



AGA KHAN FOUNDATION CANADA
FONDATION AGA KHAN CANADA

Terms of Reference

Women's Economic Empowerment Assessment and Capacity Building in Northern areas of Pakistan

1. Background

Aga Khan Foundation Canada (AKFC) is a non-profit international development agency, working in Asia and Africa to find sustainable solutions to the complex problems causing global poverty. Established in 1980, AKFC is a registered Canadian charity and an agency of the worldwide Aga Khan Development Network.

The Enhancing Employability and Leadership for Youth (EELY) in Pakistan, a project funded by Foreign Affairs, Trade and Development Canada (DFATD) and AKFC and implemented by AKF Pakistan and Aga Khan Rural Support Program Pakistan (AKRSP,P) seeks to contribute to sustainable improvements for youth in Gilgit-Baltistan and Chitral (GBC) through two complementary components between 2011 - 2017: youth employability and youth participation as leaders. The youth employability component seeks to promote the enhancement of professional skill development and enterprise support services. The second component will work to promote engaged and empowered youth through enhancing youth participation as community and professional leaders. It will also work to build the capacity of local institutions to support an enabling environment for youth leadership development, youth civic participation as community decision makers and inclusive policies for development. Both components are designed to be mutually reinforcing and interactive as to most effectively achieve long term, self-sustaining results at scale.

Gender equality has been a cross cutting theme in EELY with a mainstreaming approach. Through this approach notable progress has been made in WEE within traditional economic sector, but enhancing young women's participation outside traditional economic sector has yet to make significant impact. This requires further studies to find out barriers, successes and opportunities to inform a WEE strategic framework for the last year of EELY and future programming as well as capacity building of staff to operationalize the strategic framework.

2. Purpose

AKFC would like to hire the services of a qualified consultant to conduct and assessment of progress, challenges and opportunities related to Women's Economic Empowerment (WEE) in DFATD-funded "Enhancing Employability and Leadership for Youth (EELY)" project in Northern areas of Pakistan as well as other programs of AKRSP Pakistan. This assessment will be followed by developing a strategic framework for WEE and capacity building workshop for EELY staff on the new framework.

3. Objectives

AKFC seeks to engage a consultant to:

- Identify barriers, opportunities and existing potentials for advancing WEE within and outside traditional economic sector in Gilgit, Baltistan and Chitral (GBC) of Pakistan, with a particular focus on young women.
- Develop a contextualized strategic framework and its operational plan for advancing WEE within and outside traditional economic sector in GBC, with a particular focus on young women, to be implemented during the last year of EELY project and beyond.

- Organizing a capacity building workshop for EELY staff on implementation of WEE framework during the last year of EELY and beyond.

4. Deliverables

- An assessment report to describe the barriers, opportunities and existing potentials for advancing WEE within and outside traditional economic sector in GBC, with a particular focus on young women.
- A contextualized strategic framework for advancing WEE within and outside traditional economic sector in GBC, with a particular focus on young women, to be implemented during the last year of EELY project and beyond.
- An operational plan (including implementation tools) for WEE strategic framework.
- A capacity building workshop (number of days to be negotiated with the consultant) for up to 30 EELY staff on operationalization of newly developed WEE strategic framework.

5. Timeline

This consultancy is expected to take place over a period of **20 days** (number of days is negotiable depending on consultant's offering) between January 15 and February 29, 2016. Travel to Islamabad and Northern areas of Pakistan will be required for this consultancy.

Deliverables	Level of Effort (No. of days)	Location	Due Dates
Assessment report	10	GBC and Islamabad	February 5 th
WEE strategic framework	3	GBC	February 10 th
Operational plan for WEE strategic framework	2	GBC	February 15 th
Capacity building workshop preparation	2	GBC	February 20 th
Capacity building workshop delivery	3	GBC	February 25 th
Total working days	20		

6. Reporting

The Consultant will report to Fawad Akbari, AKFC's Senior Program Manager.

AKRSP will provide necessary in-country logistical support, including transportation, office space, and access to telephones, photocopying, and basic secretarial support. The consultant shall use their own personal computer.

Within AKRSP the consultant will be working in close collaboration with Gender Advisor, EELY Lead Manager and Monitoring and Evaluation Manager.

7. Profile of the Consultant

The consultant must demonstrate:

- Extensive knowledge of and experience in gender equality and WEE work, particularly at the strategic level.
- Postgraduate training in gender studies, economic development and/or other relevant fields.

- Experience in adult learning and delivering training workshops.
- Excellent written and oral communication skills in English.

Additionally, the consultant(s) will ideally possess the following preferred qualifications:

- Experience in teaching and developing curricula and training materials.
- Experience with DFATD-funded projects.
- Experience working in South Asia.
- Prior working experience with AKDN.

8. How to Apply

Consultants meeting the above criteria are invited to submit a proposal by e-mail to AKFC at hr@akfc.ca no later than January 8, 2015 with the subject of email clearly marked "Proposal for Women's Economic Empowerment Consultancy"

Proposals should include the following:

- CV of the consultant, outlining previous relevant experience and accomplishments.
- A letter of intent, outlining the proposed methodology, proposed schedule (earlier dates are preferred) and the consultant's proposed daily rate with justification. The letter of intent should not exceed five pages.
- Two examples of related works recently completed. If possible, at least one of the reports should be relevant to the sector/geographies of this assignment.