



## WEST AFRICAN HEALTH ORGANISATION (WAHO)

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### TERMS OF REFERENCE

#### (Consultancy Services)

**Sahel Women's Empowerment and Demographic Dividend (SWEDD) Project**

#### **POSITION: Gender Mainstreaming Specialist**

##### **Context and justification:**

The West African Health Organization (WAHO) is the health institution of the Economic Community of West African States (ECOWAS), with a mandate to ensure the attainment of the highest possible standard and protection of health of the people in the ECOWAS region.

WAHO has as one of its major themes, Maternal and Child Health and therefore has prioritized alongside global leaders the need to ensure a region where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. In a world where fundamental human rights are at risk, there is a need for principled and ethical staff, who embody these regional and international norms and standards, and who will defend them courageously with full conviction.

The World Bank has provided grant to ECOWAS for WAHO to implement and support countries' implementation of the Sahel Women's Empowerment and Demographic Dividend Regional (SWEDD) Project, currently involving, thirteen countries (Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Congo, Guinea, Mali, Mauritania, Niger and Chad, Senegal, The Gambia and Togo). The overarching goal of the project is to increase women and adolescent girls' empowerment and their access to quality reproductive, child and maternal health services in selected areas of the participating countries, including the recipients' territory, and to improve regional knowledge generation and sharing as well as regional capacity and coordination and thus to achieve the broader goals of triggering the demographic dividend (i.e. economic gains) and reducing gender inequality in the Sahel region

The project has 3 components: 1) Improve Regional Demand for Reproductive Maternal Neonatal Child and Adolescent Health and Nutrition (RMNCAHN) and Increase Empowerment for Women and Adolescents; 2) Strengthen Regional Capacity and Availability of RMNCHN Commodities and Qualified Health Workers; 3) Foster Commitment and Capacity for Policy Making and Project Implementation.

To support the attainment of the objectives of components 2 and 3 which are the important work on legal frameworks strengthening, the development of adolescent-specific and sensitive

module in the nursing and midwifery training curriculum, the development of the regional guide on Sexual and Reproductive Health and Rights (SRHR), conduct of advocacy missions at the level of governments and parliaments of ECOWAS for the adoption of the Directive on SRHR in ECOWAS region, provide technical services that support youth and gender activities, WAHO seeks to recruit a dynamic, qualified and experienced Gender Mainstreaming Specialist.

### Gender Mainstreaming Specialist

**Job Title** : Gender Mainstreaming Specialist  
**Status** : Consultant  
**Reports to** : SWEDD Project Coordinator  
**Duration** : One year renewable  
**Duty Station** : Bobo-Dioulasso, Burkina-Faso

Gender Mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences, an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

### Purpose of the Assignment:

The Gender Mainstreaming Specialist provides strategic, technical and programmatic support to the Sahel Women Empowerment and Demographic Dividend (SWEDD) Project in WAHO's regional interventions in the area of young girls and women empowerment and Demographic Dividend ensuring that regional policies and programs have gender equality perspective to it.

### Main Duties and Responsibilities:

The Gender Mainstreaming Specialist will work under the direct supervision of the Coordinator of the SWEDD Project at WAHO in an efficient and cost-effective manner through interaction with the projects management team.

**The general duties of the Gender Mainstreaming Specialist** in the project will be:

- Policy analysis and development, including gender analysis, legal framework development, policy briefs development;
- Guiding research approaches, data generation, methods, network development;
- Technical assistance: programme design, selection of priority issues, budget planning target groups and coverage, and their integration in terms of programme results, indicators and intervention modalities;
- Institutional development/capacity-building for gender mainstreaming;
- Monitoring and evaluation, as well as reporting.

**The specific duties of the Gender Mainstreaming Specialist** in the project will be:

- providing technical support to the World Bank project team in WAHO in the area of gender mainstreaming activities;
- support the attainment of the objectives of components 2 and 3 allocated to WAHO which are:
  - strengthen of legal frameworks - the development of the regional Guide and Directive on sexual and reproductive health and rights;
  - develop of adolescent-specific and sensitive modules in the midwife and nursing training curricula;
  - conduct advocacy missions at the level of governments and parliaments of ECOWAS for the adoption of the Directive and Guide on sexual and reproductive health rights in the ECOWAS region;
  - provide required support for engaging Traditional and Religious Leaders (TRL) to promote gender equality, sexual and reproductive rights and as key partners to lead social and behaviour change;
  - provide required support to the SWEDD project in WAHO in deterring Female Genital Mutilation (FGM) in countries with high prevalence of FGM.
- do all other tasks assigned to him/her by WAHO management on gender mainstreaming.

## **Outputs and Deliverables**

### **Output 1:** Strategic guidance and advocacy

- legal framework development, training curriculum, advocacy strategies.

### **Output 2:** Technical assistance for gender mainstreaming:

- gender analysis work;
- training curriculum development;
- sex-disaggregated data;
- gender sensitive stakeholders' consultation.

### **Output 3:** capacity building at the regional and country levels

### **Output 4:** monitoring and evaluation

## **Competence**

WAHO is seeking a candidate that transforms, inspires and delivers high impact and sustainable results, who is transparent, results oriented, accountable and committed to deliver excellence in program results. He or she should have planning and organizing skills and be able to operate in a participative and interactive environment.

The successful candidate is expected to be analytical, critical in performance of functions. Must be able to work with little supervision and exercise utmost discretion in handling sensitive and confidential issues.

## **Education**

- Advanced Degree, (Master) in Public Health, Sociology, Public Administration, or other related fields. Knowledge in gender studies, anthropology, feminist studies, public health, medicines, sociology, human rights, law, cultural studies, international development, or other field directly related to Gender will be an added advantage;

### **Experience:**

- At least 5 years of increasingly responsible professional experience in the substantive technical area (gender promotion or equivalent area), of which at least two years at the international level;
- Formal training in gender analysis and gender planning and demonstrated expertise in mainstreaming gender in projects and programmes would be an asset
- Thorough understanding of the gender context in the region and countries, and experience working with government institutions and international or non-governmental organizations supporting gender and development is desirable;
- Familiarity with gender analysis tools and methodologies in the specific area of intervention would be an asset;
- Strong technical knowledge in the science and application of social and behavioral change in the area of health services, family planning, youth and gender issues;
- Experience in project management and in the Sub-Saharan Africa is required;
- Proven ability to produce demonstrable results;
- Ability to work in teams and in a multidisciplinary, complex and multi-country programme environment.

### **Languages:**

- Working knowledge of both English and French with a proficiency in French;
- Working knowledge of the third language of ECOWAS or any other language will be an added advantage.

The Gender Mainstreaming Specialist will work especially for the SWEDD Project but will support all other World Bank projects in WAHO as well as undertake any other relevant tasks assigned to him/her by WAHO management. The position is with a renewable contract till the end of the Project which has capabilities to be renewed as more countries subscribe to it.