



Terms of reference for a Gender and Policy (Prevention of GBV) Expert
Project: Enhancing Inclusivity and Participation of Women in Manufacturing
Contract Term: 2 Days (Start April 2024)
Location: Nairobi

I. Introduction

Kenya Association of Manufacturers (KAM) is a Business Membership Organization established in 1959 to unite industrialists and serve as a common voice for manufacturing and value-added industries in Kenya. KAM has over 1,300 members grouped into 14 industrial sectors, spread across the country.

The Association provides an essential link for cooperation, dialogue, understanding with the government, promoting trade and investment, upholding standards, and representing the views and concerns of its members to the relevant authorities at country, national and EAC region.

KAM launched the Women in Manufacturing (WIM) Program in 2017 to ensure competitiveness, inclusivity, and participation of women in Kenya's manufacturing ecosystem.

The WIM Programme aims to grow, challenge, and mentor women-owned industries to scale up and to enhance the abilities of women to take up leadership positions and significant roles in the sector. The Programme targets women entrepreneurs to provide them with networks, skills, and knowledge to access markets, expand their current businesses, and venture into diverse sectors. It further looks at bridging the gaps that make it difficult for our country to realize its industrialization vision and economic goals.

II. Project

The Programme is implementing a one-year project to enhance the competitiveness of Kenyan Women in manufacturing through interventions towards inclusivity and participation at the counties, regional and national levels. The project seeks to:

1. Provide county level, regional, national platforms (conferences) to canvas and elevate feminist issues.
2. Develop and provide learning materials and other services to advance women issues.
3. Celebrate women achievements including enablers and champions for feminist development agenda.
4. Strengthen the Women in manufacturing platform to highlight WIM issues in KAM and the industry.

III. The Assignment

Kenya leads the Gender based violence Action Coalition. Since the global acceptance of the Beijing Declaration and Platform for Action, Kenya has made significant strides in promoting

gender equality and empowering women and girls¹. Notable achievements encompass, among others, the implementation of policy and legal frameworks addressing Gender-Based Violence (GBV) and advancements in women's re

Despite these advancements, challenges persist as women and girls encounter discrimination, exclusion, and inequality across various economic, social, and political domains.

Moreover, in as much as there exist many legal instruments addressing GBV², many organizations are not gender aware nor conform to the policies in place. At times GBV policies are merged or confused with sexual harassment policies. Hence a need for organizations to be made aware of the GBV policies in place and women be trained to be self-aware of issues regarding GBV.

IV. Assignment Scope

The consultant/expert will conduct the following activities:

- Review of the gender policies and frameworks in Kenya
- Review of the gender policy training content provided by KAM

V.

Methodology

The project will require the consultant to review the available materials provided for the project to align it to the Kenyan context.

VI. Key Deliverables

Deliverables for this project include:

- Comprehensive review report of the GBV training content provided.
- Recommendations for enhancing the gender policy training content, including suggestions for updates, additions, or modifications to better address the needs of stakeholders and promote gender equality and inclusivity

VII. Skills and Competencies

1. At least 7 years of experience in research, management or implementation of gender programs, sexual and reproductive health or policy and advocacy.
2. Have a background in law with at least a Bachelor of Laws (LLB) with 5 years of experience.
3. Must be a registered advocate of the High Court of Kenya and in good standing.
4. Must have a valid Practicing License.
5. At least 5 years of direct experience in leading research projects with a bias in gender.
6. Strong understanding of the Kenyan GBV policies.
7. Strong understanding of the socio-cultural context in Kenya.
8. Proven research, analytical and scientific writing skills, as evidenced by an extensive track record of peer-reviewed scientific publication in sexual and reproductive health and rights (within the past 5 years).
9. Excellent skills and ability to manage and work in diverse teams.

¹ https://gender.go.ke/wp-content/uploads/2022/06/Generation-Equality-Forum_Kenya-Roadmap_Policy-Brief-COMMITMENTS.pdf

² <https://fol.egerton.ac.ke/blogs/26-overview-of-the-legal-and-policy-framework-for-gender-based-violence-in-kenya>

10. Support in conducting literature searches and reviews and support with ethics review submissions
11. Support in writing project deliverables, including reports, and publications.

VIII. Submission

Applicants should submit Technical and Financial proposals electronically in PDF format to procurement@kam.co.ke with the subject line: **Gender & Policy Expert TOR** by 3rd April 2024 at 5:00 p.m.

All applications should include the following:

1. Proposed methodology (Concept Note) outlining how the consultant meets the selection criteria and their understanding of the ToR and methodology.
2. A detailed technical proposal clearly outlining the proposed methods and timelines for the project delivery.
3. A financial proposal and consultancy rates.
4. Evidence demonstrating successful development and deployment of similar projects.
5. Copy of company/business registration certificates for companies bidding
6. Copy of PIN
7. Copy of TCC
8. CR12 (applicable for limited companies)