

TERMS OF REFERENCE (TOR) FOR A CONSULTANT TO DEVELOP A STRATEGY FOR EXPANDING THE POOL OF WOMEN IN COUNTY LEADERSHIP.

1. INTRODUCTION

Echo Network Africa Foundation (ENAF) is a Pan-African philanthropic institution that works with like-minded stakeholders to empower, position, and advocate for girls and women in Africa. Founded in 1982, the vision of ENAF is an inclusive society where girls and women enjoy full rights and participate in the life of the society. ENAF intentionally focuses interventions on girls and women with special attention to young women, women with disabilities, and women from marginalized communities.

ENAF with support from UN Women is implementing the Strengthening Women's Participation in Political Leadership and Decision-Making Spaces at County and Sub-County levels through Kenya's Devolved Architecture project. This Project seeks to increase the capacities of women to participate meaningfully in leadership and decision-making processes at the County and Sub-County levels. The project is premised on the fact that following the promulgation of the Constitution of Kenya in August 2010, Counties and Sub-Counties became the primary theatre of operation and service delivery for the Country. However, women's participation in decision-making processes remains low due to weak capacities and inadequate structures and systems, among other factors.

As part of the program interventions, ENAF has planned to engage the leadership of the 47 Caucuses for Women MCAs to boldly champion gender equality and proactively create positive perspectives and branding for Women's leadership at County leadership levels. ENAF plans to develop a report on the status of women's leadership in the 47 Counties will be developed and shared with stakeholders to inform programming aimed at increasing women leadership in 2027. This is in addition the ongoing production and transmission of audio-visual podcasts to profile women MCAs and educate the Kenyan citizenry on the importance of electing women at the County levels of governance which is being done in partnership with the national broadcaster, the Kenya Broadcasting Corporation (KBC).

ENAF plans to hold a 2-day strategy convening for the 47 Chairs of the Caucus for Women Members of the County Assemblies from 28th to 29th November 2024. The convening workshop will discuss the status of women's leadership in the 47 Counties and develop a County Status Report that will be used to inform targeted programming and engagement with Counties aimed at expanding the pool of women in County leadership.

2. OBJECTIVES OF THE CONSULTANCY

The primary objectives of this consultancy are:

1. To conduct and document an analysis of the status of women's leadership in the 47 counties in Kenya.
2. Develop a county status report on women's leadership that will be used to inform future programming.
3. Propose actionable policy and programmatic recommendations to enhance the participation and inclusion of Women in county leadership.
4. Develop a strategy for increasing the pool of women in County Leadership.
5. Facilitate sessions during the workshop.

3. SCOPE OF WORK

1. Assessment of the current status of women's leadership in the 47 counties across the country.
2. Identification of challenges and key opportunities to women's leadership at the county level
3. Develop actionable recommendations for policy and programmatic interventions to address the identified gaps and challenges that can be implemented to increase the pool of women in leadership in the counties ahead of the 2027 general elections.
4. Facilitation of a sessions involving presentation of the findings and the strategy.

4. EXPECTED DELIVERABLES

1. A detailed status report on women's leadership in the 47 counties across the country.
2. A detailed and actionable strategy including opportunities identified, policy and programmatic interventions towards increasing women's leadership at the county level.
3. Presentations of both the report and the status report and the strategy.

7. DURATION AND TIMELINE

The consultancy is expected to be completed **One Week** after the date of contract signing. A detailed timeline will be developed in collaboration with the selected consultant.

8. CONSULTANT QUALIFICATIONS

The ideal consultant should possess:

- Expertise in gender equality, women's leadership, and advocacy in the Kenyan context, particularly in County governance.
- Strong communication and stakeholder engagement skills.
- Demonstrated ability to produce high-quality, user-friendly materials for advocacy purposes.
- Strong knowledge of the Kenyan context, particularly in relation to women's leadership and inclusion.
- Proven track record of conducting similar assessments and producing high-quality reports.
- Excellent analytical, communication, and documentation skills.

9. APPLICATION PROCESS

Interested consultants are invited to submit:

- A technical proposal outlining their approach to the assignment, including a work plan and timeline.
- A financial proposal detailing the cost of the consultancy.
- CV of the consultant highlighting relevant experience and qualifications.
- Examples of previous work related to similar projects.

Expressions of Interest should be submitted via email to procurement@enafrica.org not later than **Thursday, 21st November, 2024, by 12:00 Noon.**
