

## TERMS OF REFERENCE

### Assignment n°22SANIC887

#### I. General Information

Assignment title	Support the project leader, REACH Ethiopia, to integrate the gender approach in a transversal way in the implementation of the project "Reaching Vulnerable and Key affected Population in Pastoralist area of Ethiopia" (22SANIC214)			
Component(s)	Tuberculosis			
Thematic area(s)	Governance			
Type of recipient(s)	NGO			
Country of intervention	Ethiopia			
Relevant GF grants	Grant amount	Grant period	Performance rating	Date of performance rating
	N/A	N/A	N/A	N/A
Estimated total number of working days	15 jours			
Estimated date for completion of deliverables	End of January			
Expertise France contact	Full name		Contact details	
	Camille Gutton		Camille.gutton@expertisefrance.fr	

#### II. Assignment rationale

REACH Ethiopia is an Ethiopian organization. It has extensive experience in Tuberculosis (TB) research and project implementation since 2013.<sup>1</sup> The team is relatively large, with 85 staff in 2022 (compared to 53 in 2021). REACH Ethiopia receives support from USAID, Stop TB Partnership for capacity building and associative structuring and has qualified human resources.

In September 2022, L'Initiative have granted REACH Ethiopia a 1, 2 million € for the project entitled "Reaching Vulnerable and Key affected Population in Pastoralist area of Ethiopia". The project is led by

<sup>1</sup> <https://reached.org.et/>

the NGO, but will be implemented through a partnership with a local organization, Organic health care service Ethiopian (OHCS), created by former TB treatment-resistant patients and people living with HIV.

Tuberculosis is one of the major public health problems across the world with an estimated 9.9 million new cases and 1.4 million deaths worldwide in 2020<sup>2</sup>. The proportion of TB cases co-infected with HIV is the highest in countries of the African region. In 2020, 25 % of the total global TB burden occurred in the African region, and the co-infection exceeded 50 % in some parts of the southern African countries<sup>4</sup>.

Ethiopia is one of the 30 high TB and TB/HIV burden countries with an estimated total TB incidence rate of 132 per 100,000 population with case fatality ratio of 16% in 2020<sup>4</sup>. Although the incidence rate of TB in Ethiopia has decreased by more than 50%<sup>3,4</sup>, an estimated 31% of cases are missing each year which could underestimate the actual burden of the disease in the country. Missed cases are one of the major obstacles of TB control program due to its high risk of long-term disease transmission, mortality, chronic sickness, economic burden, and preserving TB burden in the community.

This project aims to contribute to national and regional efforts to achieve END TB 90 (90) 90 milestones by 2025 towards the National End TB target by 2035. The project will be deployed towards the pastoralist communities in two areas indirectly affected by the Tigray conflict: zones 1 (in the center) and 3 (in the south) of the Afar region. The implementation strategies will focus on different models of TB case detection and treatment and improving access to TB care for pastoralist communities (e.g.: integrating TB care services into the mobile health team and strengthening capacity building of the health system), building knowledge on TB and acceptance of the disease in the community, searching for lost TB patients, supporting for adherence to treatment through the involvement of community volunteers, and finally, the strengthening of laboratory experts (e.g. training of nurses). The project will aim as well to produce and share quality data on community involvement in TB screening and treatment.

L'Initiative's steering committee validated the project under the condition that REACH Ethiopia improves the project's gender approach through a request for technical assistance before the start of the project.

### III. Objective(s) and expected outcomes

#### 1) Overall objective

The overall objective is to support REACH Ethiopia in the development of its gender approach for the implementation of the project *"Reaching Vulnerable and Key affected Population in Pastoralist area of Ethiopia"*.

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<sup>2</sup> World Health Organization, Global Tuberculosis report 2021. Geneva WHO; 2021

<sup>3</sup> Ethiopia TB and leprosy program national strategic plan 2013/14-2020/21,

<sup>4</sup> Deribew A, Deribe K, Dejene T, et al. Tuberculosis Burden in Ethiopia from 1990 to 2016: Evidence from the Global Burden of Diseases 2016 Study. *Ethiop J Health Sci.*2018; 28(5): 519.

## 2) Specific objective(s)

- SO1: To address gender inequalities and norms, notably in health in the relevant project's strategic documents (logical framework, action plan, monitoring tool, budget, governance, etc.).
- SO2: To strengthen capacities of REACH Ethiopia on gender, rights and tuberculosis at the organizational and project level.

## 3) Expected outcomes

- An analysis on the level of gender mainstreaming within the organization REACH Ethiopia and the project's activities is conducted and available;
- Concrete and achievable recommendations to improve the gender approach of REACH Ethiopia and the project are suggested ;
- REACH Ethiopia Board and Executive Committee members and team working on the project have reinforced their capacity building on gender.

### Gender mainstreaming

In line with France's International Strategy for Gender Equality 2018-2022, a webinar (in French) is available to help identify assignment-specific challenges and develop gender-mainstreaming objectives (<https://www.initiative5pour100.fr/encourager-prise-en-compte-du-genre>).

These issues cover mainly:

- **Assignment type:** governance support, diagnostic and organizational support, administrative and financial support, program support, data collection and analysis, access to quality drugs.
- **Selected methodology:** desk review, interviews, participatory workshop, conference and seminar, training, report or guide.

## IV. Assignment description

### 1) Key milestones and activities of assignment

The integration of a gender approach in the project 22SANIC814 will be based on the analysis of available documents, and interviews with the key actors of the REACH Ethiopia. It will be conducted in a participatory manner.

*As part of the assignment, the consultant will carry out the following activities:*

**Step 1:** Introduction of the mission and development of an inception note, including a detailed methodology and timeline to be shared and presented to REACH Ethiopia, the project partner OCHS and Expertise France;

**Step 2:** Documents review, data collection and interviews

**Step 3:** Analysis of the data and information collected

**Step 4:** Elaboration of the analysis report of the level of gender mainstreaming within the organization and its project's activities with operational recommendation and capacity building plan

**Step 5:** Validation of the report and recommendations

**Step 6:** Capacity building workshop(s) on Gender

**Step 7:** Finalization of deliverables

Capacity building of assignment recipient(s): with a view to sustaining the assignment's results and recipients' ownership of the deliverables, the consultant(s) should pay particular attention to capacity building throughout the assignment. Joint training and deliverables development with gradual recipient empowerment are encouraged. The consultant(s) must propose a methodology in their technical proposal to be discussed with and approved by Expertise France and the assignment recipient.

## 2) Expected deliverables

- Synthetic gender situation analysis report on keys issues related to gender in Ethiopia, (i.e: socio-cultural dynamics and gender norms and the legislative texts on the issue) in relation to health, rights and tuberculosis ;
- Analysis report on the level of gender mainstreaming within REACH Ethiopia and the project's strategic documents (logical framework, action plan, monitoring tool, budget, governance, etc.)
- Operational and achievable recommendations to improve the gender approach within the organization and the project ;
- Training modules guide on gender
- Training report(s)
- A report (maximum of 10 pages using the template provided) must be emailed to Expertise France after each field visit or key milestone within 10 days. This report, written in English, will be distributed to all partners involved in the assignment, following approval by Expertise France.
- A final report (maximum of 30 pages using the template provided) must be emailed to Expertise France after each field visit or key milestone within 10 days. This report, written in English, will be distributed to all partners involved in the assignment, following approval by Expertise France.

## 3) Coordination and accountability

### 3.1. Coordination provided by Expertise France and the consultant

In the context of this assignment, Expertise France will coordinate and monitor the assignment as follows:

- Expertise France assures coordination between the various partners involved in designing, implementing and/or monitoring the assignment, guides and supports the organization of work between the consultants, organizes regular monitoring follow-ups with the consultants as a minimum and validates the achievement of key assignment milestones.

In order to facilitate follow-up by Expertise France, the contact person will be copied into all important discussions between the consultant(s), the recipient and partners involved in the assignment.

### 3.2. Coordination with technical and financial partners and the France team

Experts will report to the Cooperation and Cultural Action Service (*Service de Coopération et d'Action Culturelle* - SCAC) at the French Embassy at the start and end of the assignment for a meeting with the SCAC (the Regional Cooperation Advisor for Health/the Cooperation Representative - COCAC) and the focal point of the French Development Agency (AFD) office.

### 3.3. Consultant accountability

The consultant(s) will report on assignment progress and challenges directly and regularly to the Expertise France contact person.

Assignment deliverables are produced for the benefit of the assignment recipient. The final version of the deliverables is submitted to Expertise France for final validation with the assignment recipient.

## V. Location, duration and implementation methods

**1) Estimated start date:** 10/01/2023

**2) Assignment duration:** 15 days

- Assignment with estimated number of days in the ToR: 'The actual duration of the assignment (working days) is estimated at 15 days. The recipient and Expertise France, upon receipt of the consultant's technical proposal, will validate the work schedule'.

The assignment will end with an assignment debriefing session with the recipient following the validation of the deliverables by the latter.

**3) Estimated deliverables due date:** 17/02/ 2023

**4) Organizing logistics and security guidance from Expertise France**

The assignment recipient, REACH ETHIOPIA, will provide the consultant(s) with an office space/meeting room with an Internet connection, photocopying and printing equipment, a vehicle with driver to facilitate travel as part of assignment activities.

Field visits may be relevant. Most of these areas are currently free from security problems that prevent travel to these areas with the exception of the North of zone 1 which is formally advised against and a strip to the south of this zone, which is not recommended unless there is an imperative reason.

Consultants are required to adhere to Expertise France's security guidance. In particular, for each field visit, the following is requested:

- To register each trip on Ariane - France Diplomatie website: <https://pastel.diplomatie.gouv.fr/fildariane/dyn/public/login.html> ;
- To regularly consult the Internet page 'Conseils aux voyageurs du Ministère de L'Europe et des Affaires Etrangères' (Travel advice from the Ministry of Europe and Foreign Affairs) for the relevant country;
- To download the Expertise France app (sent after recruitment has been confirmed) for monitoring consultant safety in the field, to register an account and use it during each field visit;
- Any travel outside the city where the assignment is to be carried out is subject to a request being sent at least one week ahead of planned travel to the assignment contact person at Expertise France for formal validation.

## VI. Expertise and profile requirements

### 1) Number of consultants: 1

### 2) Consultant profile

Position: Gender expert

#### A. Qualifications and skills:

- University degree (graduate level) in the following fields in sociology, anthropology, gender studies, or other related discipline such as public health.
- Specialization/experience in the field(s) of gender mainstreaming in organizations and project planning and monitoring particularly on health, tuberculosis and/or community Health Systems Strengthening (HSS)
- High level qualities/skills in:
  - Communications
  - Teamwork and interpersonal skills
  - Knowledge transfer /organizational capacity building
  - Supervision
  - Analysis and problem solving
  - Decision-making and initiative
- Excellent command of English (written/oral)

**B. General professional experience**

- At least 10 years professional experience in mainstreaming gender into health programs; including a minimum of 5 years' experience in gender analysis and facilitating training, providing gender technical support to NGOs or government organization; OR an equivalent combination of education and experience.
- At least 5 years professional experience in the health sector in developing countries and particularly on TB/HIV.

**C. Specific professional experience**

- At least 3 years similar experience
- Professional experience in the country is desirable.

**VII. Monitoring and Evaluation**

Gender-related objectives: the consultant(s) will report on achieving the objectives in the final assignment report.

In the both the recipient's and Expertise France's interest, the indicators below will support evaluation during and after the assignment, and ultimately measure how far assignment-specific objectives have been achieved and monitor the overall performance of program funded by the Global Fund.

**Performance indicators**

Assignment objectives and outcomes	Indicators	Lead	Means of verification
Overall objective : to integrate the gender approach in a transversal way in the implementation of the project "Reaching Vulnerable and Key affected Population in Pastoralist area of Ethiopia" (22SANIC214)	The project has evolved from Development Assistance Committee (DAC) gender equality policy marker 0 to DAC 1 <a href="#">(OECD marker)</a>		
<b>SO1:</b> To address gender inequalities and norms, notably in health in the relevant project's strategic documents	Minimum of 3 new objectives/results/activities designed in the logical framework and the project description following the support provided by the Expert.	REACH Ethiopia	Analysis grid on gender integration level in REACH Ethiopia and the project's activities known  Situation analysis report including recommendations
<b>SO2:</b> To strengthen capacities of REACH		Consultant	Situation analysis report including recommendations

Ethiopia on gender, rights and tuberculosis at the organizational and project level.	At least 1 gender sensitive training/workshop for the project conducted REACH team		Workshop minutes  Workshop modules /guidelines
<b>Expected outcomes 1:</b> Conducting an analysis on the level of gender mainstreaming within the organization REACH Ethiopia and the project's activities	Level of gender mainstreaming assessed following a methodology suggested by the expert	Consultant	Situation analysis report including recommendations
<b>Expected outcomes 2</b> Proposing concrete and achievable recommendations to improve the gender approach of REACH Ethiopia and the project.	Number of recommendations included in the three years project	Reach Ethiopia	Project's strategic documents
<b>Expected outcomes 3</b> Capacity building on gender for REACH Ethiopia Board and Executive Committee members and team working on the project.	At least 1 workshop conducted for Reach Ethiopia Board and Executive Committee members and team working on the project	Consultant	Workshop minutes  Workshop modules /guidelines  Pre-post test

### VIII. Technical and financial proposals

The interested consultant is invited to send a full proposal comprising:

**1. Technical proposal (maximum 15-20 pages) including:**

- A CV for the consultant(s);
- A description of the consultant's background and experience in relation to this terms of reference;
- The understanding of the Terms of references, COUNTRY's current situation in relation to the issues outlined in the assignment;
- A detailed presentation of the proposed methodology based on the objectives and activities described in this terms of reference. Particular attention must be given to recipient capacity building;
- A detailed work schedule (activities, dates, location, number of days) based on key milestones specified in these terms of reference.

**2. A financial proposal in Euros.**