ANGLICAN DEVELOPMENT SERVICES (ADS) KENYA

CONSULTANCY TO CONDUCT GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) ANALYSIS AND BASELINE ASSESSMENT FOR THE SAFEGUARDING HER INTEGRITY, EQUALITY AND LIFE WITH DIGNITY (SHIELD) PROJECT.

TERMS OF REFERENCE (TOR)

1. Background

Anglican Development Services Kenya (ADS) Kenya, in partnership with Centre of Anglican Women Leaders in Research in Africa (CAWLRA), Institute for Faith and Gender Empowerment (IFAGE-Homabay, Siaya), Margaret Wanzuu Foundation (Migori, Kajiado, Narok), and ACK Diocese of Butere, is implementing the SHIELD Project under the Technical Bridge Partnership Model supported by Episcopal Relief & Development.

The project seeks to contribute to the prevention and response to Violence Against Women and Girls (VAWG) through faith-led and community-driven approaches that strengthen gender justice, inclusive leadership, social accountability, safeguarding, and community resilience. The project targets 8,140 direct participants and approximately 48,840 indirect beneficiaries across multiple counties in Kenya. Change agents include faith leaders, youth leaders, male

champions, community gender champions, Saving with Education facilitators, and teen mothers.

ADS Kenya has committed to conducting a Gender Equality and Social Inclusion (GESI) Analysis and Audit during project implementation to strengthen evidence-based programming and ensure meaningful inclusion of women, youth, persons with disabilities, and other marginalized groups.

While the assessment places strong emphasis on gender, youth and disability inclusion, the consultant shall apply an explicit intersectional lens to examine how overlapping identities, social vulnerabilities and structural power relations influence marginalization and participation. This shall include, where relevant, religious and denominational affiliation, socioeconomic status, marital and household status, displacement, geographic isolation, ethnicity, clan dynamics, survivor status and stigmatized health conditions. The analysis shall assess how these factors interact with gender, age and disability to influence access to protection, justice, leadership, services and project participation within faith institutions and the wider community.

2. Purpose of the Assignment

The purpose of the assignment is to conduct a comprehensive Gender Equality, Disability and Social Inclusion (GEDSI) Study in the project area and generate evidence on gender relations, social norms, disability inclusion, power structures, social vulnerabilities and barriers affecting participation, leadership, protection, and access to opportunities within the SHIELD project areas.

The assessment shall also examine intersecting identities and structural power relations to establish how social, economic, cultural, religious and geographic factors compound vulnerability or exclusion and influence access to protection, justice, faith-led resources, leadership and community participation.

The study will provide a baseline against which project progress can be measured and inform project implementation, advocacy, safeguarding, monitoring, learning, and adaptive management.

3. Objectives

Overall Objective

To conduct a comprehensive Gender Equality, Disability and Social Inclusion Study that informs inclusive, gender-transformative, and faith-responsive implementation of the SHIELD Project.

Specific Objectives

i. Assess gender norms, roles, responsibilities, and power relations within households, faith institutions, and communities.
ii. Analyze root causes and drivers of Violence Against Women and Girls (VAWG).
iii. Assess knowledge, attitudes, and practices regarding gender equality among faith leaders, youth leaders, men, women, and community stakeholders.
iv. Examine access to and control over resources, services, opportunities, and decision-making processes.
v. Assess the level of participation and leadership of women, youth, and persons with disabilities within faith and community structures.

vi. Identify barriers affecting disability inclusion in project implementation.

vii. Assess safeguarding, referral pathways, and community protection systems for survivors of violence.

viii. Analyze social inclusion challenges affecting women, girls and persons with disability.

ix. Analyze intersecting identities and structural power relations within target communities to identify how religious beliefs and denominational dynamics, economic status, household structure, displacement, and social stigma (i.e., surrounding teen motherhood or GBV survival) intersect with gender and disability to influence access to justice, faith-led resources, and community leadership.

x. Develop recommendations and an action plan for mainstreaming GEDI throughout the project.

xi. Develop the entire project logical framework consolidating other implementing partners' project activities and theory of change.

4. Scope of Study

The consultancy shall cover all SHIELD project implementation areas (Siaya, Migori, Kajiado, Kakamega-Butere, Narok, Kisumu) and stakeholders, including Women and girls, Men and boys, Youth and adolescents, Faith leaders, Male champions, Community gender champions, Teen mothers, Persons with disabilities, Community leaders, Government officials, Interfaith councils, GBV service providers, Police gender desks, County Gender Departments, Project implementing partners.

The study shall also examine the experiences of groups facing intersecting forms of marginalization, including teen mothers, single parents, widows, female-headed households, child-headed households, economically vulnerable households, internally displaced persons,

pastoralist and geographically isolated communities, ethnic or religious minorities, survivors of gender-based violence, and individuals experiencing health-related stigma. The assessment shall consider these groups within the specific contexts of the project implementation areas and identify barriers to equitable participation, protection, leadership and access to services

The study shall assess both institutional and community dimensions of gender equality and disability inclusion.

5. Key Research Questions

a. Gender Equality

i. What social norms influence decision-making at household and community levels?

ii. How are power and resources distributed among women and men?

iii. What barriers limit women's access to productive resources?

iv. How are women, girls and persons with disability represented in decision making process?

v. What barriers prevent women and girls from fully participating in leadership, community structures and development initiatives? How do faith teachings and practices influence gender equality outcomes?

b. Violence Against Women and Girls

i. What forms of VAWG are prevalent in the target communities?

ii. What social and cultural factors perpetuate VAWG?

iii. What prevention and response mechanisms exist?

iv. How effective are referral and support systems?

c. Disability Inclusion

i. What proportion and categories of persons with disabilities are represented within the project communities?

ii. What barriers limit participation of persons with disabilities in social, economic and livelihood activities?

iii. Are community and faith structures accessible and inclusive?

iv. What opportunities exist to strengthen disability inclusion?

v. What opportunities exist for strengthening disability inclusion, and referral/ support?

d. Youth and Social Inclusion

i. How are youth engaged in community leadership and decision-making?

ii. What challenges affect adolescent girls and young women?

iii. What risks and vulnerabilities affect teen mothers?

e. Institutional Capacity

i. What capacities exist among project partners to mainstream GEDI?

ii. What policies, systems, and practices support inclusion and safeguarding?

f. Advocacy and policy

i. What are the key gender equality and disability inclusion issues that can be addressed through advocacy at household, community, county and other relevant levels.

ii. Who are the key actors/ stakeholders and influencers in gender equality and inclusion?

iii. What policy, institutional and community-level barriers/ issues need to be addressed for gender equality and inclusion?

g. Intersectionality, Social Vulnerability and Structural Power Dynamics

i. How do religious affiliation, denominational differences, interfaith relations and traditional beliefs influence inclusion, participation and access to faith-led resources?

ii. How do poverty, household economic status and informal or casual employment affect access to protection, justice, services and project activities?

iii. What specific barriers are experienced by teen mothers, single parents, widows, female-headed households and child-headed households?

iv. How do displacement, landlessness, rural isolation and pastoralist or nomadic livelihoods affect mobility, safety and access to services?

v. How do ethnicity, clan structures, minority identities and local power relations influence decision-making, leadership and social inclusion?

vi. What barriers and forms of stigma affect survivors of gender-based violence and individuals living with HIV or experiencing mental health challenges?

vii. How do these factors intersect with gender, age and disability to create multiple or compounded forms of exclusion?

viii. What measures can faith institutions, implementing partners and community structures adopt to strengthen equitable participation and non-discriminatory access to services and opportunities?

6. Methodology

i. The consultant shall employ a mixed-methods and participatory approach including:

Desk Review

The consultant will conduct a desk review to provide a comprehensive understanding of the project context and inform the assessment. This will involve reviewing the SHIELD Project Proposal and the project log frame to understand the project's objectives, expected outcomes, and implementation framework. The review will also examine partner safeguarding policies to assess existing safeguarding measures and practices. In addition, key national and county policy and legal frameworks, including the National Gender Policy, the Kenya Disability Act, and relevant County Development Plans, will be analyzed to ensure alignment with national priorities and legislative requirements. Relevant research studies and literature will also be reviewed to provide evidence-based insights and contextual information that will inform the assessment.

Quantitative Methods will be employed to generate measurable data that informs the Gender Equality and Disability Inclusion Study. These methods will include conducting household surveys to gather data from community members, institutional assessments to evaluate the capacity and inclusiveness of partner and stakeholder institutions, and

community perception surveys to assess attitudes, beliefs, and perceptions regarding gender equality, disability inclusion, religious affiliation, household headship, marital and parental status, socioeconomic vulnerability, geographical location and related social issues within the project areas.

Qualitative methods will be used to generate in-depth insights into the experiences, perceptions, and perspectives of key stakeholders. Data collection will include Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), community dialogues, institutional assessments, Most Significant Change (MSC) stories, and case studies. To ensure that diverse perspectives are adequately captured, separate Focus Group Discussions will be conducted with adult women, adult men, youth, persons with disabilities, faith leaders, male champions, and teen mothers. These discussions will facilitate open and context-specific engagement while enabling the study to explore the unique experiences and challenges faced by each group.

7. Deliverables

The consultant shall submit:

	Deliverables	**Timeline**
i.	Inception report and data collection tools	5 days after contract signing
ii.	Research Assistants training & data collection	10 days
iii.	Draft GEDIS report	7 days
iv.	Validation workshop presentation	1 day
v.	Final GEDIS report and clean dataset/ supporting materials	5 days

8. Expected Outputs

The consultant shall submit a comprehensive final report that presents the findings, analysis, and recommendations of the Gender Equality and Disability Inclusion Study. The report shall be evidence-based, analytically robust, and aligned with the objectives of the assignment. At a minimum, the final report shall include the following sections: Executive Summary, Introduction , Methodology, Gender Analysis Findings, Disability Inclusion Findings, Violence Against Women and Girls (VAWG) Analysis, Faith and Social Norms Analysis, Youth and Adolescent Analysis , Institutional Capacity Assessment, Risk Analysis , Conclusions and Recommendations ,Gender Equality and Disability Inclusion (GEDI) Mainstreaming Action Plan, Baseline Indicator Matrix, Annexes, including data collection tools, list of stakeholders consulted, and other relevant supporting documentation.

9. Duration

The assignment is expected to take **28 consultancy days** over a period of **4 weeks**.

10. Consultant Qualifications

The assignment shall be undertaken by a qualified consultant or consulting firm with demonstrated expertise in gender equality, disability inclusion, and social research. The consultant or firm shall possess the technical capacity, professional experience, and contextual understanding necessary to deliver a high-quality Gender Equality and Disability Inclusion Study. Specifically, the consultant or firm should meet the following minimum qualifications:

i. An advanced degree in Gender Studies, Social Sciences, Development Studies, Disability Studies, Public Policy, or another relevant discipline.

ii. A minimum of seven (7) years of demonstrated experience in designing and conducting Gender Equality and Social Inclusion (GESI/GEDI) studies, assessments, or related research.

iii. Proven experience in Violence Against Women and Girls (VAWG) prevention and response programming, including gender analysis and safeguarding.

iv. Demonstrated experience working with faith-based organizations, civil society organizations, and community-led development initiatives.

v. Proven expertise in disability inclusion, safeguarding, and the application of inclusive research methodologies.

vi. Strong technical competency in both quantitative and qualitative research methods, including study design, data collection, analysis, and interpretation.

vii. Excellent facilitation, stakeholder engagement, analytical, and report-writing skills, with a demonstrated ability to produce high-quality technical reports and actionable recommendations.

11. Reporting

The consultant shall report directly to the Project Coordinator for the SHIELD Project and shall work in close collaboration with the Program Manager and the Monitoring, Evaluation, Accountability and Learning (MEAL) Team at ADS Kenya throughout the assignment. The consultant will be responsible for providing regular progress updates, participating in review and validation meetings, and incorporating feedback received from the Project Coordinator, Program Manager, and MEAL Team into all key deliverables. All technical and administrative

outputs arising from the assignment shall be submitted to ADS Kenya through the Project Coordinator.

12. Ethical Considerations

The consultant shall conduct the assignment in accordance with the highest ethical and professional standards and shall ensure that all research activities uphold the rights, dignity, safety, and well-being of study participants. Throughout the assignment, the consultant shall adhere to the ADS Kenya Safeguarding Policy, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) Standards, Child Protection Standards, and the Do No Harm principles. The consultant shall also ensure that informed voluntary consent is obtained from all participants prior to data collection and that all information gathered is handled in strict confidence, in compliance with applicable data protection and confidentiality requirements. Appropriate measures shall be taken to safeguard sensitive information and protect the privacy and security of all respondents, particularly survivors of violence, children, and other vulnerable groups.

13. Budget

The consultant shall submit a comprehensive and itemized financial proposal outlining all anticipated costs associated with the successful execution of the assignment. The budget should be realistic, cost-effective, and aligned with the proposed methodology and work plan. At a minimum, the financial proposal shall include costs related to professional consultancy fees, transport and logistics, recruitment and remuneration of enumerators, data collection activities, data processing and analysis, facilitation of the validation workshop, and report

production. Any additional costs deemed necessary for the effective delivery of the assignment should be clearly justified and presented as separate budget line items.

14. Expected Use of Findings

The findings of the Gender Equality and Disability Inclusion Study will provide a robust evidence base to inform the implementation and continuous improvement of the SHIELD Project. Specifically, the findings will be used to establish baseline values for Gender Equality and Disability Inclusion (GEDI) indicators, strengthen Violence Against Women and Girls (VAWG) prevention and response interventions, and enhance the meaningful inclusion of women, youth, persons with disabilities, and other marginalized groups in project implementation. The study will further inform annual planning, adaptive management, and evidence-based decision-making, while strengthening safeguarding mechanisms and referral systems. In addition, the findings will support Monitoring, Evaluation, Accountability and Learning (MEAL) processes and provide credible evidence to inform advocacy and policy engagement with faith leaders, county governments, national stakeholders, and other relevant actors.

15. Data Ownership and Confidentiality

All data, documents, tools, datasets, reports and other materials produced under this consultancy will remain the property of ADS Kenya.

The consultant shall not share, publish or otherwise disseminate the study findings or data without prior written authorization from ADS Kenya.

All personal and sensitive information collected during the assignment must be handled securely and confidentially.

16. Evaluation Criteria

ADS Kenya may evaluate proposals using the following indicative criteria:

Criterion	**Weight**
Understanding of the assignment	10%
Technical approach and methodology	25%
Relevant experience in gender and disability inclusion	20%
Experience in climate resilience/livelihoods	10%
Qualifications and competence of proposed team	15%
Experience in Kenya or comparable context	5%
Quality and feasibility of work plan	5%
Financial proposal	10%
Total	**100%**

ADS Kenya reserves the right to modify the evaluation criteria as appropriate to its procurement procedures.

17. Application

Proposals must include the following:

i. Technical approach and methodology (Not more than 8 pages)

ii. The profile of the consultant(s) and executive brief of similar projects undertaken

iii. Detailed work plan with clear timelines and deliverables

iv. Submit the financial proposal as a separate document

v. As Annexes, kindly include the Curriculum Vitae (CV) of the lead consultant and similar work done.

vi. At least two reference letters from past clients.

Submit your complete proposal to procurement@adskenya.org with a copy to **Patrick.kibe@adskenya** and **dorcas@adskenya.org** with the subject line:

TERMS OF REFERENCE FOR CONDUCTING A GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) ANALYSIS.

Deadline for submission is 6th November 2026 at 5pm EAT.

Any queries or clarifications can be directed to the same email address listed.

Please note only successful candidates will be contacted.