



ToR for:

“Conducting a policy-relevant, evidence-based analysis of the root causes of gender inequality that sustain violence against women and girls in Burundi, while perpetuating inequitable gender dynamics and barriers to their participation”.

Programme: PRG1097

**Project name: UNPBF-Bakenyezi Dukenyerere Amahoro
(Project code: PRJ1701)**



I. Summary table

Project	UNPBF - Bakenyezi Dukenyerere Amahoro
Project phase	2023 to 2025
Purpose of the study	The general objective of the study is to assess the currently prevailing situation of gender inequalities that lead to violence against women and girls in Burundi to pave ways for possibilities of mobilizing the government and other partners to prioritize the integration of issues of gender norms and practices in policies and laws formulation and in programming. Recommendations should advise Christian Aid and partners on appropriate approaches that should be followed to promote and sustain gender equity and equality while outlining the reasons of women underrepresentation in public spaces, their experience of violence and exclusion. The report should also propose practical strategies to adopt in making policy recommendations for women's advancement at household, community, and national levels.
Primary Methodology	The study will have quantitative and qualitative components that meet Christian Aid standards
Start and end dates	6 th November to December 5, 2023
Submission of report	Friday December 8, 2023

2. Background and justification of the Study

Women in Burundi exist within a patriarchal culture where conservative gender norms thrive. This fosters a culture of violence against women in both the private and public domains and diminishes space for women to voice their concerns right from the household to national level. Although the 30% quota for women's participation is respected in the National Assembly, only 9% of village heads (chefs de collines) are women in Ruyigi while village council members (conseils collinaires) are 20% female. In Rutana, women represent 8% of village heads and 24% of village council members (CENI, 2022). At commune council level in both Ruyigi and Rutana, the women leadership represents 32%. However, their participation lacks meaningful engagement as male's voices traditionally carry more weight. Young returnee women head of households face increased risk of political marginalization due to discriminatory intersectional factors as leadership structures compound political isolationism usually expressed along political party lines. Communal Community Development Committees (CCDC) including elected communal officials are unable to make proper use of gender indicators as a planning and M&E tool (USAID, 2017), translating into gender blind local budgets unable to meet the needs and rights of women. While the digital divide is pronounced with 1.5% women being in a position of using the internet (93% less than neighbouring countries (USAID, 2020)). Internet users increased by 452,000 (+39%) and 160,000 social media users (+30%) between 2020 and 2021 (Datar portal, 2021), representing significant emerging opportunities to challenge gender stereotypes and enhance women's civic voice.

Traditional gender roles: At the household level, challenges facing female leadership are not yet resolved, the gendered division of labour relegates most women to household tasks.



Social norms, gender roles and unpaid care work disproportionately hinder women's political ambitions. For instance, local expressions that say: 'Umukobwa nta mwana' – a girl child is not a real child, 'Umurundikazi n'uwo guteka' - the Burundian woman is designed for cooking and 'Diporome y'umukobwa ni umugabo' (the young ladies' diplomas are their husbands) complicate the gender equality concept thereby compromising the efforts of dealing with persistent societal gender inequalities. Traditionally, men are involved with production-related activities, to yield financial profits and it is therefore clear that the lack of access to financial resources impedes women's economic freedom and political influence.

Financial barriers: Political participation is expensive, and women in Burundi are rarely financial independent to cover campaigning and election costs of a political career, and even more challenging among displaced women. Land is an important financial resource that has allowed men to pay for political careers, as it provides the needed collaterals to access credits and financial support. Patriarchal norms result in married women requiring approval from their husbands and single women needing approval from their parents to engage beyond domestic duties, with financial restrictions and childcare responsibilities limiting leadership in decision making and political processes. Compounded by the fact that there are no formal laws that provide women with the right to inheritance and property, thus limiting their access to credit, as guarantees often require collaterals such as property title. Of the 80.2% of Burundians that own land, only 17.7% are women (Afrobarometer, 2015). Many women returnees encounter legal challenges regarding land ownership, particularly if their husbands have for instance died in exile.

Following the scheduled 2025 general elections, Bakenyezi Dukenyerere Amahoro project secured funding that are in part designed to support women in Ruyigi and Rutana (including 50% women, 20% youth, 30% returnees and 5% IDPs) transform harmful social/gender norms within their households and communities and adopt new approaches for gender equality. The action will leverage cultural, media and community-based strategies to challenge unequal power dynamics leading to improved competitiveness of women in public spaces. This study will be conducted for the civil society, local NGOs, church leaders and the government to identify potential areas of turbulence and the root cause of the social-cultural and gender norms that are conflictual in nature and hinder Burundian women from rightfully enjoying their liberty to use their potentials and fully participate in public spaces.

As we see Burundi embark on restoring regional and international diplomatic relations while campaigning for increased investment and economic recovery during the 2020 post-electoral period, there is greater need to do all it takes so that we leverage such efforts, so that the women participation is comparable to that of other women in the region. To achieve this, it is necessary to ensure their voice and inclusion are ascertained in all sectors of life, leading to 2025 general elections. It is therefore the wish of Christian Aid that all efforts are combined by fostering partnership alliances with the government and all other partner organizations with investments in Gender Equality and Women Empowerment to lead Burundi citizens to sustainable Gender Equity and Equality. The study will produce a well-formulated holistic approach and a careful contextual analysis that will allow Christian Aid and partners strengthen the Women Empowerment component in Burundi in general and in its intervention areas in particular.

3. Stakeholders



Critical partners in the initiative are:

- **Communities:** These are female leaders, IDP and returnee women, the Bashingantahe, young women and men who make the bulk of Christian Aid target groups in Ruyigi and Rutana. They are beneficiaries and rightful owners of the PBF - Bakenyezi Dukenyerere Amahoro project investments.
- **Women-led associations and networks members and representatives,** the National Women Forum, and women local leaders.
- **Religious institutions and faith-based organizations:** Such establishments are community-based with huge influence among the people they serve. They are strategically positioned, and their mandate allows them a direct connection to Christian Aid beneficiaries. Their actions have a long-lasting effect.
- **The Ministry of National Solidarity, Social Affairs, Human Rights and Gender** that is in charge of the Provincial Directorate for Family and Social Development (DPDFS).
- **Civil Society:** Local organizations and other CBOs that work with communities such as the Youth Empowerment and Leadership Initiative (YELI), Réseau Femme et Paix (RFP), Dushirehamwe and Concertation des Collectifs des Associations Féminines de la Région des Grand Lacs (COCAFEM/GL).
- **The legislature (members of parliament and members of the senate):** These vote laws that have implications to people freedom, autonomy, and development.
- **The judiciary:** Minister and Heads of Departments in the Ministry of Justice, Office of the Chief Justice, Supreme and High Courts, key magistrates, government advocates and judges. These uphold the law. They are charged with the implementation of all policies, laws and by-laws that have a bearing on the life of the people that Christian Aid is trying to equip, teach and develop.
- **The Ministry of Home Affairs and Community Development** that includes the local authority: These are administrative structures at different levels: province, commune, zone, village (household) levels in Ruyigi and Rutana.
- **The executive:** the president and vice president offices, various ministers, permanent secretaries, and relevant heads of departments. These assume the governance at higher level (national level). Their decisions have the executive influence thereby having a great bearing on what the other two levels of government above do on daily basis.
- **The Independent Electoral Commission** both at national and provincial levels in Ruyigi and Rutana.
- **The representative body of the institution of Abahuza (Social Cohesion)** in Ruyigi & Rutana.
- **Any other relevant persons** as may be judged necessary by the consultant.

4. Study Type and Key Information



This is a situational analysis aiming at advising Christian Aid Burundi partners on strategic approaches of directing its Peace and Gender Empowerment efforts in a more efficient manner as it fosters partnership alliances with the government of Burundi, the civil society, religious/faith institutions, and any other organizations including UN agencies. The study seeks to identify the gaps and areas of collaboration with the government in a way that issues of advocacy, peace & gender will be better addressed. The study also aims at establishing the root causes of gender inequalities in Burundi. Efforts here are to give meaning to the sustained violence against women and girls, and the reasons of their exclusion in decision making at household, community, and national levels. In order to fulfil the core tasks and specific terms of reference outlined in the TOR, it is expected that the consultant will need to collect and analyse information required in the document herein. During the execution of this task, the consultant will be encouraged to be resourceful enough as to consider any other sources of information outside the list of informational objectives outlined in the TOR document. This list is only indicative of the types of information needed, and it is highly likely that there are other informational objectives outside this list that would add value to the report if considered.

5. Study Purpose and Objectives

5.1 Purpose: to assess the government understanding of gender norms and practices and how it relates to partner institutions (NGOs, the civil society, religious/faith institutions, and UN agencies) that seek to promote issues of Women Empowerment. The research will also consider the existence of community structures involved in community conflict management. There will be comprehensive research on the root causes of gender inequality to give meaning to the sustained violence against women and girls, and the reasons of their exclusion in decision making at household, community, and national levels.

Finally, the study will advise Christian Aid and partners on what should be done to place itself in a position of influence that favours collaborative undertakings such as advocacy, Peace Building, gender, and women empowerment.

The successful consultant will need to gather the necessary information to provide the basis for recommendations on supporting the government in their Women Empowerment efforts. The production of this study shall be done in close collaboration with COCAFEM/GL (the budget holder of this work) and its reference points are the Government Ministries with Gender, Women and Community Empowerment, Peace Building, Social Cohesion, and Community Conflict Resolution under their portfolio. Reference will also be made on UN Agencies with a mandate to promote peace building in the country, Faith/Religious Institutions, the Civil Society, and any other organizations that have Gender and Advocacy in their interventions. The government legislative body, the judiciary and the executive structures of the Government will be part and parcel of organs to be consulted if a quality report is to be produced. Basically, the report should be produced such that any Women Empowerment efforts that will be done in future should be guided by the document.

5.2 Objectives of the study:



- ✓ To broadly identify how the State and Non-State Actors relate to each other and how they can bring a coordinated response to a fruitful partnership with the aim to influence and engage for Gender Equity and Equality infrastructures and systems.
- ✓ Capture aspects of gender norms and practices engraved in the Burundi socio-cultural practices and belief system that are at the source of inequitable gender dynamics and barriers to participation.
- ✓ Identify options to build better linkages/relationships with the government through its Ministries in charge of Gender and Peace Building useful to challenge conservative gender norms.
- ✓ Review the policy environment influencing government partnerships with organisations, companies, other entities and assess whether this is likely to hinder progress in case of joint operations.
- ✓ Provide recommendations on how Christian Aid will be able to influence decision making in government and local authority in favour of gender equality.
- ✓ Open linkages and communication channels that Christian Aid and partners can use to advocate for various issues leading to gender harmony during policy formulation.
- ✓ Assess any competitive/comparative advantages of Christian Aid, recommend ways of maximizing benefits yielding to women and poor communities' welfare, and need for peaceful coexistence and social/gender harmony.
- ✓ Show how Christian Aid and partners can in the most efficient manner work with the Government to integrate the peace, gender and women empowerment at all decision-making levels and in communities.
- ✓ Develop a framework for engaging various Government entities concerned with gender equity and equality for possible women empowerment initiatives.

6. Methodology

It is expected that the consultant will utilise a range of both quantitative and qualitative methodological approaches in undertaking this analysis, with different approaches used for different informational objectives. It is very important that the study utilise a highly participatory and 'pro-poor' approach. The following list provides a minimum expectation for undertaking this analysis:

- Desktop research: a review of existing publications, reports, websites, statistics and other relevant materials is expected to form a basis of background information to the market and will help guide the primary data collection phases.
- Qualitative data gathering through a mix of in-depth interviews, focus groups, and on-site observations. As a minimum, at least 20 in-depth interviews to be conducted with Senior Government Officials in target Ministries, Departments, and their partners. The researcher shall see to it that opinions are collected from both male and female members in target ministries, NGOs, the civil society, religious/faith institutions, and UN agencies.
- Quantitative Research and Analysis: it is expected that the consultant will involve primary data gathering through the in-depth interviews with female leaders in local government, IDP and returnee women, the social cohesion team members (Abahuza) in Ruyigi and Rutana with the aim to establish facts about factors affecting Women Empowerment, inclusion and participation.



The consultant will through lobbying and use of personal connections work with preferred government officials who are positive about this data gathering process to derive the best possible accuracy and relevance of information collected.

Preliminary questions

- Who are the stakeholders (at macro, meso and micro levels: National/Provincial, communal, and community levels) engaged in and influencing Gender Equity and Equality systems? What influence do they have in shaping gender practices and norms in communities and how can they be used in gender equality and equity programs for the advancement of good practices?
- With the purpose of bringing a joint response to Gender Equity and Equality issues, how would their collaboration be described? (Probe at macro, meso and micro levels).
- What are the harmful practices and attitude regarding gender norms that constitute the source of inequitable gender and barriers to women participation? (Probe at macro, meso and micro levels).
- How do the gender norms and practices promote or inhibit women leadership and decision-making roles in the society?
- What are the best options to create strong relationships with the Government at national, provincial, and communal levels and come up with approaches that can address gender norms' issues.
- Is gender equality in favour of government policies? What more can be done to influence the government and partners in considering gender equality during decision-making?
- How does gender norms and practices influence policy formulation in Burundi? What examples of policy documents and laws are influenced by traditional norms and practices of the Burundian communities?
- How can Christian Aid and partners work in a most efficient manner with the Government, Community, Civil Society Organization other identified stakeholders to integrate peace, gender, and women empowerment at all decision-making levels and in communities?

7. Roles and Responsibilities

7.1 Consultant's roles and responsibilities

- Establish working contact with all relevant stakeholders;
- Review existing documents including project proposals and other relevant documents and reports;
- Prepare and submit CV and study proposal including financial offer;
- Prepare research tools and submit a copy for validation
- Assess the institutional environment such as the government policy documents governing partnerships with NGOs, local institutions, research and development bodies, professional organizations, etc.;
- Undertake in-depth interviews with relevant Ministries, local government officials, CBOs and FBOs, the UN agencies, the government legislature, the judiciary, and the executive in order to gain valuable and relevant information.



- During consultations, undertake a situational analysis to identify gaps and areas of collaboration with the government in areas of advocacy, gender and women empowerment;
- Propose an outline of perceived benefits expected through undertaking the partnerships being pursued;
- Prepare and submit draft study report for review, feedback and validation;
- Submit final study report in hard and electronic copies in the English and French Language version.

7.2 COCAFEM/GL roles and responsibilities

- Facilitate travelling for the fieldwork.
- Organise meetings with relevant stake holders.
- Facilitate and communicate with relevant government officials whenever necessary.
- Provide all the necessary support (both logistical and financial) to the consultant to ensure work is done in a timely manner and in compliance with set standards.
- Disburse and pay the consultancy fees as per agreement.
- COCAFEM/GL will be the contact point for the entire process and will liaise with Christian Aid to ensure quality research is conducted and reaches logical conclusion.

8. The study report

The consultant shall deliver a comprehensive and clearly structured report, in English and french , that could provide a basis for rational and justification for undertaking further partnerships with the government in relation to gender norms and women empowerment.

As a minimum requirement, the document should elaborate and provide documented and specific answers to the questions raised in these Terms of Reference, the relevant background information and any other observations and information which is deemed relevant in consultants' reasonable opinion. All sources of data used in the preparation of both documents shall be clearly identified. Where assumptions were made, these should be made explicit. The Study Report should include a list of proposed strategies that Christian Aid and its partners should consider delving into women empowerment initiatives and establish effective partnerships with the government in this matter.

The final Study Report shall be submitted to COCAFEM/GL latest on November 2nd , 2023 at 12 a.m .

9. Skills/ competencies and qualifications of the consultant

- ✓ Able to connect with the Ministry of Home Affairs and Community Development and its subsidiary local authority offices based in in Ruyigi and Rutana.
- ✓ Familiar with the judiciary system and or with noted connections in the Burundi Judiciary system
- ✓ A holder of a master's degree in law, Peace Studies, International Development or any other relevant field or Should have practiced law on the bench or has been a known University lecturer in social matters, International Development, Peace Studies, and



any other related subjects. This aspect is a clear indicator that the candidate has connections in the judiciary and the country law making body.

- ✓ Able to establish a collaborative relationship with Ohio State University, an academic institution based in the United States of America that has agreed to work in partnership with a local institution to investigate these social issues and propose new approaches for gender equality and equity.
- ✓ Must be familiar with the NGO Humanitarian industry.
- ✓ Good knowledge of local context.
- ✓ Good analytical and problem-solving skills.
- ✓ Must have writing and communication skills.

10. Evaluation criteria

The criteria to be met by the consultants are classified as technical and financial.

10.1 Technical evaluation offer document	
N°	Description
1	Submission of an expression of interest letter addressed to the president of COCAFEM GL
2	Tax identification document (NIF)
3	Fiscal certification (Attestation fiscale de non-redevabilité valide)
4	Demonstrable required skills for members (CV of members with masters' degree in relevant domain such as law, gender, statistics, Peace Studies, International Development, or any other relevant field)
5	Experience in conducting high studies (research or Evaluation-examples required)
6	Expertise on conducting research or studies relating in the domain of this study
7	Expected deliverables and Timeline of conducting research or studies
8	Sound technical merit or proposal writing skills (approach and methodology)
9	Minimum 3 references for the similar studies (Preference with the NGO Humanitarian industry)
10	Research or study tools to be validated
11	Police clearance document form for the team from Police (extrait du casier judiciaire)
12	Good understanding of the objectives of the study
13	Acceptance to submit the final study report in hard and electronic copies in English and French versions
14	Familiarity with the judiciary system in Burundi
10.2 Financial offer evaluation	
	The best technical offer will be associated but not limited to the best financial offer. The financial offer should be detailed to capture all needs for this study



I 1. Timeline

This study shall start on November 6th, 2023, and be completed on December 5, 2023. It shall take approximately 1 month for completion.

I 2. Documents

The consultant is free to request for all relevant documents associated with the task e.g., project proposals, Project/Program Reports, Christian Aid and COCAFEM/GL capacity statements, etc.

COCAFEM/GL

Authorized signatory:
Date: 12/10/2023

Pascalie Sinzinkayo