

Terms of Reference for a consultant

Introduction

Gender is an important and cross cutting issue within GTZ as it is within German Development Cooperation. Following the BMZ concept on gender mainstreaming all processes in the field of policy, planning and decision-making should take a gender-specific approach. This approach aims at the equality of gender in general and focuses on the equality for women and men in terms of both participation and benefit.

TGPSH intends to incorporate a gender perspective more systematically into the next programme phase. Therefore a first study on “Gender mainstreaming in health programmes – A gender analysis of the Tanzanian German Programme to Support Health” has been carried out by an intern student and a draft report on the issue has been submitted.

Rationale for this consultancy

TGPSH has contracted an Intern to scrutinise the Programme’s efforts to ‘mainstream gender’ into its components activities. The final report mentioned above has been submitted to TGPSH and will be made available to the consultant to carry out the following work.

This report provides information on the current state of gender mainstreaming within the programme, assessment of the gender sensitivity of the activities within the six programme components and recommendations for the future.

As a result of the assessment many programme activities already include an aspect aimed at enhancing gender equality, and/or take into account gender specific needs in health care and access to health care. However, the existing activities are not always explicitly designed according to a particular gender strategy; therefore one of the objectives of this gender report was to facilitate a transformation in this regard.

Recommendations based on the assessment findings include enhancing exchange and networking on gender issues, pursuing an equal opportunities policy in all areas of education and employment that TGPSH can influence, and conducting operational research on specific questions. Furthermore, a hint on the need for more research in order to back strategies with a more decisive gender focus was given.

This report provides a basis for further work, which should be done by the consultant. For learning from and using these results a depth discussion is necessary. An external expert view will help to prepare this issue to a level, which allows all programme members as well as the counterparts to benefit from the findings and to enhance their gender specific activities. As an overall implementation of Gender issues in all TGPSH components is foreseen, the work of this consultancy will be a very valuable input to the effort on mainstreaming gender.

Scope of work

Scrutiny of the existing report is important to ensure that there is a well documented basis for future activities and for improvement in the gender related work in Tanzania.

The consultant has to be familiar with the gender concept of BMZ, GTZ and the national counterpart. Knowing the work of TGPSH is another qualification requested. Attention to multi-sectoral aspects has to be paid as well.

The work of the consultant can be divided into three major tasks:

1. Revision and shortening the existing draft of the Gender report

- A shorted and revised version of the detailed Gender report should be provided. All essential findings of the assessment without skipping any important information have to be included.
- Proof-reading concerning language and content;
- A comprehensive report, which can be further distributed to partners and other stakeholders, is expected. Therefore, a draft has to be submitted to TGPSH; if necessary revision has to be done (interim track change version). The final paper should be around 50 pages; however, priority has to be given to the content. Annexes to be put into smaller font and formatted to two paged on one – dropping trainee ToR.

2. Expert appraisal of the relevance of this topic

- The consultant is expected to give a short appraisal of the Gender report. Thereby an expert view on the status quo of the activities within TGPSH in terms of mainstreaming gender is included. To give such an appraisal short research considering following questions might be required.
 - Is the paper worth to be published?
 - Is it relevant within the GTZ and the international discussion?
 - Is the gender approach of TGPSH new? Findings from the past should be considered.
 - Is it an innovative approach? Compare, for example with gender work done in health programmes of other agencies. Short comparison with gender specific activities in other countries where GTZ is working in health is also requested. If the consultant during the research comes across similar activities in other agencies/ countries it would be an added advantage.
- (If the consultant arrives at the conclusion that the report should be published, support with finalizing the paper (and looking for an appropriate journal) might be needed but would be content of a separate agreement. The print layout would not be necessary at the current stage).

3. TGPSH specific summary of the Gender report

- The task is to provide a summary of the report, which focuses on the aspects relevant for TGPSH and its counterparts. The goal is a manageable brochure including the main information about gender specific activities within TGPSH, which can be given to all staff members and the counterpart to facilitate knowledge management and experience

exchange of how gender sensitivity can be put into action in health programmes. It should give an overview, facilitate understanding, generate ideas and raise awareness of the gender issue. The paper should be around 20 pages; however, priority has to be given to the content.