

## **Terms of Reference**

### **Consultancy: Kasa – Ending Sexual Violence In West Africa Initiative**

#### **ABOUT AWDF**

Established in 2000, the African Women's Development Fund (AWDF) is a feminist grantmaking foundation that supports local, national and Africa regional women's organisations working towards the promotion and realisation of women's rights and recognition of African women's leadership in all spheres of life. As Africa's first women's fund, AWDF plays a pioneering role in both feminist movement-building and philanthropy on the continent.

AWDF works to strengthen and support the work of African women-led activist organisations who hold and advance the line on women's rights on the continent and yet often have limited access to mainstream funding for a variety of reasons, including size, language, location, and marginalisation. We do so through the provision of funding for projects focused on our three priority thematic areas; through tailored capacity-building programmes and movement-building initiatives; through the building and sharing of knowledge about women's rights and feminist approaches to promoting them; and through amplifying and celebrating African women's voices and African feminists' messages.

AWDF started as a grant-making organisation with a grant-making budget of about USD 350,000 supporting small to medium sized organisations, mainly community women's groups on the African continent. In its 21-year history, AWDF has disbursed almost USD 51 million to women's rights organisations in Africa (and recently in the Middle East through one of our flagship initiatives, Leading from the South). AWDF receives its funding from a range of bi-lateral and international donor agencies, private sector entities, African and international philanthropists, and the African Diaspora.

AWDF's current work is guided by our 2017-2021 strategic plan, entitled "Shaping the Future". Reflecting our commitment to work together to build the best possible futures for the African continent, the strategic plan was developed based on data on future trends for African women, with an in-depth focus on gender dynamics, women's rights, and questions around the roles African women play in actively creating just futures for Africa.

#### **THE CONTEXT**

Sexual and gender-based violence (SGBV) is one of the most prevalent human rights violations in the world and undermines the health, dignity, security and autonomy of women and girls. The current COVID-19 pandemic has further exacerbated the incidence of SGBV as the lockdown measures heightened women and girls' exposure to violence due to their spending more time at home with their abusers. Even as public narratives about domestic and other types of violence have had increased resonance since the beginning of the pandemic, sexual violence remains a taboo. The rise of sexual violence, is affecting women and girls across West Africa, including the Ford Foundation's focus countries in the region, i.e. Nigeria, Ghana and Senegal.

In June 2020, Nigerians started the #WeAreTired campaign after two young women, Vera Uwaila Omosuwa, a 22-year-old student, and 18-year-old Barakat Bello were raped and killed five days apart. Following the online campaign and nationwide protests by women's rights activists, all 36 Nigerian governors agreed to declare a state of emergency over gender-based violence against women and children. In the same month, Nigerian Popstar D'banj faced allegations of rape and abduction. Rape was criminalised in Senegal in January 2020, following a campaign by civil society groups.

Previously, it was considered a 'minor offence' with a maximum prison sentence of ten years; the new law sets a minimum of ten years and a maximum of life. But activists say the law is not being used. In February 2021, a massage parlour worker accused the popular opposition politician Ousmane Sonko of raping and threatening her<sup>1</sup>. Sonko was arrested in March. Thousands of Senegalese people took to the streets to support him, leading to violent protests that left at least ten people dead. In July 2021, the hashtag #JusticePourLouise was trending in Senegal as a reminder of the country's failure to deal with the scourge of sexual violence in Senegal's education system.

In Ghana, rape, sexual assault and domestic violence are significantly underreported, and the police lack capacity to effectively investigate cases, which can take years to reach court. Community leaders sometimes negotiate for rapists to pay compensation to victims' families but they have come under fire in recent years for not taking the crime seriously enough.

Across West Africa, in the aftermath of the Ebola outbreak of 2013-2015, evidence was collected of a significant increase in sexual and gender-based violence. Yet the local authorities did not take action to put protocols in place to safeguard women and children<sup>2</sup>. In 2020, with the onset of the COVID-19 pandemic we, once again, saw significant increases in the prevalence of SGBV as the lockdown measures heightened women and girls' exposure to violence. Even as public narratives about domestic and other types of violence have had increased resonance since the beginning of the pandemic, sexual violence remains a taboo." "The situation was already bad for women before the pandemic. The pandemic merely lifted the veil from what was not being seen," Jean Paul Murunga of the women's rights organisation Equality Now. "It doesn't mean the problem wasn't there. It was there, and this helps open the government's eyes to the real situation." Rape does not happen in a vacuum. It is part of a continuum of gender-based violence allowed and meted out on women through harmful social and cultural norms embedded in society. Stereotypical gender norms and practices endorsed by patriarchy remain at the root of it.

When it comes to irrevocably and radically shifting societal standards towards humanising women outside violence, most of society remains impervious. Various actors – from legislators to law enforcement, religious bodies, the media and gatekeepers of culture – have not taken their role as guarantors of the rights of women, girls and minorities seriously." Women and girls have been at the forefront of action to highlight, address and end sexual violence and it is vital to centre their voices in planning, design and decision-making on services and solutions to address and eradicate it at the community, national and regional level.

## **THE INITIATIVE**

In this context, Ford partners across West Africa have scaled up interventions through a targeted initiative to address and reduce sexual violence, and its deep-rooted drivers, across West Africa and specifically in Nigeria, Ghana and Senegal. The Ford Foundation's new, initiative to address sexual violence is an ambitious agenda to leverage the growing focus on sexual violence in the region which will initiate and support a holistic, multi-year initiative that will combine the following approaches:

**Grant making:** Support to local, national and regional women-led civil society organisations (CSOs), first responders and institutions who have expertise and experience delivering impactful programming around SGBV and particularly sexual violence. Grants that focus on the three critical areas of prevention, accountability, and support services (including post-rape care, comprehensive sexual violence services, etc.) This will be implemented through a partnership with the African Women's Development Fund, which will act as an intermediary.

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<sup>1</sup> <https://www.opendemocracy.net/en/5050/women-protest-rape-culture-and-impunity-in-senegal/>

<sup>2</sup> Rosebell Kagumire and Vivian Oyua: <https://www.aljazeera.com/opinions/2020/7/30/african-women-face-two-pandemics>

**Advocacy and campaigning:** a public campaign using traditional and new media with advocacy materials. The generation of data and evidence is a critical component of this work. This will be implemented through a grant made through the intermediary to one or several national or regional organisations.

**Collaboration** with other regional and international development partners, government institutions to scale up interventions on prevention, advocacy and support, and towards the creation of an SGBV Support Fund. This will be led by the Ford Foundation.

The Ford Foundation's West Africa office has partnered with the African Women's Development Fund on this initiative, and AWDF will focus on:

- Shaping and leading the programmatic contents of the initiative;
- Providing grants to local (primarily), national and regional organisations and groups working to address sexual violence specifically in Nigeria and opportunistically in, Ghana and Senegal; and
- Catalysing and overseeing the campaigning and advocacy elements, which will be implemented by a yet-to-be-identified organisation (s) from the region.

### **PURPOSE OF THE CONSULTANCY**

The overall purpose of the consultancy is:

To provide good quality contextual information and data on the prevalence, drivers and impacts of sexual violence in the three West African focus countries; the key organisations actors and stakeholders involved in prevention, service delivery and advocacy/campaigning on the issue, and on related, priorities and opportunities over the coming few years. It is also to draft the theory of change and generate information to support the development of the baseline for the initiative.

The objectives of this consultancy are to:

- To carry out a detailed situational analysis on the prevalence, drivers, actors, stakeholders, judicial and legislative context in the three focus countries
- To carry out a detailed scoping and mapping exercise on the women's rights organisations, networks and movements, civil society allies and actors, potential advocacy/campaigning partners, and other stakeholders
- Identify the priority impact/change areas
- Draft a proposed theory of change for the initiative
- Generate information upon which to develop the baseline for the initiative
- Identify the advocacy/campaigning priorities and potential partners for the advocacy/campaigning activities

### **APPROACH AND METHODOLOGY**

The consultant is expected to develop a methodology which is based on feminist principles and approaches including around the collection, analysis and generation of information and data. In addition, the consultant is expected to design tools to guide information, data generation and carry out analysis to include in the end product. The instruments for gathering and verifying relevant information will be developed by the consultant in consultation with AWDF. This is a desk based study and will not require any travel.

#### **Proposed stages:**

**Stage 1** - Inception Phase: involves discussion with AWDF to define the scope of the activity, and the

proposed approach for the contextual analysis and mapping activities. Also to discuss and refine the data collection instruments for carrying out the baseline. The consultant/s will deliver an inception report at the end of this stage which incorporates a detailed work plan, the methodology for the mapping and contextual analysis, and the gathering, verifying and analysis primary and secondary information and data.

**Stage 2** - Desk study: involves a thorough review of all relevant documentation and conducting interviews with key stakeholders.

**Stage 3** - Drafting the preliminary report: submission of the draft document to AWDF for feedback, and presentation of the findings in an online validation workshop/meeting.

**Stage 4** - Report finalisation: based on feedback in Stage 3, finalising the report and submission to AWDF

## **MANAGEMENT OF EVALUATION**

The AWDF Director of Programmes will oversee and coordinate the execution of this consultancy.

### **Deliverables/Outputs**

The consultancy will produce the contextual analysis, develop the baseline, and draft the theory of change for the initiative. It will identify and prioritise the advocacy/campaigning priorities, opportunities and organisations, and compile the findings from the context/situational analysis and mapping/scoping of the relevant local, national and regional actors working on or key to working on sexual violence.

The specific deliverables for the consultancy are as follows:

- An Inception report that includes the proposed methodology, timelines, workplan and budget
- A report which includes the following:
  - Theory of change
  - Baseline
- A comprehensive report which includes the following sections:
  - Executive Summary (maximum of four pages) with findings (preferably a table incorporating baseline) and related recommendations
  - Introduction (maximum of two pages):
  - Project Description, Purpose of the study, Methodology, Limitations of the study
  - Findings highlighting but not limited to:
    - Contextual and situational analysis (local, national and regional)
    - Mapping/scoping report on key organisations, networks and movements, stakeholders and relevant actors
    - Advocacy/campaigning priorities and potential delivery partners
    - Options and key opportunities: existing initiatives, organisations, policy and legislative activity, etc.
    - Recommendations for the proposed theory of change and challenges to be aware of and suggestions to mitigate/overcome the challenges, etc.
- Annexes (all relevant documents)

We expect the consultant to deliver an accessible, creatively written, designed and presented report. The report should be clear and free of jargon and the main body of the report should not exceed 30 pages (annexes excluded). Technical details should be confined to appendices, and include a list of informants and the consultancy team's work schedule. Background information should only be included when it is directly relevant to the report analysis and conclusions. The report authors should support their analysis of the baseline study with relevant data and state how this has been sourced and verified.

## **BUDGET**

The following is the proposed budget breakdown for the study:

Consultancy fee - to be proposed by the consultant

Any other unforeseen expenses directly related to the delivery of this contract, and as agreed in advance by AWDF

## **CONSULTANT/S PROFILE AND QUALIFICATIONS**

The successful candidate/s should have:

- A commitment to the AWDF's values of feminist leadership, accountability, diversity, respect and solidarity.
- Knowledge of and working with women's rights in West Africa is essential
- A robust understanding of and expertise carrying out situational analyses, context and mapping on sexual and gender based violence ideally in West Africa
- Demonstrable experience on projects and programmes aimed at transforming gender relations and inequality in Africa.
- Expertise in the development of baseline surveys and application and use of quantitative and qualitative data, preferably on donor funded programmes.
- Experience and/or knowledge of donor and women funds, is also desirable
- Excellent interpersonal skills and a flexible attitude
- Proven ability to work under tight deadlines
- Fluency in French is desirable

## **DURATION OF THE ASSIGNMENT**

We anticipate this assignment will run through the period from September to December, 2021.

## **TO APPLY**

To apply, please send the following to [consultants@awdf.org](mailto:consultants@awdf.org).

- The CVs of all team members
- One example of a recently completed relevant study report,
- Your technical and financial proposal
- Cover email - Email subject header: Application: Sexual Violence Initiative.

Submissions must be received no later than September 13<sup>th</sup>, 2021.