

## Terms of Reference

### *Consultancy on Gender Equity in The Next Economy Program*

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| <b>Location</b>                             | The location for this consultancy is Jos  |
| <b>Date of Publication of ToR</b>           | 9th October 2020  |
| <b>Deadline for asking questions</b>        | 16th October 2020   |
| <b>Deadline for submission of proposals</b> | 30th October 2020   |
| <b>Anticipated start date of assignment</b> | 9th November 2020   |
| <b>Contracting Organisation</b>             | Black Innovations Africa  |
| <b>Contact email</b>                        | For questions, please email: <a href="mailto:info@blackinnovationsafrica.com">info@blackinnovationsafrica.com</a> |

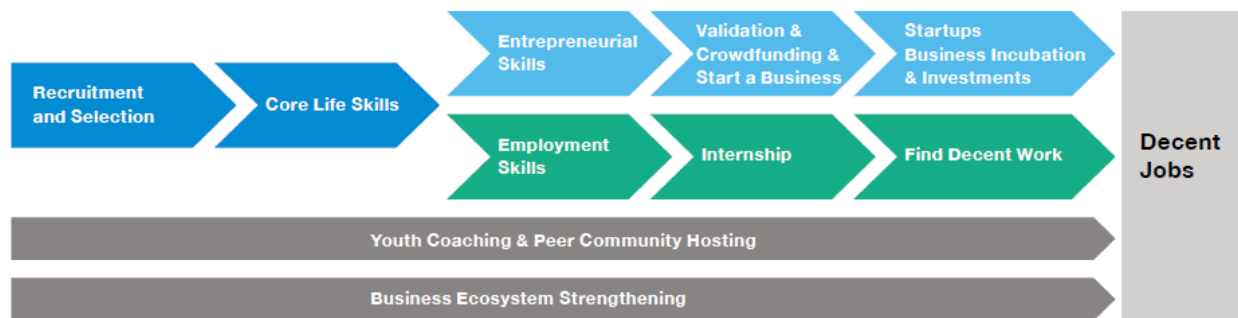


**Background to The Next Economy (“TNE”)**

The Next Economy program (<https://next-economy.com/en/>) aims to create employment for young men and women in Nigeria, Mali and Somalia/Somaliland. Employment may be created through entrepreneurship or as employee of existing firms. In collaboration with the private sector and by adopting an innovative approach, vulnerable youth (18-35) are inspired, trained, coached and financially facilitated to start a business. Youth looking to be employed instead of becoming an entrepreneur, will be prepared and coached towards a decent job.

From 2016 to 2019 TNE has managed to generate substantial results for youth in Mali, Nigeria, and Somalia/Somaliland. Based on the successful implementation of the program in 2016-2019, the Dutch Ministry of Foreign Affairs decided to support another 4 years of TNE from 2020 to 2023. This program is centrally managed by SOS Children’s Villages and Crosswise Works.

The following image shows the funnel approach of the TNE program to support youth in 6 locations to go from core life skills training to employment or entrepreneurship.



In each of the six locations, this program is implemented by local partners. In Jos the implementing party for the employment activities is [SOS Villages Jos]. The implementing party for the entrepreneurship activities is Black Innovations Africa

**Background to Gender Equity in TNE**

In line with global development and entrepreneurship trends – gender has become a focal area of targeted intervention and attention. Where inequalities between men and women exist, it is generally women who have less access to and control over resources, opportunities and decision making.

In the first 4 years of TNE, we found that TNE provides equality of opportunity but does not lead to equality of outcomes. Specifically: young women, though nearly equal at entry, do not complete the program at the same level as men. This is a complex issue that deals with both culture and program, therefore it requires an approach that manages to be both contextual but also structural.

For TNE2, a gender strategy has been developed that addresses equity in two areas:

**Area 1: Raising the Bar** Improvements that will be implemented across the program to obtain greater awareness of equity issues in the project and set a threshold for a required level of equity. These activities are mandatory and initiated at a central level (in NL).





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**Area 2: Gender Innovation** Improvements that will be piloted on a case by case basis at individual hubs and employability locations, and may be rolled out program wide if proven appropriate and successful. These activities and voluntary and initiated at a local level.

## The Assignment

This ToR outlines an assignment that is part of the mandatory 'Raising the Bar' component. This assignment is meant to support both the local hub, Black Innovations Africa, and the local SOS office and to provide them with a stronger understanding on gender equity.

## Objectives

The objectives of this assignment are:

- Understand the local considerations, hurdles and needs of female participants in the TNE program
- Uncover (implicit) gender biases of the local Hub(s) and SOS offices
- Support the Hub(s) and SOS offices to understand the tools and best practices in gender equity.
- Suggest equity improvements in the TNE program.

## Activities

We expect the selected consultant(s) to conduct the following activities as part of the assignment:

- 1) **Research among TNE youth participants and youths in Jos Plateau State** on their gender perceptions, motivations, biases, hurdles, training needs and opportunities. This activity will include:
  - a. Selection of past & current TNE participants from various trainings (core life skills, employment, entrepreneurship, incubation) to be included in the research. Selection to be made together with SOS and the local Hub. At least 20 participants.
  - b. The design of a research framework, which may include surveys, questionnaires, interviews and/or focus groups and which includes the research questions that will uncover the gender perceptions, motivations, biases, hurdles, training needs and opportunities
  - c. Conducting the research
  - d. A report on the research findings and suggestions for the Hub and SOS office for improvement.
- 2) **Gender Review of the hubs and SOS office** - uncovering implicit and explicit gender considerations within the organization itself (e.g. in promotional opportunities, corporate policies, network, schedules, etc.)
  - a. Selection of relevant Hub and SOS staff to be included in the research (together with SOS and the local Hub). As this component is about the organizations, not the TNE program, these staff members do not necessarily have to be involved in TNE. At least 10 staff members.
  - b. The design of a research framework, which may include surveys, reviews, questionnaires, policy reviews, interviews and/or focus groups
  - c. Conducting the research
  - d. A report on the research findings and suggestions for the Hub and SOS office for improvement of their organizational gender equity.



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- 3) **Gender Training for the Hubs, SOS office, and TNE trainers** – offering a training to the Hub and SOS staff and TNE trainers on best practises and tools to promote gender equity in their organisations and programs.
- a. Identification of key areas of improvement or development related to gender equity
  - b. Providing training and/or toolkits for SOS and Hub staff and TNE trainers

## Deliverables

We expect the consultant to provide the following deliverables in relation to this assignment:

- Report on the TNE participant research including the findings and recommendations
- Report on the Hub and SOS organizational review including the findings and recommendations
- Material used for gender training (PDF of training, toolkits, etc.)

## Budget

We would like you to propose your budget for your consulting services, as per the deliverables set out above.

Payment will be provided in 2 equal installments (50% and 50%). The first installment is an advance payment, the final payment is made when the consultancy is completed and all deliverables are satisfactorily submitted

Black Innovations Africa will be your counterpart for your assignment contract and payments.

## Timeline

The timeline for this project is as follows:

- Submission deadline for proposals: 30th October 2020
- Start of assignment: 9th November 2020
- Completion of assignment: 12th December 2020

## Submission Process

If you are interested to apply as a consultant for this assignment, please write up a proposal that includes:

- An introduction to your organization/person
- Your experience with gender equity, youth employment and entrepreneurship, doing research, providing trainings
- Your workplan for the activities and deliverables described in this document
- Your budget breakdown

Please send your signed submission as an attachment to an email to [info@blackinnovationsafrica.com](mailto:info@blackinnovationsafrica.com).

The deadline for questions about this assignment is 16th October 2020

The deadline for submission is **30th October 2020**.





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