Terms of Reference

Consultancy requirement for gender impact assessment of 'Environmental Benefits through the Mahatma Gandhi Rural Employment Guarantee Act' (MGNREGA-EB) Project of GIZ India

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
For over 60 years, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH has been working jointly with partners in India for sustainable economic, ecological, and social development. India is fast emerging as an economic and industrial power. The thematic areas of GIZ in India are: Energy, Environment, Climate Change and Biodiversity, Sustainable Urban and Industrial Development and Sustainable Economic Development. The Federal Ministry for Economic Cooperation and Development (BMZ), the Federal Ministry for Environment, Nature Conservation, Building and Nuclear Safety (BMUB) as well as the Federal Ministry for Economic Affairs and Energy (BMWi) are the main commissioning parties of GIZ in India. Other clients include Indian public sector clients, the European Union and foundations.

Project Background
The MGNREGA-EB Project is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) in partnership with the Ministry of Rural Development (MoRD), Government of India and is being implemented by GIZ India for the duration April 2013-March 2019. Apart from the national level, the project is operational in three States namely, Andhra Pradesh, Chhattisgarh and Rajasthan.

MGNREGA is a flagship programme of MoRD, India and primarily aims at providing 100 days of guaranteed wage employment in a financial year to the rural households. With an allocation of EUR 7.33 billion for Financial Year 2018-19 alone, MGNREGA currently includes 120 million households registered as beneficiaries, and supports the livelihood of over 60 million households every year.

1. Introduction to assignment
The MGNREGA-EB project has a mandate to enhance Natural Resource Management (NRM) of public assets created through MGNREGA, their sustainable use and higher involvement of women in the planning and implementation, thus in the long term, to secure the livelihoods of the rural poor.

While providing technical support and developing innovative processes and products for enhancing NRM of MGNREGA assets has been the prime objective, women empowerment has always remained an important indicator for the project. In the results framework of MGNREGA-EB Project, one of the four indicators is to enhance women participation in Gram Sabha in the 13 core Gram Panchayats. The project has also contributed to women empowerment through its focus interventions. For instance, the horticulture block plantations alongside River Mahanadi in Kurud Block, Dhamtari District, Chhattisgarh has provided legal usufruct rights to women Self-Help Groups for maintaining the plantation, as well as intercropping vegetables in the short run. This intervention that started in one of our core Gram Panchayats is now being implemented in 32 Gram Panchayats. Similarly, inclusion of women has been considered as priority to most of the interventions.

2. Objective of assignment
The MGNREGA-EB Project is coming to a close in March 2019. As women empowerment has been one of the mandates of the project, a gender impact assessment shall be done to understand the impact of these interventions in quantitative and qualitative terms.

3. **Scope of Work**

The agency would need to look at the material available with the project, as well as visit few of the field sites in the 3 States, interacting with beneficiaries and other stakeholders to understand the impact of project.

Increased participation of women in Gram Sabha (both attendance as well as active participation) is a prime monitoring indicator for the project. Hence, 02 October 2018 Gram Sabha will have to be attended in at least few of the project sites, and the data available until now will have to be analysed. Furthermore, the activities listed below will have to be visited for collecting data and case studies. Quantitative and qualitative methodologies will have to be used for analysis, to report on the gender impact of the project.

The particular tasks will include the following:

1. Literature review; including available project documentation as well as review of other literature relevant to this assignment.
2. Developing a framework for gender impact assessment in consultation with the GIZ project team, detailing the methodology for data collection, analysis and report.
3. Visit to field sites and interaction with beneficiaries in project areas, Government officials, project implementing partners etc. for data collection as well as case study development.

#	Activities to be covered	Activity on ground	Gender indicator
1	Vizianagaram, Andhra Pradesh	Revitalising tank cascade systems through MGNREGA	Participation of women in wage work; involvement of women in water user associations; attendance and active participation of women in Gram Sabha; women participation in trainings.
2	Anantapuramu, Andhra Pradesh	Greening of hillocks	Participation of women in wage work, user groups, attendance and active participation of women in Gram Sabha; women participation in trainings.
3	Dhamtari, Chhattisgarh	Antodaya Vatika - Horticulture Block Plantation	Participation of women in wage work, user groups, attendance and active participation of women in Gram Sabha; women participation in trainings.
4	Dhamtari, Chhattisgarh	Women mate school	Participation of women in the women mate school initiative; impact of the trained women mates in better managing MGNREGA work site as well as brining more women to MGNREGA;
5	Rajasthan	GIS based INRM Planning	Participation of women in Gram Sabha for GIS based INRM Planning; participation of women in GIS trainings etc., attendance and active participation of women in Gram Sabha

4. Data analysis and preparation of report.
5. Final presentation and submission of report to GIZ.

Ideal Travel Plan

Sl. No.	Place	Travel Plan	Number of Days
1.	**Andhra Pradesh** Vizianagaram	Nearest airport: Vishakapatnam; Vishakapatnam to Vizianagaram by road – 60 kms	8 days
2.	Anantapuramu, Andhra Pradesh	Nearest airport: Bengaluru Bengaluru to Puttaparthi, Anantapuramu by road – 130 kms	
3.	**Chhattisgarh** Raipur	Nearest Airport: Raipur	6 days
4.	Dhamtari, Chhattisgarh	Raipur to Dhamtari by road: 60 kms	
5.	Rajnandgaon, Chhattisgarh	Raipur to Rajnandgaon by road: 74 kms	
6.	**Rajasthan**	Nearest Airport: Udaipur	6 days
7.	Bhilwara, Rajasthan	Udaipur Airport to Bhilwara by road: 200 kms	
8.	Chhittorgarh, Rajasthan	Bhilwara to Chhittorgarh by road: 80 kms Chittorgarh to Udaipur Airport by road: 110 kms	

Approximately 20 days on field.

4. Deliverables

A. Framework for the gender impact assessment of MGNREGA-EB Project.
B. Final report on the gender impact assessment of MGNREGA-EB Project.

5. Timeline:

S N.	Nature	Time line
1	Award of contract	17 September 2018
2	Attend a brainstorming session with the GIZ team	18 September 2018
3	Literature review + conceptualisation of framework	17 – 25 September 2018
4	Finalise the framework with GIZ team	By 28 September 2018
5	Field Visits to the activities listed above + Gram Sabhas • Gram Sabha in Chhattisgarh – 02 October • Gram Sabha in Andhra Pradesh – 02 October and first week of December • Gram Sabha in Rajasthan – Last week of November	Between 01 October – 10 December 2018
6	Interim meetings with GIZ	At regular intervals
8	Draft report presentation	10 December 2018
9	Final report presentation and submission	20 December 2018

Estimated person-days requirement: 120 days with 3 people engaged on the job.

6. Required qualification/ experience for the consulting agency

a. Agency should have following experience in conducting the assignment:

The agency is required to submit detailed technical and financial proposal comprising a profile that contains the current CVs and summary of relevant professional experiences of both—organizational as well as individual experts.

- Professionally experienced on conducting gender impact assessments for Government of India and/or bi-lateral/ multi-lateral projects.
- Professionally qualified experts with at least 5 years of experience on gender, research, documentation related projects in rural development sector in India.
- Professionally experienced in field level impact assessments using quantitative and qualitative data collection methods.

b. Agency should have following administrative and financial requirement in conducting the assignment:

- Average annual turnover for the last three financial years should be at least 50,000 Euro
- Number of employees as at 31.12.2017 should be at least 5
- The technical assessment is only based on reference projects with a minimum commission value of 20,000 Euro

7. **Technical proposal:**
Detailed Technical Proposal need to have concept map including a broad framework for the assignment, methodology to be used, capability statement with CV/ bio data of organisation and key staff who will be part of the assignment; agency credentials focusing on capabilities and similar assignments previously handled, awards, etc.; proposed timeline including field visits.

The assignment will require the following experts:

- **Team leader with expertise on gender**, who is technically qualified and professional experienced on leading gender impact assessments for government, and bi-lateral/ multi-lateral agencies in the rural development sector in India. Minimum 8-10 years of experience required. Previous assignments related to Natural Resource Management (NRM), environmental sector and MGNREGA would be preferred.
- **An expert on monitoring and evaluation** with 5-7 years of experience, and has previously worked on gender impact assessments in India. Should be able to handle qualitative data analysis well, along with quantitative data.
- **An expert on documentation/ reporting** with 3-5 years of experience in documenting case studies, preferably of women and the rural development sector.

An agency with 3 different people having expertise on the above mentioned criteria is encouraged to apply.

- Preference would be given to agencies with over 8-10 years of experience in doing gender impact assessments for social sector projects.
- Knowledge on the MGNREGA programme of the Government of India is desirable.
- Languages: Fluency in spoken and written English and Hindi. Knowledge of Telugu would be an added asset.

8. Financial proposal:

- All costs to be incurred need to be mentioned in financial proposal and no additional costs may be raised post award of contract.
- Costs to include professional remuneration fee as well as the reimbursable costs for lodging and boarding and local travel. Vehicle for hire to be included for field visits under the

contract as one-two persons from the field will be accompanying the agency, and public transport is difficult in the rural areas.

- Financial proposal need to be submitted in Indian currency only.

9. Role and Responsibility of GIZ

- The assignment is commissioned by GIZ.
- GIZ will provide technical and financial support for the assignment.
- GIZ will engage suitable agency as per GIZ norms.
- The agency will have to abide by the financial terms and procedures of GIZ fully.

10. Reporting and Monitoring by GIZ

- The agency shall report to the Director NRM at GIZ.
- Periodic review meetings with the selected agency will be organized by GIZ.
- Draft outputs and presentation by the selected agency to GIZ.
- Final outputs to be submitted (in English) by the selected agency to GIZ.