verified by HR:** | | |
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| *Approval of Deputy Representative, Operations (if Operations)*  *Approval of Deputy Representative, Programmes (if Programme)*  *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*  *Representative (in case of single sourcing/or if not listed in Annual Workplan)*    *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_* | | | |
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1. Kenya National Social Protection Policy, 2012. [↑](#footnote-ref-1)
2. Understanding the Impact of cash transfers: the evidence. ODI, 2016 [↑](#footnote-ref-2)
3. The 2030 Agenda for Sustainable Development, Declaration [↑](#footnote-ref-3)
4. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) further requires States Parties to eliminate discrimination against women to ensure their equal enjoyment of the ‘right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave’ (article 11, e). [↑](#footnote-ref-4)
5. Munoz Boudet et al., 2018 [↑](#footnote-ref-5)
6. Child Vulnerability and Social Protection in Kenya, 2016 [↑](#footnote-ref-6)
7. An Evaluation of WFP’s Asset Creation Programme in Kenya’s Arid and Semi-arid Areas, 2009 to 2015 [↑](#footnote-ref-7)
8. Holmes, Jones and Domingo, 2019 [↑](#footnote-ref-8)
9. National Policy on Gender and Development, 2019 update, Ministry of Public Service, Youth and Gender Affairs (MOPSYG) [↑](#footnote-ref-9)
10. The first National Policy on Gender and Development (NPGAD) of Kenya was adopted in 2000. [↑](#footnote-ref-10)
11. Risk Communication and Community Engagement Working Group on COVID-19 Preparedness and Response in Asia and the Pacific, 2020. [↑](#footnote-ref-11)
12. Kenya Economic Survey 2019 [↑](#footnote-ref-12)
13. [↑](#endnote-ref-1)