

Technical Assistance for Nutrition (TAN)

Strengthening SUN Movement guidance on reducing nutritional inequalities, and working towards gender equality and empowerment of women and girls

Consultancy Terms of Reference (ToR)

Nutrition International is committed to the fundamental principles of equal employment opportunity. Women are encouraged to apply.

Background

Technical Assistance for Nutrition (TAN) is a project supported by UK aid from the UK government, which seeks to improve the capacity of Scaling Up Nutrition (SUN) countries to design, deliver, and track the progress of nutrition programs and to generate, learn from and adopt knowledge of what works. Nutrition International is contributing to TAN by coordinating the provision of technical assistance to help national SUN focal points in select countries to overcome gaps in capacity for the design and delivery of multi-sectoral national nutrition plans, tapping into its global hub to source and deploy the expertise needed.

Since the early beginnings of the SUN Movement, its member countries have emphasized the core capabilities critical for effective and multi-sectoral action. As they strive for progress, capacity gaps which act as road blocks to implement and scaling up actions that tackle malnutrition, in all its forms, are emerging.

SUN Countries have made some strides in increasing people's access to affordable, nutritious food, but they have also committed themselves to address other key determinants of nutritional status – such as clean water, healthcare, social protection, access to education and other initiatives that empower women and girls – with the promise to uphold and promote the equity and rights of all women, men and their children. Gender inequality can be both a cause and effect of malnutrition, which gives rise to further analyses and a systematic mainstreaming of gender into nutrition policy and programming.

Although seen by many as a complex and often delicate topic, many argue that policymakers and, by extension, nutrition specialists, dedicate limited efforts to addressing gender dimensions,¹ even though gender-sensitive actions that both recognize and address gender and social inequalities are some of the most effective and empowering ways to tackle malnutrition – in all its forms.²

¹ See for instance: FAO, (2012). Gender and Nutrition Issue paper – DRAFT. Available at: http://www.fao.org/fileadmin/user_upload/wa_workshop/docs/Gender-Nutrition_FAO_IssuePaper_Draft.pdf [accessed April 2017].

² CSIS, (2017). What Can the US Learn from Scaling Up Nutrition Countries? Available at: https://csis-prod.s3.amazonaws.com/s3fs-public/publication/170720_Brown_SUNMovement_Web.pdf?nuIR8KGVCOxKSxEiWCiviim7zVyyEXpB [accessed March 2018].

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According to the 2015 Independent Comprehensive Evaluation of the SUN Movement (SUN-ICE),³ the Movement's aspirations to ensure a systematic focus on the empowerment of women and girls have not yet been moved from global-level rhetoric into country-level practice. Furthermore, since gender equality and women's empowerment is indeed intended as an essential and measurable element of the SUN Movement's progress, its 'good gender intentions' are yet to make enough practical difference, without measures to strengthen monitoring, analysis and the sharing of experiences across the SUN Movement's Countries and stakeholders. For this reason, the 2016-2020 SUN Movement Strategy and Roadmap⁴ promises to place women and girls at the center of all action, with the knowledge that no sustainable improvements in nutrition will be seen until women are empowered as leaders in their families and communities.

The SUN Movement Monitoring, Evaluation, Accountability and Learning (MEAL) system, established in 2016, includes a range of gender-specific (and women and girl-specific) indicators that paint a picture of women and girls' nutritional status across the SUN Movement, but also performance vis-à-vis factors relevant to nutrition, such as secondary school enrollment, early marriage, maternity protection legislation, etc. Although more than twenty SUN Countries fall into the 'better performing' category, almost two-thirds of the SUN Movement's member countries appear to be lagging behind in ensuring nutritional inequalities are bridged and the status of women and girls improved.

With this knowledge, a range of Movement stakeholders, including the SUN Movement Secretariat (SMS), SUN Networks, and technical assistance partners are increasingly called upon, also by its stewardship (the SUN Movement Lead Group and Executive Committee) to develop practical tools for SUN Country policymakers in their work to reduce nutritional inequalities faced by women and girls, eliminate discriminatory practices and laws and ensure women and girls cement their role in decision-making. To ensure that key partners in the SUN Movement are better able to provide suitable guidance to SUN countries, SUN Focal Points and multi-stakeholder platforms, the SMS has requested Nutrition International to support research and technical assistance in articulating policy recommendations that link improved nutrition and gender equality, in addition to SUN Country good practices therein, and the associated development and dissemination of products and tools, aimed primarily at policymakers in SUN Countries.

Objectives

It is expected these ToR will help respond to the following technical assistance (TA) needs:

One or more consultants will be contracted to conduct relevant research – at the global level but also across SUN countries – and prepare a package of adaptable, useful and user-friendly

³ Mokoro, Valid International & FEG Consulting, (2015). Independent Comprehensive Evaluation of the Scaling Up Nutrition Movement FINAL REPORT. Available at: [http://scalingupnutrition.org/wp-content/uploads/2015/05/SUN_ICE_FullReport-All\(1-5-15\).pdf](http://scalingupnutrition.org/wp-content/uploads/2015/05/SUN_ICE_FullReport-All(1-5-15).pdf) [accessed April 2018].

⁴The SUN Movement, (2016). Strategy and Roadmap. Available at: http://docs.scalingupnutrition.org/wp-content/uploads/2016/09/SR_20160901_ENG_web_pages.pdf [accessed April 2018].

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knowledge products and guidance material that respond to SUN country policymakers' needs to ensure women's and girls' nutritional needs are addressed, at each stage of their lifecycle, creating an enabling environment for gender-transformative change and equality, and, ensure that women in SUN Countries are a part of decision-making on nutrition.

This work will happen in parallel and complement the creation of an overview that connects the 'why' with the 'how' the SUN Movement is uniquely placed to scale up its work to empower women and girls, to be developed and spearheaded by a range of Lead Group Members, for launch in January 2019.

In light of this, the following objectives are to be attained through this assignment.

Overall objective

Identify country experiences where the Movement has successfully scaled to empower women and girls and fought nutritional inequalities, and document and develop policy recommendations, tools and resources most appropriate for achieving the Global Targets to improve maternal, infant and young child nutrition (by 2025), and the Sustainable Development Goals, at large, across the SUN Movement, in different contexts.

Specific objectives

1. To define and differentiate those policy actions and recommendations that are deemed most useful to policymakers in SUN Countries on how to better mainstream gender equality and women's and girls' empowerment into their work – with a view to address nutritional inequalities and promote women in decision-making at the country level;
2. To analyse and map SUN Country experiences in mainstreaming gender equality into the work of multi-stakeholder platforms, including examining to which extent analyses of existing nutrition policies, legislation and regulations – from a gender perspective - have taken place (including advocacy efforts), also looking at what opportunities and challenges may still exist;
3. Develop tools and resources, to supplement existing material, such as the to be developed 'messaging kit' that shows why the SUN Movement is uniquely placed to help bring about gender-transformative change in SUN Countries and, through discussions with the SUN Networks, SMS and technical assistance partners create: (a) a practical policy guidance paper to be discussed and endorsed by the SUN Movement Lead Group; and (b) a user-friendly how-to guide on gender equality and improved nutrition for SUN Countries (including their multi-stakeholder platforms);
4. Working with SUN Countries, meet with local women's national machineries and women's organisations about strengthening opportunities for promoting nutrition and gender equality policy and actions, and develop a guidance note.

Expectations

This technical assistance is expected to 1) respond to a call to action by the SUN Movement's stewardship bodies to avail more user-friendly guidance material that looks at facilitating stronger linkages as to why women and girls are central to all levels of effective nutrition policy-

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making, decision-making, and implementation, and 2) bring a significant contribution to a SUN Country government's ability to scale up nutrition in their country.

It is expected this consultancy will lead to the following results:

- Increased knowledge base and up-to-date, user-friendly resources and tools linking gender equality and nutrition for in-country policymakers and other nutrition stakeholders, also at the global level;
- Strengthened capacity of policymakers in countries, but also the global support network to provide practical advice to SUN countries on how to further gender equality and women and girls' empowerment in their work;
- Message kit that includes guidance on how to effectively communicate value added of the SUN Movement to scale up this essential workstream.

Scope of Work

The consultant(s) will be expected to undertake the following activities and produce the listed deliverables.

Taking a consultative, participatory approach with leadership from the SMS, the Consultant(s) will undertake relevant tasks to produce a set of key deliverables. The work will be divided into three phases. The plan for each phase will be refined at the end of the previous phase, and will require consultation with, and validation by both the SMS and country representatives on the work to be completed and the methodology.

Phase 1 – Planning

Activity 1 – Conduct a launch workshop for the SMS and the research team to refine the sub-questions to be answered through this TA

Deliverables:

- A half to a full-day engagement session with the SMS
- A refined research plan, including the scope of the literature review, and the number and targets for stakeholder consultations and in-depth interviews

Activity 2 – Validate research plan with representatives of the SUN Networks and technical assistance partners

Deliverables:

- Validated research plan

Phase 2 – Research

Activity 3 – Ascertain and document existing recommendations for policy guidance on gender equality and the empowerment of women and girls in SUN countries, in addition to a stock take of bottlenecks and opportunities faced by SUN countries, and their multi-stakeholder platforms, in scaling up engagement with national machineries or non-state actors, and analyse existing policies, regulations and legislation from a gender lens.

Deliverables:

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- Desk review of existing literature, outlining experiences and lessons learned, including the individual 2018 SUN Movement Joint-Assessment reports.
- Identify and research gender in nutrition approaches across SUN Countries, including interview questions for data collection and a list of countries to best showcase effective approaches, if any.
- Transcripts and thematic summary of in-depth interviews (approximately 10 in-depth interviews, mostly of individuals working in SUN countries) to flesh out experiences and what is needed to scale up effective gender equality in nutrition actions.
- A general PowerPoint presentation of findings and recommendations, including a list of the products to be developed.

Phase 3 – Product Development

Activity 4 – Activities will consist of the production of the following products tailored to audiences as outlined in the validated plan.

Deliverables:

- An eight-page policy guidance/recommendation brief intended solely for SUN Country policymakers (to be launched, in its draft form, in January 2019);
- An in-depth toolkit or how-to-guide for gender mainstreaming, intended for multi-sectoral platforms and others (by June 2019), including:
 - A library of definitions, terminology and typologies useful in describing gender equality, gender mainstreaming and empowerment of women and girls;
 - In-depth analysis and discussion of the advantages of ensuring a gender lens is used systematically in gender policy and programming actions, in different contexts and through time
 - Examples and descriptions of different types of SUN country multi-stakeholder platform work with ministries, departments or other stakeholders in country that are responsible for ensuring gender mainstreaming of SUN country nutrition plans, but also to tease out to which extent national gender plans incorporate a nutrition lens;
 - Existing tools and resource material, including a detailed bibliography or reading list of relevant resources and literature.

Applicants are requested to present specific objective based activities along with proposed level of effort required, in terms of number of days, and number of consultants, as part of their technical proposal.

Use of deliverables

Deliverables produced under this TA are intended for use primarily by SUN government policymakers (including SUN focal Points, members of Parliament, members of national Executive Offices, high ranking government officials and members of in-country multi-stakeholder platforms) in the following way:

- To strengthen the knowledge base on why gender equality and improved nutrition are intrinsically linked and why nutrition should be looked at through a gender lens;

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- To build their capacity to take this work forward in their daily work, through the availability of up-to-date and user-friendly tools;
- To support and showcase SUN Country good practices, in a bid to inspire others to act.

All deliverables will also be shared with DFID.

Duty Station/Location

The Consultant(s) can work from their home base for this assignment, but will be required to travel to Geneva twice for engagement with SMS staff. All travels required under this consultancy will be provided for by either the SMS or NI-TAN.

Timeline

This 6-month consultancy is expected to start in October/November 2018 and be completed by May 2019 (exact timelines to be determined in consultation with the SMS and Nutrition International).

Management and Reporting/Coordination mechanism

- a. The Lead Consultant will report jointly to the SMS and to Nutrition International.
- b. Specific financial and administrative accountabilities are to the SMS for all the deliverables of the assignment. Payment will be subject to performance and reaching deliverables as agreed upon at the moment of contract signing.
- c. The SMS will provide technical direction and oversight to the Consultant(s), and facilitate operational linkages with SUN Networks, countries and other stakeholders under this TA.
- d. Nutrition International will provide technical input into the assignment and is responsible for assuring the quality of the work being delivered by the consultant.
- e. The SMS will review the Consultant(s)'s work, alongside relevant stakeholders, including its four autonomous networks (comprising business, civil society, donors and the United Nations) prior to sharing externally (as needed).

Profile/qualifications of Consultant(s)

It is expected that the Consultant(s) will be required to complete all aspects of this consultancy, with an assigned Lead Consultant (if more than one), responsible for work completed by all team members.

- Advanced university degree, i.e. MA or PhD in Gender related studies or social sciences
- 7-10 years' direct experience in sex-and gender-based analysis; gender mainstreaming, gender training and/or gender-based research, preferably with large programmes and projects;
- Demonstrated experience in researching, drafting and developing user-friendly policy guidance material, looking at what works to ensure gender equality and the empowerment of women, ideally in one or more developing countries;

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- Demonstrated experience in developing capacity-strengthening materials and material on gender equality and the empowerment of women and girls;
- Experience in researching nutrition or food security programmes and policies, ideally in developing countries
- Experience working with government in more than one developing country;
- Experience conducting sex- and gender-based quantitative and qualitative research, in addition to nutrition or food, especially remote interviews
- Experience capturing and synthesizing material for non-technical audiences;
- Experience developing capacity-strengthening materials and material;
- Ability to work both independently and as part of a team;
- Sensitivity to regional, political, gender and cultural balance;
- Ideally, the consultant(s) should be fluent in English or a native English speaker with excellent writing and communication skills.

Application Process

Proposals should be submitted by email to TechnicalAssistance@nutritionintl.org before close of business **17 August 2018**, EST (Ottawa, Canada). Only complete applications will be reviewed.

- Up-to-date curriculum vitae (CV)
- Technical proposal: not exceeding five pages, describing the consultant's understanding of the task, proposed methodology, responsibilities of key stakeholders and detailed work plan that breaks down activities and outputs.
- Financial proposal: including daily fee rate, suggested number of trips/days in-country and any other expenses required to fulfill the terms of the consultancy (meetings, materials, etc.).

NI is committed gender equality. Consultants are required to indicate how they will ensure that gender equality considerations are included in the provision of technical assistance.