EXPRESSION OF INTEREST
RECRUITMENT OF A SENIOR CONSULTANT IN SUPPORT OF THE
GENDER AND WOMEN EMPOWERMENT DIVISION

AFRICAN DEVELOPMENT BANK GROUP
GENDER, WOMEN AND CIVIL SOCIETY DEPARTMENT

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EXPRESSION OF INTEREST:
SENIOR CONSULTANT – RESILIENCE, GENDER AND PRIVATE SECTOR DEVELOPMENT

1. The African Development Bank (the Bank) hereby invites individual consultants to indicate their interest in the following assignment: Senior Consultant – Resilience, Gender, and Private Sector Development, to support the development of the Guide to Relief, Recovery and Resilience of women entrepreneurs from fragility.

2. The Senior Consultant will lead the drafting process of a practical tool to guide national and international development actors to plan, implement, and assess interventions aiming to support women entrepreneurs operating in settings affected by crises or other emergencies where intersectional challenges exacerbate gender inequalities. In fragile settings, many women are the sole breadwinners and caretakers of their families without adequate economic means or capabilities. They are also a category of the population particularly exposed to the risks of physical and sexual violence, and many other types of gender-specific discrimination and violence. The economic and structural crises of chronic poverty have often pushed women to engage in the informal economy (such as agro-pastoral production/commercialisation, processing of agricultural and livestock products, petty trade, services in the beauty and fashion industry) to ensure survival and cover the basic needs of their households. Supporting women in charge of a household often means supporting entire communities. Whether in conflict areas, refugee camps and resettlement; during economic vulnerability and social disturbances; or in the event of natural and slow-onset disasters; women are at the heart of family resilience and help reduce their vulnerability to shocks.
3. The Bank has increasing interest in the subject, as per the commitments of the fifteenth replenishment of the African Development Fund (ADF-15), and recognizes the intrinsic value women’s economic activities have on family and community well-being, with a positive impact on health, education and nutrition; enabling resilience, preparedness and readiness to deal with shocks, and addressing drivers and triggers of fragility.

4. The guide will be a compilation of approaches to empower women entrepreneurs before, during and after crises - noting their cyclical and multidimensional nature. It will be the result of a joint effort of by the Gender and Women's Empowerment Division (AHGC1) and the Transition States Coordination Office (RDTS) to deliver as a one Bank in the gender-resilience-private sector development nexus – in line with the Gender Strategy 2021-2025, the concept note of the upcoming 2022-2026 strategy to remedy fragility and reinforce resilience in Africa and the Private Sector Development Strategy 2021-2025. These strategic frameworks lay the foundation for enhanced interventions in fragile contexts to support poverty reduction, economic growth and social progress in the all the countries in Africa with women at the centre, on both policy and programmatic fronts, driving transformation and structural changes.

5. The Bank plans to hire two consultants for the assignment, under the technical direction of AHGC1: (i) a senior external consultant, specialized in private sector development and women’s empowerment in fragile situations, who will lead the full drafting process; and (ii) a junior internal consultant, to work internally within the Bank, to support the coordination of the process and facilitate collection of case studies, peer review feedback, editing, and publishing. It is expected from the Senior Consultant to produce a practical guide of between 20 to 30 pages to advise practitioners on how to empower women entrepreneurs in settings affected by whether conflicts, disasters, epidemics, all of them, or other emergencies where intersectional challenges exacerbate gender inequalities. This will require to:

- **Review and analyse data** from various tools, reports, background materials, and further resources developed by the Bank and other national or international organizations on women’s entrepreneurship development in the context of fragility;
- **Conduct qualitative interviews or a survey with 15 women’s enterprises and women’s associations** based on their lived experiences in fragile settings, to learn how they respond to crises and learn how to better support them. The characteristics of the women to be interviewed include those who are working in both the informal and the formal economy, in small enterprises, with business maturity of at least one year. Databases from the Bank’s programmes including Fashionomics and Affirmative Finance Action for Women in Africa (AFAWA) will be used for the sampling;
- **Organize discussions with 10 technical staff from AfDB and other organizations supporting women’s enterprises in fragile settings** on: (i) the way interventions can strengthen the absorptive, adaptive and transformative capacities of women and their enterprises; (ii) how to engage stakeholders to create an enabling and safe environment that
is resilient to future shocks; (iii) how to assess capacity gaps in order to effectively implement approaches to women’s entrepreneurship development in fragile settings; (iv) challenges they have experienced and that should be anticipated when applying such approaches; (v) further resources they could share;

- **Draft the guide on how to empower women entrepreneurs in fragile settings** based on the information collected and analysed as above and submit it to the Bank for peer review. The consultant may be required to attend discussions with peer reviewers to present the findings of the paper and collect their views and suggestions for improvement;
- **Submit a final guide integrating the inputs from peer reviewers** to the Bank for validation.

6. The work will be done in 30 working days, between July and October 2021. The consultancy will be home-based, with regular coordination with the Bank HQ in Abidjan, Cote d'Ivoire. The senior consultant will be required to submit by:
   - **Mid-July 2021:** literature review and interview questionnaires. The Bank will share the feedback on the submission by end-July 2021.
   - **July-August 2021:** interviews and drafting of the guide
   - **Mid-September 2021:** Summary draft, which might also be presented in the framework of the Celebrations of the International Day of Peace, on 21 September, including the African Resilience Forum that will be organized around the same period
   - **End October 2021:** Final draft of the guide for validation by the Bank. The consultant may be required to attend discussions with peer reviewers to present the preliminary findings and collect expert views.

7. The candidate will have to respond to the following qualifications:
   - At least a master’s degree or its equivalent in gender, business resilience, business administration, economics or international development;
   - Minimum of 7 years of relevant work experience in economics, international development, private sector, fragile situations, gender or a related field, with proven skills in professional writing;
   - Very strong ability to conduct qualitative research and interpret qualitative data and communicate and write creatively and concisely in English, and at least a passive knowledge of French;
   - Familiarity with the ongoing discussions within the international development community, especially in the field of fragility and vulnerability in Africa, in the linkages with gender equality and women’s empowerment;
- Demonstrated record of operational effectiveness, client orientation, problem solving, communication and teamwork; and - Capacity to deliver output in a timely manner and ability to use relevant computer packages.

8. Interested candidates are invited to submit a detailed CV showing their capacity, experience and qualification to deliver on the expected outputs. The expressions of interest in English should be sent by 15 June 2021 (23:59 Abidjan time) by email, clearly mentioning “Expression of Interest: Senior Consultant – Resilience, Gender and Private Sector Development” to c.mbuyilusamba@afdb.org, a.dosso@afdb.org, and i.konan@afdb.org.


10. Candidates willing to get more information on this call can write to the contacts provided in the above point 8.
Annex: Terms of Reference (ToRs) for the recruitment of a senior consultant – resilience, gender and private sector development expert

1. Background
Acknowledging that fragility does not simply entail a category of states but a phenomenon that can appear in many places and forms. The term is widely used today to describe situations where societal, political, economic, security, and environmental factors come together to create ongoing or recurring pressure and vulnerability. Fragility is viewed as a common reflection of economic vulnerability and social disturbances triggered by crises. Whether they arise from conflicts, epidemics, natural disasters, slow-onset disasters, or similar situations, crises create a shock wave resulting in loss of life, assets, and livelihoods. While they hit without upfront selection, they affect the most disadvantaged groups the hardest and have negative impacts on their dignity. In the efforts to cope, recover or resist the effects of crises, re-establishing social justice by maintaining a certain level of living standards or livelihoods is critical to paving the ground for social cohesion, resilient economies, and peaceful communities. Adequate support to small enterprises, main providers of jobs and income, can catalyze this endeavor, with a particular focus on women's enterprises, whose prevailing vulnerability linked to lack of finance, limited access to markets and market information, and restricted mobility can be exacerbated by crises, deepening existing inequalities and worsening gender imbalances.

The Transition States Coordination Office (RDTS) and The Gender and Women's Empowerment Division (AHGC1) of the African Development Bank (The Bank) are compiling approaches to empower women entrepreneurs in fragile situations. The Bank has an increasing interest in the subject and recognizes the intrinsic value women's economic activities have on family and community well-being, with a positive impact on health, education and nutrition; thus, enabling resilience, preparedness, and readiness to deal with shocks and addressing drivers and triggers of fragility.

2. Objectives
The Bank would like to develop a practical tool to guide national and international development actors operating in fragile settings to plan, implement, and assess interventions aiming to support women entrepreneurs before, during, or after a crisis. It is expected that the tool establishes a correlation between gender equality and women's empowerment on the one hand and social cohesion and economic resilience on the other hand, paying particular attention on how women entrepreneurs pivot their businesses in times of tumultuous change and how they can be supported to reduce risk, bounce back, and seize new opportunities in order to increase the contribution of their businesses to concrete peace and resilient dividends. The tool will be developed by a team of two consultants under the coordination of AHGC1 and RDTS: (i) a senior external consultant, specialized in private sector development and women’s empowerment in fragile situations, who will lead the full drafting process; and (ii) a junior internal consultant to support the coordination of the process internally and facilitate collection of case studies, peer review feedback, editing, and publishing. The current ToRs are for the senior consultant.
3. Scope of the assignment

To deliver on the final product for the assignment, which is a practical guide of between 20 to 30 pages to advise practitioners on how to empower women entrepreneurs in settings affected by whether conflicts, disasters, epidemics, all of them, or other emergencies where intersectional challenges exacerbate gender inequalities, it is expected from the senior consultant to:

- **Review and analyse data** from various tools, reports, background materials, and further resources developed by the Bank and other national or international organizations on fragility;

- **Conduct qualitative interviews or a survey with 15 women’s enterprises and women’s associations** based on their lived experiences in fragile settings, to learn how they respond to crises and learn how to better support them. The characteristics of the women to be interviewed include those who are working in both the informal and the formal economy, in small enterprises, with business maturity of at least one year. Databases from the Bank’s programmes including Fashionomics and Affirmative Finance Action for Women in Africa (AFAWA) will be used for the sampling;

- **Organize discussions with 10 technical staff from AfDB and other organizations supporting women’s enterprises in fragile settings** on: (i) the way interventions can strengthen the absorptive, adaptive and transformative capacities of women and their enterprises; (ii) how to engage stakeholders to create an enabling and safe environment that is resilient to future shocks; (iii) how to assess capacity gaps in order to effectively implement approaches to women’s entrepreneurship development in fragile settings; (iv) challenges they have experienced and that should be anticipated when applying such approaches; (v) further resources they could share;

- **Draft the guide on how to empower women entrepreneurs in fragile settings** based on the information collected and analysed as above and submit it to the Bank for peer review. The consultant may be required to attend discussions with peer reviewers to present the findings of the paper and collect their views and suggestions for improvement;

- **Submit a final guide integrating the inputs from peer reviewers** to the Bank for validation.

4. Required experience and qualifications

The candidate will have to fulfill the following qualifications:

- At least a master’s degree or its equivalent in gender, business resilience, business administration, economics or international development;

- Minimum of 7 years of relevant work experience in economics, international development, private sector, fragile situations, gender or a related field, with proven skills in professional writing;

- Very strong ability to conduct qualitative research and interpret qualitative data and communicate and write creatively and concisely in English, and at least a passive knowledge of French;

- Familiarity with the ongoing discussions within the international development community, especially in the field of fragility and vulnerability in Africa, in the linkages with gender equality and women’s empowerment;
- Demonstrated record of operational effectiveness, client orientation, problem solving, communication and teamwork; and - Capacity to deliver output in a timely manner and ability to use relevant computer packages.

5. **Duration, Coordination and Deliverables**
The assignment will require 30 working days, between July and October 2021. The consultancy will be home-based, with regular coordination with the Bank HQ in Abidjan, Cote d'Ivoire. The senior consultant will be required to submit by:

- **Mid July 2021:** literature review and interview questionnaires. The Bank will share the feedback on the submission by End July 2021.
- **July-August 2021:** interviews and drafting of the guide
- **Mid-September 2021:** Summary draft, which might also be presented in the framework of the Celebrations of the International Day of Peace, on 21 September, including the African Resilience Forum that will be organized around the same period
- **End October 2021:** Final draft of the guide for validation by the Bank, including a write-up on promotional activities and resource mobilization for testing. The consultant may be required to attend discussions with peer reviewers to present the preliminary findings and collect expert views.