

# Request for Proposals No: 00-05-2025

Gender and Human Rights Analysis (GHRA) For Stunting Prevention in the Philippines

Issued by Nutrition International

Date of Issue: June 2<sup>nd</sup>, 2025

Deadline for receipt of proposals:

DATE: June 16<sup>th</sup>, 2025

TIME: 9:00 AM Ottawa EST (Eastern Standard Time)

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## 1. RFP NOTICE/OVERVIEW AND PROCEDURES

### 1.1. Request for Proposals – Procurement Notice

Nutrition International (NI), a non-profit agency dedicated to eliminating vitamin and mineral deficiencies worldwide, invites proposals from competent agencies to undertake an **“Gender and Human Rights Analysis (GHRA) For Stunting Prevention in the Philippines”**. The submission deadline for proposals is the **16<sup>th</sup> of June 2025**.

## 2. INTRODUCTION TO THE RFP

- 2.1. NI is an international not-for-profit organization dedicated to ensuring that the world's most vulnerable people, especially women and children in developing countries, get the vitamins and minerals they need to survive and thrive. NI has headquarters in Ottawa, Canada, with the relevant country office for this consultancy in the Philippine. Working with impacted families, communities and nations, we are improving lives of close to 500 million people in more than 70 countries across Asia, Africa and Latin America. NI is supported by the Global Affairs Canada (GAC) of the Government of Canada, and other generous donors.
- 2.2. This Request for Proposals (RFP) and particularly the Guidelines for Preparing Proposals that follow, are designed to help Respondents to produce proposals that are acceptable to NI and to ensure that all proposals are given equal consideration. It is essential, therefore, that Respondents provide the complete information that is requested, and in the formats and on the terms specified.
- 2.3. This activity is part of the preparatory activities NI is undertaking related to an upcoming project in the Philippines.

## 3. GENERAL INSTRUCTIONS AND CONSIDERATIONS

- 3.1. These instructions should be read in conjunction with information contained in the enclosed Terms of Reference (TOR), and in any accompanying documents within this package.
- 3.2. This Request for Proposals (RFP) is to provide NI with relevant information for the **“Gender and Human Rights Analysis (GHRA) For Stunting Prevention in the Philippines”**.
- 3.3. NI is not bound to accept the lowest priced, or any, proposal. NI reserves the right to request any (or all) Respondent(s) to meet with NI to clarify their proposal(s) without commitment, and to publish on its website answers to any questions raised by any Respondent (without identifying that Respondent).
- 3.4. Respondents are responsible for all costs associated with proposal preparation and associated work.
- 3.5. The payment will be released on achievement of deliverables / milestone on actual expense incurred by the agency (reimbursement model).

#### 4. BUDGET

The estimated total budget for this activity is approximately **1,500,000 PHP** for the complete analysis.

#### 5. CONFLICT OF INTEREST

5.1 Respondents must disclose in their proposal details of any circumstances, including personal, financial and business activities that will, or might, give rise to a conflict of interest. This disclosure must extend to all personnel proposed to undertake the work.

5.2 Where Respondents identify any potential conflicts they must state how they intend to avoid any impact arising from such conflicts. NI reserves the right to reject any proposals which, in NI's opinion, give rise, or could potentially give rise to, a conflict of interest.

5.3 With respect to this condition, please be advised that the organizations that may fall within the scope of this evaluation will include those below, with which any association must be disclosed:

- a) Nutrition International (NI)
- b) The Donor who is the primary funding source for the procurement

#### 6. GENERAL DISCLOSURES

6.1 Respondents must disclose:

6.1.1 If they are or have been the subject of any proceedings or other arrangements relating to bankruptcy, insolvency or the financial standing of the Respondent including but not limited to the appointment of any officer such as a receiver in relation to the Respondent personal or business matters or an arrangement with creditors or of any other similar proceedings.

6.1.2 If they have been convicted of, or are the subject of any proceedings, relating to:

- a) criminal offence or other offence, a serious offence involving the activities of a criminal organization or found by any regulator or professional body to have committed professional misconduct.
- b) corruption including the offer or receipt of any inducement of any kind in relation to obtaining any contract, with the NI, or any other contracting body or authority
- c) failure to fulfil any obligations in any jurisdiction relating to the payment of taxes

#### 7. SUBMISSION OF PROPOSALS

7.1 The technical and financial proposal along with all requisite documentation must be received in English by NI no later than **June 16<sup>th</sup>, 2025**.

7.2 The Technical and Financial Proposal must be in two separate files put into a covering email specifically indicating the subject line “Gender and Human Rights Analysis (GHRA) For Stunting Prevention in the Philippines”, and should be sent to Email: [gender@nutritionintl.org](mailto:gender@nutritionintl.org).

7.3 For any clarification required, please write an email to [gender@nutritionintl.org](mailto:gender@nutritionintl.org)

7.4 Only email bids will be accepted.

7.5 Late proposals will not be accepted in any circumstances. Proposals received after the due date and time will not be considered.

## 8. RECEIPT, EVALUATION, AND HANDLING OF PROPOSALS

8.1. Once a proposal is received before the due date and time, NI will:

- 8.1.1. Log the receipt of the proposals and record the business information.
- 8.1.2. Review all proposals and disqualify any non-responsive ones (that fail to meet the terms set out in these instructions), and retain the business details on file with a note indicating disqualification
- 8.1.3. Evaluate all responsive proposals objectively in line with the criteria specified below
- 8.1.4. Inform respondents within 15 business days of the evaluation decision being made.

8.2. NI reserves the right:

- 8.2.1. To accept or reject any and all proposals **and/or to annul** the RFP process prior to award, without thereby incurring any liability to the affected Respondents or any obligation to inform the affected respondents of the grounds for NI's actions prior to contract award, and
- 8.2.2. To negotiate - with Respondent(s) invited to negotiate - the proposed technical approach and methodology, and the proposed price based on the Respondent's proposals.
- 8.2.3. Amend this RFP at any time

## 9. SELECTION CRITERIA

9.1 Following criteria will be adopted to short list the proposals and identify suitable agencies for the assignment. Out of the total scores, 60% weight is assigned to the technical and 40% to the financial proposal.

| Scoring of Proposals: Selection of Technical Agency/NGO |   |         |
|---|---|---------|
| No  | Assessment Category: Technical Proposal   | Weights |
| 1   | Qualification of Firm (A)   |         |
| 1.a.  | NGO or Agency's previous experience on undertaking similar assignments  | 30%     |
| 1.b.  | Availability of adequate and skilled (education and work experience) team members for carrying out the assignment | 30%     |

|             |  |             |
|-------------|--|-------------|
| <b>1.c.</b> | <i>Technical Proposal including implementation plan (for desk review, primary data collection, quality control, analysis framework and report writing.</i> | <b>40%</b>  |
| <b>2</b>    | <b>Total Score - Technical Proposal</b>  | <b>100%</b> |
| <b>3</b>    | <b>Overall weightage – Technical</b>   | 60%         |
| <b>4</b>    | <b>Assessment Category: Financial Proposal</b>   |             |
| <b>4.a</b>  | <i>Takes into consideration all potential expenses (i.e. no obvious omissions)</i>   | 40%         |
| <b>4.b</b>  | <i>Reasonable estimate for each of the component/activity</i>  | 35%         |
| <b>4.c</b>  | <i>Reasonable estimate for agency / consultant's administrative costs</i>  | 25%         |
| <b>5</b>    | <b>Total Score - Financial Proposal</b>  | <b>100%</b> |
| <b>6</b>    | <b>Overall weightage – Financial</b>   | 40%         |
| <b>7</b>    | <b>Total Weighted Score (Technical – Financial)</b>  | 100%        |

9.2 The Evaluation Team may, in its sole discretion, establish a short-list of Respondents based on the Technical Scores of the Respondents (the “Short-listed Respondents”) for the purpose of conducting interviews. If NI short-lists the Respondents, it will short-list the Respondents with the highest scores.

9.3 Only the Short-listed Respondents will be interviewed. The number of Respondents short-listed for an interview is in the sole discretion of NI.

9.4 Interviews of Short-listed Respondents will be carried out by the Evaluation Team or a sub-group of the Evaluation Team. The Evaluation Team will score each Short-listed Respondent based on the quality of the Respondent’s interview (the “Interview Score”).

9.5 The successful Respondent will be expected to enter into a Contract with NI for the duration of the work. In the event of a Contract award, all the terms and conditions of the RFP, including the Respondent’s response, will normally form part of the Contract.

## 10. GUIDELINES FOR PREPARING PROPOSALS

**10.1 Language:** Proposals must be submitted in English.

**10.2 Structure:** Proposals must be set out in three main parts:

- Part 1: Covering Letter and Declaration
- Part 2: General and Technical Proposal
- Part 3: Financial Proposal

### Part 1: Covering Letter and Declaration

Proposals must be accompanied by a covering letter on company-headed paper showing the full registered and trading name(s), trading and registered office address and business number of the Respondent. The letter must be signed by a person of suitable authority to commit the Respondent to a binding contract. It must quote the RFP number and title, and include the following declarations:

- a. We have examined the information provided in your Request for Proposals (RFP) and offer to undertake the work described in accordance with requirements as set out in the RFP. This proposal is valid for acceptance for 6 months and we confirm that this proposal will remain binding upon us and may be accepted by you at any time before this expiry date.

- b. We accept that any contract that may result will comprise the contract documents issued with the RFP and be based upon the documents submitted as part of our proposal.
- c. Our proposal (Technical and Financial) has been arrived at independently and without consultation, communication, agreement or understanding (for the purpose of restricting competition) with any other Respondent to or recipient of this RFP from NI.
- d. All statements and responses to this RFP are true and accurate.
- e. We understand the obligations regarding Disclosure as described in the RFP Guidelines and have included any necessary declarations.
- f. We confirm that all personnel named in the proposal will be available to undertake the services.
- g. We agree to bear all costs incurred by us in connection with the preparation and submission of this proposal and to bear any further pre-contract costs.
- h. I confirm that I have the authority of [insert name of NGO/company/agency] to submit this proposal and to clarify any details on its behalf.

## Part 2: General and Technical Proposal

The General and Technical section should be structured as follows:

**Section 1:** Your understanding of the TOR provided with this RFP as Annexures 1. You may also propose qualifications to the TOR that you consider may enhance the value of the outcome to NI. These improvements needs to be summarily highlighted in the proposal.

**Section 2: Technical Response:** a concise description of the methodology and approach that are proposed for the delivery of the TOR and an implementation plan in the form of a work breakdown analysis. This should describe the activities to be undertaken, the deliverables / outputs and the milestone and completion dates (grouped by phase where appropriate). The dependency of any activities and associated results on earlier results needs to be clearly indicated. The proposal need not include the methodology for the samples estimation as the same is already included in the RFP.

**Section 3: Personnel Profile:** names, designation and *Curricula Vitae* (CV) of personnel assigned to work on the Project. CVs must not exceed 3 pages, but must include:

- A brief summary of the professional competencies of the individual relevant to the Scope of Work/TOR
- A chronological list of relevant professional experience starting with the most recent and showing key achievements / responsibilities
- Brief details of qualifications educational / technical / professional / other
- Language competencies other than English (if required to undertake the ToR)

**Section 4: Personnel Inputs:** include name of personnel, and person days with reference to activity to be undertaken. Do not include any reference to fees. This will constitute a confirmation that all personnel will be available to provide the required services for the duration of the contract.

### **Section 5: Required Qualifications of the agency/ consultant :**

The team for data collection needs to have the required qualifications and experience of collecting data from communities and other government officials:

- Minimum of 5 years of demonstrated experience in conducting gender and human rights analysis, including all components required for this RFP
- The consultant/ consultancy team must have good understanding of county level functions and protocols for obtaining all local permissions to conduct community-based focus groups and interviews with local government employees
- The consultant/ consultancy team should have robust governance, risk and compliance management framework that includes a strong internal control mechanism with effective program and financial management systems and reporting skills.
- The consultancy team's up-to-date CVs with current level of time commitment must be provided as an annex to the project proposal.
- At least 5-7 years of knowledge and experience of using qualitative research and participatory methodologies and approaches such as gender analysis, participatory rapid appraisal, human-centered design work for nutrition, health, and other social development program with a focus on women's participation, leadership and women empowerment
- Excellent understanding and experience on key issues and strategies in health, nutrition and gender equality in the Philippines context
- Experience with government led maternal and child health and nutrition programs, preferably nutrition in Philippines.
- Gender expertise and graduate/post graduate training from a relevant academic institution.
- Strong analytical capacity and proven ability to write compelling reports;
- Excellent interpersonal skills, cultural sensitivity, and ability to communicate effectively in English and local language/s, ability to adhere to tight deadlines, exercise discretion and maintain confidentiality.
- Preference will be given to candidates who are currently based in the Philippines

### **Part 3: Financial Proposal**

- a. The indicated overall budget for this activity is Approximately **1,500,000** PHP for the complete analysis. Prospective agencies are requested to quote the percentage-based management fee/cost as part of the Financial Proposal for implementing the scope of work. The management fee quoted by the agency shall cover the cost of any such personnel's which the agency may think would be required during the implementation of the same and NI shall not bear any separate cost towards such personnel's. Agency/



consultant is required to reflect the percentage of Goods and Services Tax (GST)/any other statutory taxes it is going to charge.

Agencies/ consultants are also required to indicate whether the GST would be applicable on the entire project budget or only the management fee component it is going to charge. The Agencies// consultants can also check if the services on this project tantamount to export of services and exempt from GST since the contract would be with NI headquarters based out of Ottawa, Canada. All amounts quoted must be in PHP.

- b. Fees should be inclusive of all insurance and standard business overheads.
- c. Please note that no fees are payable for travel days.

## 11. ANEXURE

### ANNEXURE A: TERMS OF REFERENCE/TIMELINE

#### GENDER AND HUMAN RIGHTS ANALYSIS (GHRA) FOR STUNTING PREVENTION IN PHILIPPINES

##### **Introduction**

Access to good nutrition is a basic human right and a fundamental component of human dignity. When women and men, girls and boys of all diversities are empowered to claim their rights, it leads to improved health and nutrition for themselves and a better quality of life for their families and communities. The participation and support of men and boys alongside women and girls in reaching gender equality is essential. However, achieving gender equality is impossible when women and girls around the world are twice as likely to suffer from malnutrition.

Nutrition International is a global organization, headquartered in Ottawa, focused on delivering high-impact, cost-effective nutrition interventions to people in need, especially women, adolescent girls and children, by improving their nutritional status and health, as these groups often have the greatest unmet needs. Nutrition International envisions a world where everyone, everywhere, is free from malnutrition and able to reach their full potential. Nutrition International believes that good nutrition and gender equality are mutually reinforcing; improving nutrition is critical to achieving gender equality, and in turn improving gender equality leads to improved nutrition.

Nutrition International introduced its new [Program Gender Equality Strategy \(PGES\)](#) in 2025 which elaborates Nutrition International's framework for understanding the linkages between nutrition and gender equality. Nutrition International supports gender equality in line with International Human Rights standards, including the Universal Declaration of Human Rights, Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), UN Convention on the Rights of the Child (CRC), International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) and the Convention on the Rights of Persons with Disabilities (CRPD).

Nutrition International will implement a 5-year project to improve the nutritional well-being of pregnant women and children under 5, in four provinces in the Philippines (Antique, Basilan, Isabela and Pangasinan). This is expected to be achieved by

1. Increasing the use of services of health and nutrition interventions that address determinants of stunting for the targeted group by increasing capacity of health facilities, increasing understanding of key stakeholders on the importance of diet quality of children under five and increasing awareness within the community on information and services.
2. Supporting local governments to enhance implementation of multisectoral and gender-responsive nutrition programs by building a strong evidence base, enhancing advocacy and strengthening the capacity of different women-led groups.

##### **Background and Rationale**

Stunting, defined as low height for age due to chronic malnutrition, is a significant public health issue that affects millions of children worldwide, particularly in developing countries. It is a critical indicator of the overall health and nutritional status of a population and has profound implications for individual children, families, and society. The Philippines is among the 10 countries globally with the highest number of stunted children with 30% of children under the age of 5 as of 2020.

Among the many determinants of stunting, cultural and societal norms drive gender roles and caregiving practices and mediate most of the modifiable risk factors for stunting. Gender barriers and power dynamics within households, such as resource allocation, decision-making authority, and women's mobility can significantly impact children's access to nutrition and health services, thus hindering them from receiving appropriate care, as well as receiving a balanced diet.

The Philippines has made remarkable strides in advancing gender equality and the empowerment of women. The country ranks 25th globally and 3rd among Asia Pacific economies in the 2024 Global Gender Gap Index (GGGI). The Philippines has a strong policy base addressing forms of gender-based discrimination, including the Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 and the Magna Carta of Women (2009), which institutionalized gender mainstreaming in all government agencies and instrumentalities. The PPGD has been translated into more specific operational plans like the Framework Plan for Women (FPW) and the Gender Equality and Women's Empowerment (GEWE) Plan to provide concrete guidance for implementation. At a high level, this has led to improvements such as access to health and education services for women, increased women's participation in local governance, improved women's economic empowerment, reduction in gender-based violence, increased women's access to justice. Some progress has been made towards achieving the target of reducing anaemia among women of reproductive age, with the recent prevalence estimated at 12.3% (Global Nutrition Report).

However, despite progress at the policy level, gender inequality remains a persistent challenge in the healthcare sector, driving malnutrition among women, adolescents, and their children. Nutrition International conducted a rapid gender and human rights assessment in October 2024 which found that gender barriers and power dynamics within households such as resource allocation, decision-making authority, and women's mobility influence children's access to services. Fathers' influence, along with other family members, including senior women like mothers-in-laws, was noted as playing a crucial role in vaccination decisions. Furthermore, infants under the age of 6 months in single-mother households have an elevated stunting risk relative to children in two-parent households, possibly reflecting the greater burden of caretaking and housework that single mothers face.

The 2022 National Demographic and Health Survey (NDHS) revealed that 13% of women aged 15–49 have experienced physical violence since age 15, and 4% have encountered sexual violence. Households where violence against women occurs tend to have underweight women and children and there is growing evidence of the negative effects that exposure to violence has on child development and growth (UNICEF, 2017).

## **Purpose and Approach**

The purpose of this consultancy is to conduct a Gender and Human Rights Analysis (GHRA), that will provide a comprehensive and in-depth assessment of the gender-specific barriers, social norms, human rights concerns, and structural inequalities that impede equitable access to nutrition and health services which address determinants of stunting.

The focus will be on caregivers of children including pregnant women and adolescent girls, as well as influencers in the family, including those from marginalized or vulnerable populations in the project's target areas. The analysis will also include an assessment of institutions – government and organizations involved in provision of services and enhancing the rights of targeted communities. This study complements a Barrier Analysis of the Health System and Baseline Survey which will be conducted in parallel where gender barriers would be identified from the service provision perspectives in terms of the capacity of the service providers and health system to address these gender barriers through policies and program implementation. The GHRA will assess the status of gender equality and the rights of women and children within the Philippines and explore how gender roles, power dynamics, and systemic discrimination affect both the delivery and uptake of health and nutrition services. It will examine social norms

that may influence whether interventions are accepted by all members of communities and provides recommendations on how individuals and groups can realize greater gender equality and promote women's empowerment.

The analysis will take an intersectional approach and apply key human rights principles to identify key drivers of vulnerability and marginalization within the target communities. Drawing from gender equality and women's empowerment frameworks, social inclusion principles, and human rights-based approaches. It will also consider the legal, policy and regulatory context in the Philippines and evaluate the extent to which "duty-bearers" are fulfilling their obligations towards diverse groups of women and children living in the target communities, including the role of civil society and women's organizations.

The findings of the GHRA will inform a Gender Equality Strategy that will be implemented throughout the programming cycle; they will also serve to refine the project's design, ensuring that all interventions are implemented in a manner that is fully gender-responsive and aligned with human rights principles. These results will be disseminated to stakeholders and partners at national and sub-national levels in Nutrition International's project working area.

A respect and commitment to gender equality, the protection and safeguarding of children and adolescents is central to the approach and as such, Nutrition International seeks to enlist the services of a consultant/agency who can demonstrate an ability to follow ethical principles throughout the process and obtain the necessary permissions and ethical approvals at a country level.

## **Objectives**

The specific objectives of GHRA are to:

- Understand the policy environment for gender equality and human rights within the target areas, noting any gaps or challenges for implementation
- Identify prevailing gender norms, power relations, perceptions and barriers at household, community, and institutional levels that determine nutritional well-being of pregnant women and children under age five including (if any) differential treatment between girls and boys.
  - This may include disparities in decision-making power, workload, time poverty, and caregiving responsibilities, gender-based violence, harassment, or discrimination as well as attitudes, and behaviors among Local Government Units (LGUs) that influence the ability of diverse groups of men, women, and adolescents, to access to health care services for themselves or their children and uptake positive nutrition practices.
- To understand the multiple and intersecting identities of women and men in the targeted geographies and assess the resulting gender and human rights barriers at a community level that create experiences of exclusion and social marginalization for diverse groups to access gender responsive health and nutrition services for themselves or their children.
- To explore how social influencers, and government stakeholders in the project catchment areas perceive gender, age, ethnicity, and how these perceptions and attitudes may impact positively or negatively on the project objectives and identify potential risks
- Assess the capacity, coordination, strengths and challenges that NNC and LGUs have in utilizing the Gender and Development (GAD) plan to budget for and monitor GE results and identify entry points and opportunities available within GAD plans to promote

women's participation and voice to influence equitable nutrition practices and access to health care services.

- Identify entry points both at the community level and within the LGU structures for the project to address gender gaps and barriers and provide recommendations that will inform the project gender equality strategy including short- and long-term actions that this project can facilitate during the planning and implementation process.
  - This is to include existing groups and platforms, particularly community-based organizations, women's rights organizations, and child rights organizations which can be leveraged for interventions within the proposed project, as well as mechanisms and approaches that might be most effective in ensuring women's meaningful participation and leadership

## Methodology

The consultant/agency will take responsibility for designing and conducting the GHRA and submitting the analysis report with key recommendations. The process must be participatory, inclusive, respect the local context, and follow good practice on quality, attribution, and validation of data and analysis. At the completion of the assignment, the consultant will hand over all raw data files to Nutrition International. It is expected that the majority of the data collection will be done in-person, though some individual interviews may be arranged virtually.

## Ethical Considerations

The consultant/agency will be responsible for securing ethical approval for this study from a relevant research body in the Philippines and will ensure recordings and interviews (KII/ FGD) are conducted up to standard for ethics and interviewers use appropriate probes and follow-on questions to reach the required depth of understanding to inform the program needs. As per the terms of the contract, the consultant and any sub-contracted individuals will be expected to adhere to Nutrition International standards for safeguarding, social responsibility and human rights and will be provided with copies of relevant policy documents (Child Protection, Gender Equality, Whistleblower Protection, Sexual Harassment and Sexual Exploitation Policy)

The Consultant is expected to conduct:

- **Desk Review** of gender equality and human rights landscape within the Philippines leveraging existing materials using the [Nutrition International Landscape Analysis tool](#) and [Global Affairs guidance on Human Rights Analysis](#). This will include a review of project documents, policy documents, as well as a review of secondary data sources focused on nutrition, gender, health, and economic indicators; research and grey literature focused on the gender and power dynamics within this context, particularly as it relates to stunting prevention and child survival.
- **Qualitative primary data collection** in selected geographical locations identified for this project to triangulate and deepen findings from the initial gender and human rights analysis conducted as part of project proposal. This will include (but is not limited to):
  - **Key Informant Interviews** with stakeholders such as agencies and institutions in sectors providing nutrition sensitive services (social protection, agriculture, education), women's civil society organizations, community-based organizations, government officials, specific experts on nutrition, gender equality, women's leadership

- **In-depth interviews** with selected officials from Government, LGUs to assess the capacity, coordination strength and challenges that NNC and LGUs have in utilizing the Gender and Development (GAD) plans, budget, and monitor the results.
- **Focus Group Discussions** with selective community members and stakeholders including male and female caregivers of children under 5, pregnant women and pregnant adolescents, key social influencers and community leaders.
- **Mapping of community-based women's civil society organizations** and hold consultative meetings with key individuals within these and women's CSOs to understand community-based activities and platforms for women's engagement and assess potential opportunities to involve them in the project,

### **Analysis of Findings:**

The consultant/agency will ensure interviews are recorded, transcribed, translated, and coded and anonymized appropriately according to agreed analysis plan in agreed digital format (nVivo, Atlas.ti, etc)

The consultant will adapt frameworks provided by Nutrition International to analyze data key gender domains across the socio- ecological model (individual, household, community, organizational, institutional) and consider the interplay with power relations and women's agency at all levels. From a human rights perspective, the analysis will detail key issues and capacity gaps for rights holders, duty bearers, and responsibility holders

Based on the analysis and key findings, the consultant will identify entry points for addressing unequal power dynamics and gendered barriers as well as opportunities to apply gender-responsive and transformative approaches that will increase the access to health care and uptake of positive nutrition practices to reduce stunting in children under 5. This may include opportunities to integrate men and boys as allies in promoting gender-equitable nutrition practices and responsibilities

### **Proposed Timeline**

It is expected that the consultancy period will be **30** days, and all deliverables will be finalized within this period. This activity is proposed to be conducted from **July 7 to Aug 30, 2025**.

### **Key deliverables**

- Inception report with detailed methodology and tools, detailed gender analysis framework, detailed work plan including schedule for research activities.
- Report outline (table of contents)
- Raw data files
- Vulnerability matrix and Risk Assessment
- Draft report -- A concise report of no more than 40 pages + annexes and references (using the template provided by Nutrition International)
- Validation workshop with key stakeholders
- Final report
- A separate knowledge brief/summary report (6-8 pages) including recommendations and conclusions from the study
- Summary Slide deck of Final report (10-15 slides)

## Required competencies and knowledge

- At least 5-7 years of knowledge and experience of using qualitative research and participatory methodologies and approaches such as gender analysis, participatory rapid appraisal, human-centered design work for nutrition, health, and other social development program with a focus on women's participation, leadership and women empowerment
- Excellent understanding and experience on key issues and strategies in health, nutrition and gender equality in the Philippines context
- Experience with government led maternal and child health and nutrition programs, preferably nutrition in Philippines
- Gender expertise and graduate/post graduate training from a relevant academic institution.
- Strong analytical capacity and proven ability to write compelling reports;
- Excellent interpersonal skills, cultural sensitivity, and ability to communicate effectively in English and local language/s, ability to adhere to tight deadlines, exercise discretion and maintain confidentiality.
- Preference will be given to candidates who are currently based in the Philippines

## Support

The successful bidder will receive support from the Nutrition International project team to identify informants and participants, schedule interviews and focus group discussions, and the required technical support. The consulting agency will directly report to the Senior Gender Equality Specialist.

## Expressions of interest

Interested parties should submit the following documents in English by email to [gender@nutritionintl.org](mailto:gender@nutritionintl.org) no later than **9:00 AM EDT June 16, 2025**.

Updated and detailed copy of their CVs and copies of their academic and professional certificates.

- Technical proposal that will include a submission letter, availability of consultant, information on experience and implementation plan
- Financial proposal in PHP and CAD including daily rates, expenses and/or any subcontracting fees.
- Recent samples of two (2) comparable pieces of work, clearly identifying the contributions made by the consultant

Please indicate in the subject line: **“Consultancy - Gender and Human Rights Analysis (GHRA) Philippines”**

Only those short-listed bids will be acknowledged. Proposals received after the due date and time will not be considered.

## 1. Timeline

The selected agency for this consultancy will propose a reasonable timeline to be followed, ensuring the final report is complete and final invoice submitted by **end August 2025**.

**Table: Example timeline**

| <b>Inception/ Preparatory phase</b>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <ul style="list-style-type: none"> <li>Report with detailed methodology and tools, detailed gender analysis framework,</li> <li>Detailed work plan including schedule for research activities.</li> <li>Report outline (table of contents)</li> </ul> |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Raw Data Files</b>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Vulnerability Matrix and Risk Assessment</b>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Draft Report;</b>  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>A concise report of no more than 40 pages + annexes and references (using the template provided by Nutrition International)</li> </ul>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Validation workshop with key stakeholders</b>  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Final report</b>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>Completion of final report</li> <li>Submission of final invoice</li> </ul>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>A separate knowledge brief/summary report</b>  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>6-8 pages report including recommendations and conclusions from the study</li> </ul>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Summary Slide deck of Final report</b>   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>10-15 slides of final report</li> </ul>  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |