

Request for Proposals for undertaking Gender Policy Landscaping on Women’s Economic Empowerment

I. BACKGROUND

IWWAGE aims to create a platform to promote, synthesize and generate evidence on “what works” for women’s economic empowerment. Despite making significant contributions to economies through various activities, women form a majority among economically disadvantaged group. Women remain disproportionately affected by poverty, discrimination and exploitation. Evidence suggests that investing in women’s economic empowerment has important linkages with gender, equality, poverty eradication and inclusive growth. Several efforts have been devoted to studying the issue of women economic empowerment, however, evidence remains fragmented and work done in silos.

As a first step towards synthesizing and leveraging evidence on “what works” for women’s economic empowerment (WEE), there is a need to understand the existing scenario in terms of policy priorities and decision making processes that affect WEE. This will help us to understand where the country stands in terms of economic empowerment of women, and what remains to be addressed in the future, gaining a deeper understanding of the current policy landscape of socio-economic empowerment of women is imperative. The objective of the activity is to also lay a strong foundation for IWWAGE to prioritize its ‘what works’ agenda and assess promising interventions/policies that are sub-scale, and help course-correct at-scale ones.

The following call for proposal is to solicit services from individuals and/or agencies who can undertake the policy landscape analysis centred around the status of women’s economic empowerment policy making in India.

II. TECHNICAL OVERVIEW:

The key objectives of the RFP are as below:

- 1) To gain a deeper understanding of the policy landscape for women’s economic empowerment in India including insights on government priorities and initiatives at national and state levels. This would include:
 - a) Mapping ministries, schemes and programs for WEE across national and state level;
 - b) Budget outline for the relevant schemes and programs at both national and state level (wherever information exists);
 - c) Policy making process for key ministries (for both national and state level)
- 2) To review evidence/ evaluations of relevant WEE policies and map the strength of evidence;
- 3) To undertake a critical gender analysis of WEE policies in terms of their design and impact;
- 4) To identify promising exemplars of gender transformative policies in terms of design features, implementation efficacy, and impact (based on review of evaluations);
- 5) To identify gaps in the broader policy landscape of gender in India;
- 6) To identify gaps in evidence, and recommendations for an evidence agenda.

This assignment will involve review and analysis of both national and state level policies and programs that address women’s economic empowerment, directly or indirectly. It would include reflection on broader political economy and other background processes in regard to framing of the gender policies and important milestones in socio political discourses in the last few (5-7 years) that have affected policy making on WEE. The assignment will include references from state level wherein the state government have demonstrated pro-activeness through enactment and adoption of policies and schemes to address WEE.

To undertake this study, 6 states can be proposed so that it has a fair mix of well performing, mid performing and states lagging behind in terms of women's participation to labor force, and women's economic empowerment. The states will be finally determined in discussion with the programme team. The departments/ ministries that can be consulted for the study are included in Appendix 1.

Methodology: The methodology that will be adapted for undertaking the assignment will involve the following steps.

Step 1: Articulating the Scope: Based on the RFP objectives, the consultant will articulate the policies and schemes in the broader context of WEE that will be included for the purpose of this assignment.

Step 2: Setting up the criteria: The next step will be to choose a gender analysis framework for analyzing, and grouping policies and carrying out the analysis. Below are some examples of analysis frameworks that can be considered for the purpose of this assignment.

- See http://www.asia-pacific.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens_empowerment/gepmi/RBAP-Gender-2012-GEPMI-Module-2.pdf - for more generic gender neutral/ responsive/ transformative framing.
- See BRIDGE summary http://www.bridge.ids.ac.uk/sites/bridge.ids.ac.uk/files/docs_gem/index_implementation/pdf_coretext.htm

Step 3 and Step 4: This will be an interrelated step whereby the **mapping** of the list of policies/ schemes (with budget allocations at both national and state level) will be done along with **critical analysis** in terms of their design and impact, implementation efficacy, and impact (based on review of evaluations); identify gaps in the broader policy landscape of gender in India and any gaps in evidence. This will be followed by a set of clear recommendations to determine an evidence agenda.

The key methods suggested to conduct the **mapping** activity are:

- A deliberative and desk review of secondary literature (scientific publications, government and grey literature) and data on central and state level schemes and policies across Ministries/Departments focusing on economic empowerment of women;
- Desk review and analysis of evaluations of policies/ programs;
- Desk review and analysis of available data on reach, coverage, and implementation efficacy of key programs/ policies;
- key informant interviews with researchers and policy analysts (think tanks); funders (bilateral, multilateral organisations & corporate social responsibility outposts of companies), policymakers/implementers; practitioners (government, non-government organisations, and other non-profits who work with beneficiaries directly on the field).

For undertaking the **critical analysis**, it is recommended to adopt a step-by-step approach to map current initiatives and to identify gaps in both central and state level policies and schemes, at different stages such as:

- a) **Planning & Design:** This will be done to identify the gaps in design; resource allocation (human resources, infrastructure, funds, other supply side gaps); budget allocation target vs. actual expenditure; gaps in policymaking processes (is it need-based/representative/democratic?)

- b) **Implementation:** Outline the targeted beneficiaries; geographic spread; Flexibility of national policies to address local needs in different regions (is the approach one-size-fits-all?)
- c) **Monitoring:** Review the performance at state level with regard to national priorities and with respect to gender; innovative monitoring approaches/MIS adopted; adoption of independent, third party assessments (with ongoing monitoring) of national and state level policies
- d) **Evaluation:** Evaluation of impact of innovative approaches adopted by the state government for implementation of national schemes, and additional, unique initiatives implemented by state governments. Incorporating recommendations and feedback

Step 5: Assessing the outcome of the policy landscape analysis by sharing the findings with selected stakeholders for feedback on methodology, approach adopted and the actual analysis. This will be done through roundtable / discussion forum with key stakeholders.

III. EXPECTED DELIVERABLES AND TIMELINES

The key deliverables of the RFP will include the following:

- a) Compilation of policies and schemes with descriptive details (ministries, schemes, and programs impacting WEE; resource allocation for key schemes, and priorities of state and central governments);
- b) Methodological note on Gender analysis framework and how it will be applied;
- c) Critical analysis of sub-scale and at-scale policies within WEE framework;
- d) List of organizations and experts carrying out policy evaluations;
- e) Recommendations on opportunities for evidence and data follow ups in regard to broader WEE policies.

Timeline

The full study would be undertaken within a time frame of eight weeks. Please find the breakup of the activities in the Gantt chart furnished below:

| S. No. | Activity/Output | Wk 1 | Wk 2 | Wk 3 | Wk 4 | Wk 5 | Wk 6 | Wk 7 | Wk 8 |
|--------|--|------|------|------|------|------|------|------|------|
| 1. | Submission of scoping outline/workplan for undertaking the policy landscape | | | | | | | | |
| 2. | Share the gender analysis framework for the policy landscape | | | | | | | | |
| 3. | Review of central & state government mandates & documents on policy landscape for gender | | | | | | | | |
| 4. | Review of policy processes described in scheme/policy documents & assembly proceedings to identify stages until evaluation | | | | | | | | |
| 5. | Assessment of gaps in different stages identified through review of government documents & third party assessment monitoring/evaluations | | | | | | | | |
| 6. | Compilation of data and content collected through aforementioned activities | | | | | | | | |
| 7. | Development and testing of a semi structured questionnaire | | | | | | | | |
| 8. | Conducting telephonic/in-person interviews with stakeholders concerned | | | | | | | | |
| 9. | Analysis of data (complementing data collected through desk review) | | | | | | | | |
| 10. | Submission of draft report | | | | | | | | |
| 11. | Roundtable/ discussion forum to share the outcomes | | | | | | | | |

| S. No. | Activity/Output | Wk 1 | Wk 2 | Wk 3 | Wk 4 | Wk 5 | Wk 6 | Wk 7 | Wk 8 |
|--------|--|------|------|------|------|------|------|------|------|
| 12. | Recommendations on policy priorities for evidence and data follow up | | | | | | | | |
| 13 | Report drafting and development | | | | | | | | |

IV. **PROPOSAL SPECIFICATION:**

The call is open to teams of individuals and firms who fulfil the following criteria:

- Minimum 10 years of demonstrated experience in Management/ Development Consulting /Strategy Consulting/Non-profit Management and related fields
- Proven professional experience in undertaking policy review and analysis
- Ability to work with diverse stakeholders in international development including multilaterals, private sector, think tanks and development organisations

Interested parties are requested to submit a brief proposal not exceeding 10 pages in A4 size, that will outline their ability to deliver the scope of work (include references to relevant experience) and detail the corresponding fee schedule and cost. The last date for submission of the proposal will be no later than 5:00 PM on Friday, 25th January 2019. All submissions should be emailed to research@iwwage.org:

Soliciting through phone calls/ emails will not be entertained.

The final decision on the proposal will be taken by 30th January 2019 and will be informed to the winning bidder through email.

The submission should include the following:

- a) Statement of Qualifications and Project Proposal
- b) A general overview of the services offered by the organization
- c) A description of the organization's qualifications and capacity to provide the services outlined in scope of work.
- d) A description of the approach to be adopted for the policy landscape analysis
- e) Operational plan in terms of the timelines and deliverables
- f) Team structure and CVs
- g) A preliminary budget for the assignment.

The proposal would be valid for the period of three months from the time of proposal submission.

V. EVALUATION CRITERIA FOR CONSULTANTS/ AGENCY

| S.no. | Criteria | Weightage |
|-------|--|-----------|
| 1. | Overall Experience of firm/ individuals <ul style="list-style-type: none"> - Previous experience of working on Government policies and programs - Number and types of Policy analysis undertaken earlier - Nature of experience of working with government stakeholders - Any previous experience of working on gender and economic empowerment - CV's of key personnel | 25% |

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| | | |
| 2. | Approach and Methodology <ul style="list-style-type: none">- Detailed approach to be undertaken for policy landscaping- Framework for policy analysis- Methods and tools for primary data analysis (interviews with stakeholders)- Approach for the roundtable and discussion forum | 40% |
| 3. | Timeline of Deliverables <ul style="list-style-type: none">- Gantt chart to be submitted with clear work plan | 20% |
| 4. | Financial Proposal <ul style="list-style-type: none">- Proposed budget allocation | 15% |

Budget – Maximum upto 10 Lakh INR

Appendix 1: List of subjects/ Govt. Departments to be interviewed from the center and from the states

At the Central level:

- Ministry of Women and Child Development, GoI
- Ministry of Skill Development and Entrepreneurship
- Ministry of Social justice and Empowerment
- Ministry of Rural Development
- Ministry of Agriculture
- Ministry of Human Resource Development
- National and International NGOs, UN and bilateral agencies (CARE, UNICEF, US AID, BMGF, SEWA, World Bank)
- CSR
- NSDC
- NSDA
- Anil Subramanian (Director, Ministry of Home affairs)
- National Skill Development Mission

At the State level:

To undertake this study, 6 states would be selected randomly so that it has a fair mix good performing, mid performing and lagging behind states in terms of women's participation to labor force, women's empowerment. The following Departments and offices would be contacted to undertake the semi-structured questionnaire:

- Department of Women and Child development
- Entrepreneurship Development Institute
- Department of Skill Development and entrepreneurship
- State Monitoring Units of NRLM and NULM