

I. General Information

Title of Consultancy: Training on GRB
Contract: Individual Consultant
Duration of the assignment 5 days
Supervisor: Programme Manager
Date of Issue: 09th September 2021
Closing Date: 14th September 2021

II. Background

Women Empowerment Link (WEL) is a nonprofit, nonpartisan, non-governmental women's rights organization that has been working in Kenya for the last thirteen years. Our core mandate and objective is to empower women and girls to realize their full potential, worth, and strength politically, socially and economically. These are pursued through various partnerships with government and non-governmental entities through three thematic areas of:

- I. Transformative leadership, which seeks to increase the number of women in leadership positions (decision making positions), be they appointed, elected or nominated;
- II. Elimination of Violence against Women & Girls, a focus area that aims to facilitate development, promotion and enforcement of appropriate mechanisms for prevention, protection and response to violence against women and girls;
- III. Sustainable Livelihoods for Women, focusing on strengthening the livelihoods base of women, especially their capacity to engage in successful business enterprises;

Under the Transformative Leadership and Governance Programme, Women's Empowerment Link (WEL) has been working with several stakeholders including the Government of Kenya to integrate gender issues into national policies, strategies, and budgets through policy advocacy, technical support, and capacity building including piloting of county level Gender Responsive Budgeting (GRB) implementation. Since 2015, WEL has worked with over 20 Counties to adopt gender-responsive budgeting (GRB) as a strategy for promoting gender equality and to realize increased domestic financing for gender equality programmes. WEL has been equipping County Governments (the legislature and the executive) with the necessary tools and skills on engendering domestic resource allocations and integrating accountability tools especially in their work on tracking domestic resources to development. In addition, WEL has been working towards Promoting Women's participation in politics and governance. This has been through capacity building and mentorship programs geared towards strengthening the capacities and developing skills for women aspirants, elected and nominated women leaders, movement building at community level, sensitization campaigns and policy advocacy at county and national level.

WEL acknowledge that the central role of the legislature in the budget process is set out in the constitutions and budget laws of most countries. Effective oversight of budgets by Parliament is essential in holding the executive accountable for budget formulation and implementation, thereby ensuring effective and efficient service delivery to the citizens. Kenya's devolved nature of government made up of national and sub-national governments ensures that decisions are made closer to the local people, communities and businesses they affect. Devolution provides greater freedoms and flexibilities at a local level, meaning councils can work more effectively to improve public services for their area. In this case county budgets are formulated to speak to the needs and priorities of the community.

Similarly, Women's Empowerment Link (WEL) with support from the SDG's Kenya Forum is implementing a three-year pilot project in Kitui County. The project is focused to promote gender equality and women's empowerment through strengthening the SDGs Kenya Forum. This is achieved by coordinating social accountability mechanisms for grassroots women and civil society organizations and

hold government accountable in the implementation of SDG Five (SDG 5) - Gender equality commitments. The project has contributed towards building partnerships with government entities for sustainable approaches towards achieving gender equality and women empowerment especially at the grassroots level in the county; Specifically, the project led to the development of Gender sensitive policies and bills, economic empowerment programmes and community conversations that lead to the change in attitude, perception and knowledge of the women's agenda.

Therefore, there is a need for continuous and sustainable strengthening of the capacities and skills of county officials, especially the budget officers to be able to execute their mandate in the county through trainings and mentorship approaches. The trainings should focus to increase skills, change the attitudes, perceptions and knowledge of the county officials to unlock resources and provide services to the community to reduce poverty and support socio-economic development in the county. This provides a platform to in cooperate gender responsive programs that affect women and girls and ensure gender mainstreaming mechanisms even in the county budgets that contribute to the achievement of the sustainable development goals, millennium goals and the vision 2030.

III. Context

In Kitui, as well as other Counties, WEL is working closely with Women Members of County Assemblies (MCAs), County Executives and Women Rights Organizations (WROs) to support and sustain efforts on inclusive leadership and to integrate gender into in County governance and County service delivery. These key stakeholders are playing a lead role in the process of engendering County participatory processes and implementation of gender responsive County policies and measures.

To date, WEL has supported several gender analyses of County Policies and Budgets and provided technical and expert support to more than 20 Counties in designing programmes and measures that are gender sensitive and evidence based. In addition, support has been extended to Women MCAs and WROs to improve their budget literacy and budget monitoring skills and strengthen their capacities on formulating evidence-based policy analyses using the GRB guidelines and tools developed by Kenya Women Parliamentary Association (KEWOPA) and National Gender and Equality Commission (NGEC).

In order for the county budget officers from the executive wing to be able to fully assume their budget formulation and execution role and be able to better advocate and demand accountability towards gender equality commitments, extensive capacity development should be extended to county budget officers working in the field of gender equality and local governance, as well as direct mentoring in the process of developing sectoral gender responsive activity reports.

WEL intends to support to enhance the capacity of county budget officers on budget monitoring, development of gender budget formulation, execution and advocacy initiatives to engage with County government policy making institutions (County executive committees) to build consensus on appropriate budgetary allocations for County development programs

IV. Objectives of the Assignment

The purpose of this consultancy is to seek for an external consultant to train on Gender Responsive Budgeting (GRB) for the county budgeting officers.

The Consultant hired by WEL will advise on the design and delivering of the Gender Responsive Budgeting (GRB) training for the county budget officers

The Consultant will work under the supervision of a designated WEL staff and deliver the following:

1. Inception report indicating a detailed work plan alive to the current situation in the Country and budgeting processes.
2. Prepare and develop user friendly materials for the training
3. Conduct a 3 days training for the county budget officers
4. Present a draft and final report of the work done.

5. Undertake any other roles and duties mentioned in the contract regarding the GRB training.

VI. Timeframe

This consultancy is for 5 days from the date of issuance of consultancy contract.

Activity	Time	Responsible
Inception report & develop materials	2 days	Consultant
Training	3 days	Consultant
Draft & Final report	2 days	Consultant

VII. Final product/Deliverables

1. Inception report on how the consultancy will be undertaken
2. Developed user friendly training programs and training materials
3. Participants pre and post evaluation results
4. Draft & Final report of the Consultancy that will include output given by the participants.

VIII: Remuneration

Remuneration will be calculated based on qualification and experience and informed by WEL's guidelines and procedures.

IX: Qualifications and Competencies

The consultant must have at least:

- University degree in economics, sociology, gender studies, human rights, development studies and/or other social science related areas relevant for the assignment;
- Minimum of 5 years of professional experience in the field of gender equality, gender responsive policy making and budgeting, empowerment of women and women's participation in local governance;
- Experience in working with Governments, NGOs, CBOs and close familiarity with the CSOs working on gender equality in the target Counties;
- Works or has experience in working in the county government: National treasury, economic planning Proven track record in research and gender analysis of public policies at the National and County levels;
- Expert knowledge and capacity to develop capacity building and advocacy tools, training modules and strategies targeting the County Governments (Legislature and the Executive) and CSOs;
- Proven track record in conducting needs and capacity assessments related to gender equality and local governance;
- Expert knowledge and capacity to monitor and interpret County budgets and development of budget statements and reports.

X. Submission of Application

Interested consultants should provide the following to info@wel.or.ke on or before 14th September 2021 COB, shortlisting of the suitable candidate would be on a rolling basis:

- A profile of the consultant (surveyor) highlighting the relevant experience in doing similar work **OR** the Curriculum Vitae (CV) of the consultant highlighting how they meet the required.
- Sample references of previous work done that are similar to the consultancy
- The consultant's understanding of the TOR and how they intend to carry out this assignment.
- Proposed budget indicating the number of days, tasks and costs per main task inclusive of VAT
- Indication of availability to start and undertake this assignment
- At least two referees with their day time telephone numbers

XI. Terms of Service

This is a non-staff contract under the Individual Contractor modality of hiring at WEL. The incumbent shall not be considered as staff of WEL and are therefore not entitled to any privileges or any other special status or conditions as WEL staff.