

Terms of Reference (ToR)

Gender Equality and Social Inclusion (GESI)

I. Introduction

The Partnership for African Social and Governance Research (PASGR) is an independent, non-partisan pan-African, not-for-profit organization established in 2011 and located in Nairobi, Kenya. Currently engaged in more than 26 African countries, PASGR works to enhance research excellence in governance and public policy that contributes to the overall wellbeing of women and men.

PASGR is implementing a multinational policy and practice-oriented research programme named “*African Youth pathways to Resilience and Systems change (AYPRoS)*” in ten (10) African countries namely, Nigeria, Ghana, Senegal, Ethiopia, Rwanda, Uganda, Kenya, Benin, Togo and Cote d’Ivoire. The main objective of the AYPRoS research programme is to explore factors that drive youth resilience and how their lived experiences, voice and agency, and perceptions on sustainability and system change can be effectual in creating responsive programmes, policies and practices, and unravelling credible insights to promote effective and sustainable youth access to dignified and fulfilling work. The study focuses on youth aged 35 years and below, with a particular emphasis on women, RDPs, PWDs, and youth in informality.

To ensure gender-responsive and socially inclusive research and interventions, PASGR seeks to recruit a **Gender Equality and Social Inclusion (GESI) Expert** to provide technical guidance in integrating GESI considerations into the research design, implementation, analysis and to promote inclusive recommendations and policy uptake.

II. Objectives of the assignment

The Gender Equality and Social Inclusion (GESI) component within the AYPRoS programme aims to ensure that GESI perspectives are considered and integrated in the programme design, implementation, analysis and in initiatives undertaken by PASGR in advocating for policy uptake. This will include the following:

- 1) Provide technical expertise on gender equality and social inclusion (GESI) in the study, ensuring that research methods, data collection, and analysis are inclusive and gender responsive.
- 2) Develop and implement strategies to enhance the participation of marginalized youth categories, including women, RDPs, PWDs and youth in informality.
- 3) Ensure that AYPRoS research aligns with global and regional GESI frameworks and contributes to policies that promote social equity; develop the programme GESI framework.

- 4) Identify and mitigate potential biases in data collection, interpretation, and reporting.
- 5) Capacitate the programme team and partners in mainstreaming GESI in the programme activities.
- 6) Integrate GESI in programme communications and visibility.
- 7) Integrate GESI in the indicative log frame to ensure that the programme reflects GESI results.

III. Scope of work

The consultant will be responsible for;

- a) Conducting a comprehensive GESI review and assessment of youth employment in Africa to identify gaps and provide recommendations for effective inclusion in youth employment in Africa.
- b) Research Design and Methodology:
 - Embedding GESI considerations into the entire AYPRoS programme, research design and sampling framework.
 - Supporting development of inclusive data collection tools and methodologies.
 - Advising on ethical considerations for gender equality and social inclusion that incorporates displaced populations, people living with disabilities and the youth in informality.
- c) Capacity Building
 - Training research team, Young Researchers on Youth Employment Network and programme implementation team (PIT) on gender-sensitive and socially inclusive research techniques.
- d) Data Collection, Analysis, and Reporting
 - Ensuring diverse youth voices are represented in the AYPRoS programme.
 - Supporting gender-disaggregated and intersectional data analysis.
 - Providing evidence-based recommendations for policies, practice and programs on inclusive youth employment in Africa.
 - Review all knowledge sharing products from the research to ensure they are inclusive.
- e) Stakeholder Engagement and Advocacy
 - Develop a stakeholder engagement strategy to actively involve key GESI stakeholders in AYPRoS programme implementation, dissemination and uptake.
 - Supporting advocacy efforts for effective and sustainable youth access to dignified and fulfilling work from a GESI perspective.

IV. Deliverables

- 1) GESI-integrated research framework and tools.
- 2) Training modules for research team, Young Researchers on Youth Employment Network and PIT.
- 3) Inception report after training the research team and PIT on GESI principles.
- 4) GESI analysis report with policy recommendations.
- 5) Incountry GESI strategy for the programme implementing countries and action plan, including specific steps, targets for implementation.
- 6) Final report integrating GESI perspectives in the programme.
- 7) A list of key GESI stakeholders that can be involved in the implementation of the programme.

V. Timeline

The GESI expert will work remotely with periodic travel for stakeholder consultations and dissemination events. The consultant will be engaged for the whole duration of the project, from April 2025 to December 2027. The detailed timeline for the various tasks will be mutually agreed upon, following the installation of the research team in different countries. Flexibility in setting the timeline will ensure that the assessment process is well-paced and efficient, accommodating any unforeseen challenges or adjustments required during the project implementation phase. Moreover, regular communication and progress update reports between the consultant and the project team will be essential to ensure smooth coordination and adherence to the agreed timeline.

VI. Qualification and experience required

1. A master's degree in Gender studies, Public Policy, development studies or a related field.
2. At least five years of experience working on GESI integration in research, development programs, or policy work.
3. Experience conducting qualitative and quantitative gender analysis.
4. Proven knowledge of the Africa's socio-economic and political context pertaining to youth employment.
5. Experience in policy analysis, demographic research, and stakeholder mapping.
6. Excellent analytical, communication, and report-writing skills.
7. Excellent facilitation, training, and stakeholder engagement skills.
8. Familiarity with regional and international GESI policies and best practices.
9. Should be bilingual (fluent in English and French, spoken and written).

10. Proven experience working with marginalized youth categories, especially in Africa.
11. Strong understanding of intersectionality, resilience, and systems change frameworks.

Application process

Interested candidates for the role of GESI Expert are required to submit an application or expression of interest for this position. Applications should include:

- a) A CV/resume, detailing relevant GESI experience, including contact information (5 pages maximum).
- b) A cover letter explaining their interest in the position, and relevant experience.
- c) Include the financial proposal/budget.

Interested and eligible candidates are requested to submit their application with the subject clearly indicating “GESI Expert” no later than **5.00pm EAT 21st March 2025** to recruitment@pasgr.org .

For any inquiries and questions related to the call, kindly write to research@pasgr.org

Note: Any form of canvassing will lead to automatic disqualification.