



## Terms of Reference

### An assessment of the gender contribution of FFA

#### Focus on women socioeconomic empowerment and women nutrition

*By tackling the underlying and basic causes of food insecurity and undernutrition, WFP's Food assistance For Assets (FFA) aims to provide an essential contribution towards achieving SDG2 "End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture". By applying a gender lens during all stages of the planning, design and implementation, taking into account the constraints to women's socio-economic empowerment, FFA programmes also aim to contribute to SDG5 "Achieve gender equality and empower all women and girls".*

*The objective of this study will be to demonstrate **how FFA** programmes – through their planning, design and implementation **modalities**, but also through the **transfer** they provide, the **assets** they build and the **complementary activities** with which they are integrated – can and should **support a transformation of unequal gender relations** to promote shared power, control of resources and decision-making between women and men, and ultimately **serve as an effective tool to improve women's nutrition**.*

## 1. General background

### 1.1. Food assistance-For-Assets (FFA)

1.1.1. WFP works to build the resilience of the most vulnerable by tackling the nexus between food and nutrition insecurity, shocks and stressors, and aggravating factors such as land degradation. In collaboration with governments and partners, WFP works to protect, rebuild, strengthen and diversify livelihoods, while simultaneously building the capacities of communities and governments to manage risks. In this regard, WFP Food Assistance for Assets (FFA) programmes, among others, can be key in helping to address the underlying causes of food insecurity and undernutrition.

1.1.2. Through FFA programmes, WFP provides individuals from vulnerable and food insecure households with food or cash-based transfers to help them better meet their household's short-term food needs, in exchange for their participation in asset creation activities that contribute to building longer-term food security and/or the restoration of community services.<sup>1</sup>

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<sup>1</sup> As per revised Programme Guidance Manual (under review, January 2016), FFA focuses on the creation and rehabilitation of tangible assets (physical and natural) and on the trainings that are directly related to the management of these tangible assets (creation, utilization and maintenance). Other trainings, such as vocational training or income generation training that are not related to tangible assets created or rehabilitated through FFA, as well as literacy, numeracy, hygiene or HIV/AIDS trainings are considered as FFT and not FFA.

1.1.3. In 2014, 12.7 million people including 6.6 million women (52 percent) benefited from FFA programmes in 52 countries, where :

- 254, 000 hectares of land were rehabilitated;
- 3410 water ponds, shallow wells and fish ponds were built;
- 14,300 kilometres of feeder roads were constructed or repaired;
- 14,000 hectares of forests were planted; and
- 226,000 people took part in FFA-related trainings.

1.1.4. It is worth noting that FFA programmes cannot offer the benefits that are associated with regular employment schemes, and that the transfer provided through FFA should not be considered a salary but rather a transfer dedicated to cover a specific household food gap. Whilst FFA aims to adhere to decent work related criteria, it does not fall within ILO employment categories and standards .

1.1.5. Within WFP, the development of policy frameworks, programmatic guidance, standards and tools pertaining to FFA fall under the responsibility of the Asset Creation & Livelihoods Unit (OSZPR), and comprehensive WFP FFA guidelines are presented in the FFA Programme Guidance Manual (PGM). The FFA PGM includes a set of programming and planning tools which have been specifically built to ensure that the most vulnerable members of benefiting communities, including women and female-headed households, actively contribute to the planning, design and management of the assets created as well as benefit equally from them. The FFA guidelines also insist on the importance of systematically considering the Gender, Nutrition and Protection opportunities and risks associated with FFA activities, and provides solutions to adapt the FFA modalities accordingly. Particular emphasis is put on the need for partnership-building and for integrating the asset creation effort with other relevant complementary activities so that a meaningful and sustainable impact can be reached.

## 1.2. FFA and women's socioeconomic empowerment

1.2.1. Many of the community contexts in which WFP operates still experience considerable gender disparities across a range of socio-economic conditions, as women remain largely marginalized from traditional decision-making processes and are expected to take on a disproportionate amount of family care, household burdens (e.g., daily collection of water, firewood and fodder) and other physical hardships associated with productive work (e.g., weeding, harvesting, planting and winnowing; food transformation, conservation and selling; etc.). Women also often have less access to, control over and ownership of community assets, and face more difficulties accessing the formal labor market.

1.2.2. However, as stated in WFP's Gender Policy, *"a world with zero hunger can be achieved only when everyone has equal opportunities, equal access to resources, and equal voice in the decisions that shape their households, communities and societies."* FFA programmes – through their planning, design and implementation modalities – can contribute a long way towards tackling those challenges.

1.2.3. **For the purpose of this study, the goal of promoting women's socioeconomic empowerment is looked at from the perspective of strengthening women's ability to individually or collectively influence decision-making processes, whether at the community or household level.** At the community level this entails the ability for women to organize themselves in a way that allows them to effectively engage in the local governance system (for example through the establishment of women's associations groups that retain control over certain assets), access a wider range of income generating activities (as well as credit, insurance and loan schemes), to interact with other community actors and engage in the labor market (besides household-level productive activities), and to access

public services. At the household level this entails women's ability to better control or influence household expenses and other household decisions related to education, health, childcare, livelihood investment, and savings. All of the above does not only demand a focus on supporting women's autonomy and self-determination, but also requires efforts towards ensuring that the community at large – including men and customary power holders – understands the implications of gender imbalances and accepts having women holding a greater socioeconomic role.

**1.2.4. FFA interventions that rely on solid and inclusive participatory planning can bring about a range of gender-responsive outcomes.** Over the short-term, FFA activities can help improving access to food for the most vulnerable people participating in the asset building effort - including women and women-headed households - and can reduce their daily hardships by ensuring that the assets created meet their specific needs. Over the mid- to longer-term, FFA activities can enhance women's access to and control over natural and physical assets, and strengthen their livelihood skills through dedicated technical trainings (FFA-related trainings and complementary livelihood and IGA trainings). By relying on inclusive planning approaches, effectively engaging women in asset management and strengthening their role as productive members of the community, FFA – in combination with other relevant interventions inducing behavioral change – can enhance women's ability to interact and make informed decisions, but can also influence the way women's decision-making role is perceived by the community at large (including by men and customary power holders).

**1.2.5. In this regard, two of the three tools promoted through the Three-Pronged Approach (3PA)<sup>2</sup> offer gender-sensitive programme planning approaches.** At the regional level, the Seasonal Livelihood Programming (SLP) is a consultative planning process that engages women, ensures that their livelihood patterns are understood, and identifies the best responses – which may include FFA where appropriate – that can be provided by different actors (including WFP) to address their livelihood constraints at specific times of the year. At the community level, the Community-Based Participatory Planning (CBPP) approach guides the actual choice and implementation modalities of suggested FFA interventions. The FFA PGM highlights gender equity as a key cross-cutting element to be reflected throughout all steps of the CBPP process. By relying on inclusive dialogue and participation at the community level, the CBPP ensures that the voice of women is heard and can influence the choice and implementation modalities of FFA interventions<sup>3</sup>, thus fostering empowerment and equity, as well as allowing the assets created to bring tangible gender-responsive benefits.

**1.2.6. The FFA PGM requires the considerations of the following elements that have an impact on women's participation in and benefit from FFA programmes:**

- i. The timing for implementation of FFA and existing workloads (whether related to household care or to other productive activities);

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<sup>2</sup> The three-Pronged Approach (3PA) is a set of three tools – the Integrated Context Analysis (ICA), the Seasonal Livelihood Planning (SLP) and the Community Based Participatory Planning (CBPP) – that strengthen the design, planning and implementation of long-term resilience programmes, developed in partnership and aligned to national priorities. It places people and partners at the center of planning, using converging analysis, consultations, and consensus-building at the national, regional and local levels.

<sup>3</sup> In practice this is achieved through the CBPP by ensuring: that the community planning team is both inclusive and representative of women and vulnerable groups; that the consultation set-up is respectful of women's preferences and does not interfere with other tasks that they may be committed to; that women are given sufficient space and time to contribute to plenary discussions; or that the planning team is broken down along gender lines whenever women may not have the ability to express their preferences in the presence of men.

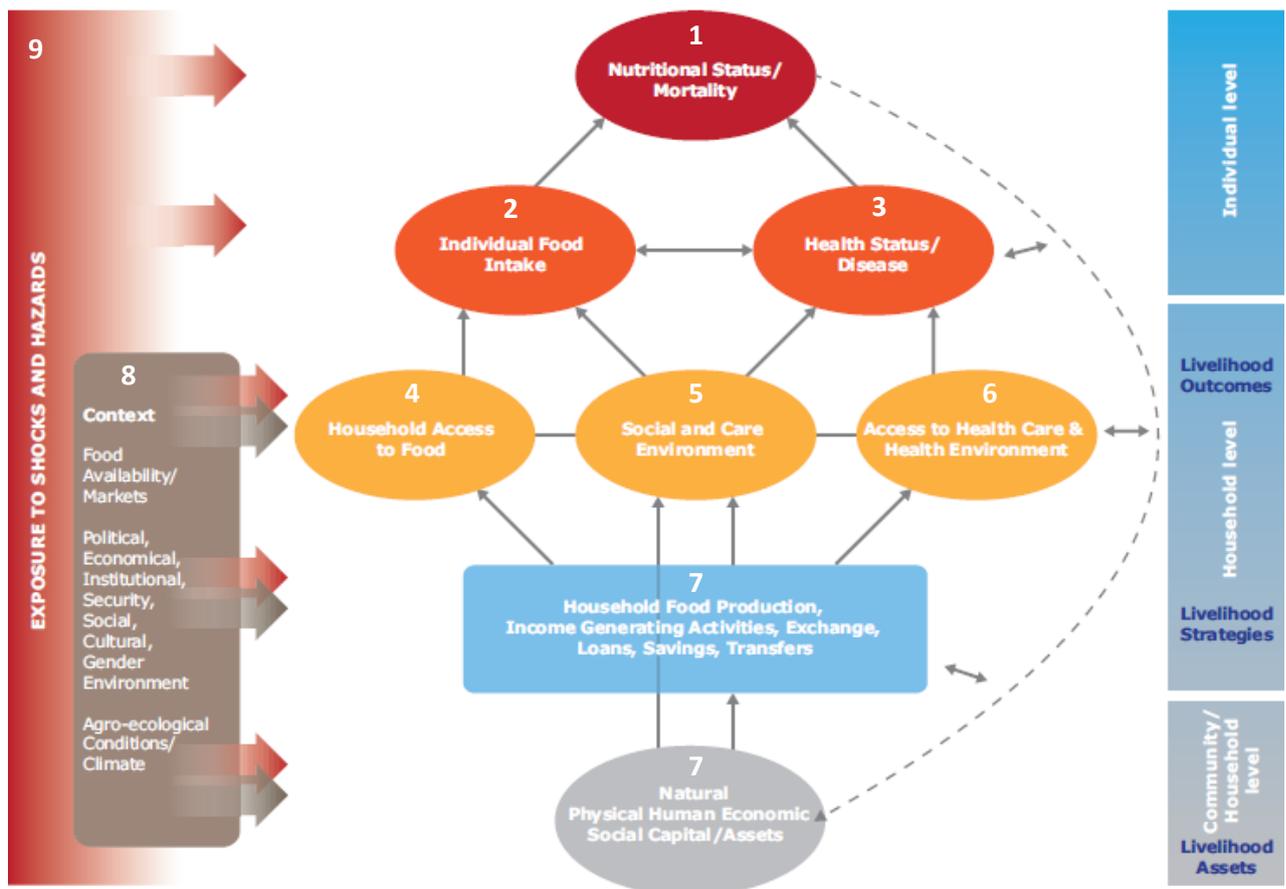
- ii. The integration of processes and modalities that can enhance gender and nutrition (e.g. adoption of fair, gender- and nutrition-sensitive asset creation work norms; use CBPP fora to convey nutritional messages or to identify integrated interventions that can meaningfully address the underlying causes of undernutrition including for women and girls; etc.);
- iii. The need to accommodate specific requirements for those households over-burdened with household care and other productive responsibilities or with reduced capacity but willing to participate in FFA activities, such as female-headed households, the elderly, non-able bodied heads of households, child heads of households, etc.;
- iv. The prioritization and integration of FFA interventions that result in maximum benefits in terms of livelihoods for women, and other vulnerable groups;
- v. The integration of measures that enhance protection (e.g. ensure safety of programme participants from injury, violence, coercion or deliberate deprivation; respect dignity by supporting self-determination, considering aspirations and wishes and enhancing self-worth; and take into account integrity by respecting people’s needs, capacities, and rights);
- vi. The management of assets and related aspects of tenure, to ensure that women and specific vulnerable groups are empowered and have access to the assets created and retain ownership or share the benefits related to these assets.

### 1.3. FFA and women’s nutrition

1.3.1. **FFA activities, in addition to being gender-sensitive, should also systematically be planned, designed and implemented in a way that is intended to best tackle the underlying and basic causes of undernutrition<sup>4</sup>.** Depending on the context, all FFA assets whatever the type and category have the potential to meaningfully contribute to this objective. In fact, **all FFA projects should have a nutrition lens, in the sense that they should incorporate essential “do no harm” nutrition considerations, but some FFA projects may also be explicitly designed and articulated in a way that is intended to contribute to a nutrition outcome.** In this latter case, what dictates the ability of FFA programmes to sustainably contribute to good nutrition is (i) the processes and modalities (e.g. analysis and positioning; participatory planning process; work norms; etc.) required to implement FFA, (ii) the adequate selection of assets to be built through FFA, their relevance and their integration with other assets/activities in a given context (including nutrition-specific and other nutrition-sensitive activities that can promote education and behavioural change), and (iii) the ability to build or rehabilitate assets that are of quality and at scale.

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<sup>4</sup> Note that the present ToRs do not make explicit reference to the concept of ‘nutrition-sensitivity’. This is primarily because the way this concept should apply to FFA is a matter that is currently under discussion. The section 1.3 however attempts to present the vision of how FFA tackles the underlying and basic determinants of good nutrition and in turn contributes to tackling undernutrition.



Source: WFP (2012) *Nutrition at the World Food Programme: Programming for Nutrition-Specific Interventions*

1.3.2. When referring to the WFP food and nutrition security conceptual framework (see graph above), the “centre of gravity” of FFA programming coincides primarily with areas [2] ‘improve individual food intake’, [4] ‘improve household access to food’, [7] ‘enhance household food production and income generating activities by building natural, physical, human, financial and social capital’, [8] ‘build the natural resource base and strengthen institutional capacities’, and [9] ‘reduce exposure to shock’. FFA can also contribute to other dimensions of the framework such as [5] ‘better social and care environment’ and [6] ‘better access to health care and health’.

1.3.3. There are obviously different causality channels which – when combined together in ways that are context-specific – can ensure that FFA programmes and their complementary interventions are contributing to improved nutrition for all, particularly for women<sup>5</sup>:

- **By providing a food or cash-based transfer during the period of the year for which a food gap has been identified.** For instance, the provision of a transfer during the lean season or an early recovery phase contributes to maintaining nutrition levels over the short-term (by avoiding negative food coping strategies) and longer-term (by avoiding negative livelihood coping strategies).
- **By enhancing the availability and diversity of food produced and consumed locally.** This can include land reclamation for enhanced agricultural or pastoral production (grazing land), water harvesting techniques for agricultural or pastoral purposes, reforestation with trees producing

<sup>5</sup> Please refer to the FFA Theory of Change for a description of causality linkages between FFA and nutrition.

nutritious fruits/leaves, backyard or collective gardens, or trainings on asset management (creation, maintenance, utilization), etc.

- **By strengthening and diversifying livelihoods and incomes, which can be used for covering various expenditures having a direct or indirect positive effect on nutrition – including but not limited to expenses on nutritious food, clean drinking water, better cooking equipment, education or health services.** Examples are the same as above (since food production can be monetized), but may also include other activities such as the construction of access infrastructure (feeder roads, etc.), or trainings on the strengthening and diversification of livelihoods that rely on the community’s natural and physical assets base.
- **By protecting livelihoods from shocks, and thus maintaining local food production and/or income in risk prone areas.** This may be achieved through the stabilization of fragile landscapes or the raising of embankments that can protect crops and other livelihoods from landslides or floods, but also water harvesting techniques that can allow communities to better deal with droughts. Rehabilitated watersheds can also increase the rate of recharge of the aquifer in drought-prone areas.
- **By reducing hardships, and in turn increase the time allocated by women to livelihood activities, social and care activities.** This may include reforestation schemes with woodlots close to villages, backyard gardens that minimize the distance to the field, water points for human consumption which, for example, help reducing the time needed by women and young girls to collect water and firewood.
- **By improving physical access to basic social, WASH or health services.** Examples such as the construction of feeder roads or of other small infrastructure like water points suitable for human consumption belong to this causality channel.
- **By integrating FFA interventions with other nutrition-specific and nutrition-sensitive activities, including behavioural change communication (BCC) targeting both men and women or the distribution of food items specifically intended to meet a nutritional requirement (aside of the FFA ration).** BCC is a critical element that is frequently required to complement those FFA interventions aiming for a nutrition outcome. It may be focused on nutrition messaging specifically, or on improving other behavioural practises related to the basic and underlying causes of undernutrition (water and sanitation, gender, health, education, etc.).
- **By ensuring that FFA processes are used to promote women’s socioeconomic empowerment in a way that can enhance their ability to make informed decisions with regards to livelihoods strategies and care practices (both being ultimately correlated to better nutrition).** Examples can include the setting up of trained women committees that can engage in the local governance system and influence decision-making, or the selection of assets that reflect women’s specific preferences and remain under their control.

## 1.4. Evaluation series on the impact of FFA

1.4.1. A recent evaluation series (2014) on the impact of WFP FFA activities covered six countries (Bangladesh, Ethiopia, Guatemala, Nepal, Senegal and Uganda) implementing FFA over the 2002-2011 period. Although the activities covered by the evaluation series were implemented *before* the FFA Programme Guidance Manual was issued in 2011, the country-by-country evaluations and their synthesis provide great insights on the ability of FFA to reduce short-term household food gaps and improve longer-term livelihood resilience.

1.4.2. The synthesis<sup>6</sup> report reveals that overall WFP was effective in providing food through FFA to people in underserved communities during periods of civil unrest or natural disaster. Medium- and long-term impacts were seen in livelihoods, income-generating opportunities, land productivity, social cohesion and gender dynamics, albeit with mixed results emerging in terms of food security. These results were achieved despite different contextual constraints, such as disruption of the social fabric by conflict and recurrent disasters, or frequently, incomplete funding and resources and limited technical assistance. Women benefited significantly from FFA activities through increased access to resources and increased control of and benefit from the assets created. Improvements were seen in women's positions in communities and households, including in relation to budget management, with an increased social connectivity and freedom of movement that resulted from FFA activities affecting women's role more broadly in the society.

1.4.3. However, the synthesis report also highlighted some concerns relating to women participating directly in FFA activities as some activities were seen to lead to:

- Possible additional burden being put on women with a risk of trade-off between FFA work and childcare or other family duties (including fetching wood, water, etc.);
- Possible compounding negative effects (especially on nutrition and health) of physical labour, particularly for pregnant and lactating women (PLW);
- Security issues when traveling to remote FFA sites;
- Remaining long-term disparities between female and male-headed households.

1.4.4. As a result, the evaluation synthesis report recommended that WFP carries out two specific studies, including one aimed at further exploring the *“impacts of FFA activities on women, particularly their nutrition and health and on opportunities for additional linkages with nutrition generated by a focus on gender issues”*.

## 2. Study rationale

2.1.1. The FFA PGM provides tools and means to proactively engage women in the choice, design, building and management of the assets created. Such engagement is expected to lead to FFA interventions which – when adequately integrated with other complementary activities – can better promote women's livelihoods, reduce hardships experienced by women, and enhance women's control over resources and assets, with a view to improving women nutrition and socioeconomic empowerment within the household and the community.

2.1.2. However, in line with the recommendation of the evaluation synthesis report on FFA presented in paragraph 1.4.4, further analysis is required to **(i) understand the linkages between FFA, women's socioeconomic empowerment and women's nutrition, (ii) assess whether such linkages can be considered as already operational (i.e. whether they are already functioning), and (iii) identify the key parameters for successful FFA planning, design and implementation to ensure such linkages are reinforced**. In this regard it is important to understand whether existing FFA practices in the field (i.e. programming, planning and implementation processes, modalities and tools) reflect the latest updates of the FFA PGM and corporate gender and nutrition policies, and whether the FFA guidance itself needs to be further refined and enhanced to ensure FFA activities actually positively contribute

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<sup>6</sup> Synthesis Report of the Evaluation Series on the Impact of Food for Assets (2002 – 2011) presented to the Executive Board (WFP, 2014. WFP/EB.A/2014/7-B\*).

to women's nutrition and socioeconomic empowerment (particularly to avoid the potential shortcomings raised in the evaluation synthesis report).

2.1.3. Of particular importance to WFP is to highlight how FFA activities and the complementary interventions with which they are integrated can contribute to women's socioeconomic empowerment and women's nutrition **across a range of contexts, project objectives, project phase, and by different beneficiary categories or levels of disaggregation.**

2.1.4. Ultimately, WFP requires a set of **practical and feasible recommendations on how the FFA PGM - including means, processes and tools - and ultimately FFA programming and practices can be enhanced to ensure FFA activities positively contribute to women's socioeconomic empowerment, minimize any potential adverse effects on women and improve women's nutritional wellbeing.** It is key that these recommendations are centred within the perspective of what WFP's FFA efforts can achieve in different operational contexts and not from an "ideal angle" or beyond what WFP and its cooperating partners can realistically deliver.<sup>7</sup>

### 3. Specific objectives of the study

3.1. WFP is seeking to hire a **highly qualified consultant** to deliver against the following specific objectives:

3.1.1. Assess the extent to which **FFA programmes** promoted in the FFA PGM contribute to positively or negatively influencing **women's socioeconomic empowerment**<sup>8</sup> in the short-, medium- and longer-terms. The term "FFA programme" encompasses the following elements: (i) FFA planning, design, implementation modalities and processes (including the conditions of access to and ownership of the assets created); (ii) the FFA transfer; (iii) the asset(s) created or rehabilitated through FFA work, as well as the related asset management trainings provided; and (iv) any other complementary activities (including gender- or nutrition-specific ones) that are integrated to the FFA intervention.

3.1.2. Assess the intended longer-term<sup>9</sup> contribution of **FFA programmes** (same definition as above) on **women's nutrition** through a combination of the following channels:

- **The provision of a food or cash-based transfer** during the period of the year for which a food gap has been identified

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<sup>7</sup> The evaluation synthesis report on FFA identified a number of "contextual constraints" limiting FFA's ability to meet its expected objectives, such as the disruption of the social fabric by violent and/or long-standing conflict and recurrent disasters, funding and resources limitations. These shall be taken into account by the consultant when formulating realistic and context-specific recommendations on enhancing the linkages between FFA, women socioeconomic empowerment and women nutrition.

<sup>8</sup> For the purpose of this study, women's socioeconomic empowerment is understood as strengthening women's ability to individually or collectively influence decision-making processes, whether at the community or household levels. Note that reducing hardship is an important element to consider in this regard, although it remains one factor among several that may allow women to have a greater role in decision-making.

<sup>9</sup> The focus is here on "long-term" effects (the exact duration being context- and asset-specific), as time will be required for the assets to mature and for FFA to effectively improve nutrition in a way that can be perceivable.

- **Enhancing the availability and diversity of food** produced and consumed locally by women.
- **Strengthening and diversifying women livelihoods and incomes**, which can be used to cover various expenditure having a direct or indirect positive effect on nutrition.
- **Protecting women’s livelihoods from shocks**, and thus maintaining their ability to produce food and/or generate income in risk prone areas.
- **Reducing hardships**, and in turn increase the time allocated by women to livelihood, social and care activities.
- **Improving women’s physical access to basic social, WASH or health services.**
- **Integrating FFA interventions with other nutrition specific and nutrition-sensitive activities, including behavioural change communication (BCC) towards both men and women or the distribution of food items specifically intended to meet a nutritional requirement (aside of the FFA ration).**
- **Promoting women socioeconomic empowerment.** Note that women’s socioeconomic empowerment can indeed be seen as both a stand-alone outcome of FFA programmes (see point 3.1.1 above) and as means through which FFA programme can ultimately contribute to better nutrition for women.

Note that although the focus of this objective is on women nutrition, it should whenever possible highlight if and how the above ‘channels’ can also contribute specifically to improving the nutrition of infants and children under 5, as well as on adolescent girls.

- 3.1.3. Assess the extent to which FFA programme modalities **minimize any potential adverse effects on women**, particularly for PLW and female heads of households, such as protection risks to their safety, dignity or integrity.<sup>10</sup> Review the comprehensiveness and relevance of (i) the risks identified in the FFA PGM and (ii) the mitigation measures listed therewith. Identify any measure that may be inappropriate or inapplicable, and suggest concrete additional measures to minimize or prevent these risks.
- 3.1.4. Accordingly, **review the FFA Theory of Change** (including causal linkages, assumptions and risks) and identify how women’s socioeconomic empowerment and women’s nutrition dimensions can be better reflected.
- 3.1.5. Provide **practical and realistic recommendations** (i.e. suggest reformulation or additional inputs) to enhance FFA PGM guidelines aiming to positively influence women’s socioeconomic empowerment, maximise nutrition benefits for women and minimize any potential adverse effects on women.

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<sup>10</sup> For example: reduce hardships for women (and potentially other vulnerable groups) who may be overburdened by participating in intensive or inappropriate labour-based activities; consider and plan for potential negative effects of physical labour, particularly on PLW, elderly women, non-able bodied women participating in FFA; mitigate and address risks related to unsafe labour practices, or hazardous working conditions at programme sites; encourage participation of women (and potentially other vulnerable groups) in programmes to reduce exclusion and discrimination. See Protection Guidance for other examples of FFA-related risks.

## 4. Suggested methodology

4.1. It is important to note that the present study is not a formal impact evaluation. The consultant is not expected to deliver a study evidencing statistically representative attribution effects, nor to formally confirm or reject the gender and nutrition concerns presented in the 'Evaluation series on the impact of FFA'. As presented in section 2, the intention is rather to (i) understand the linkages between FFA, women's nutrition and women's socioeconomic empowerment, (ii) assess whether such linkages can be considered as already operational, and (iii) identify the key parameters for successful FFA planning, design and implementation to ensure such linkages are reinforced –all while keeping in mind that the intention is ultimately to strengthen the existing programmatic guidance provided in the FFA PGM.

4.2. This is to be achieved through a methodological approach that shall be developed and proposed by the consultant. Below are however some of the key methodological steps and approaches that are proposed to be followed.

4.2.1. **Desk review and inception report.** The first phase of the study shall be a desk review exercise at WFP HQ offices in Rome. This shall include the following steps.

- A **briefing at WFP HQ** led by the Asset Creation & Livelihoods Unit (OSZPR) for the consultant to get oriented on the study approach and objectives.
- A thorough **desk review** which should cover (i) current relevant WFP guidance and strategic documents (FFA PGM; Resilience, Gender, Protection and Nutrition Policies; Strategic Plan and Strategic Results Framework; Evaluation Series on the impact of FFA; etc.), and (ii) programme-specific documentation (Standard Project Reports; specific project documents; etc.).
- A set of **consultations with relevant WFP HQ units**, including but not necessarily limited to OSZPR and other HQ Offices and Units focusing on Gender, Nutrition, Evaluation and Protection (Emergencies and Transitions unit).
- The production of an **inception report**, which should include the collaboration strategy between WFP and the consultant, a review of the causality linkages between FFA, women's socioeconomic empowerment and women's nutrition (conceptual relevance and adjustment as necessary), a compilation of such linkages to be reviewed during the field assessment, a description of the methodological approach to be used, the final work plan, the list of countries and sites chosen for the study, as well as an outline of the final report.
  - ✓ The content of the inception report shall be reviewed and refined in conjunction with the OSZPR unit and with other relevant WFP HQ offices and units (Gender, Emergencies and Transitions, Nutrition and Evaluation) during the first phase of the consultancy.
  - ✓ The inception report should be framed within WFP's key strategic documents pertaining to FFA, gender, protection and nutrition. Besides the FFA PGM, this shall include the WFP Resilience Policy (2015), the WFP Gender Policy (2015), the WFP Protection Policy (2012) and the WFP Nutrition Policy (2012). Key internal evaluation documents shall also be reviewed by the consultant, including but not

limited to the FFA Evaluation Reports and Synthesis Report, and the mid-term Evaluation of the Nutrition Policy.

4.2.2. **Field assessment.** Under the second phase of the study the consultant should undertake a field assessment, with the objective of assessing to what extent the intended linkages between FFA, women's socioeconomic empowerment and women's nutrition are effectively materializing and to understand why.

- ✓ At least 5 countries with 5 FFA programme sites per country should be identified for the purpose of the study.<sup>11</sup> This shall be done in close coordination with the OSZPR Unit as well as with other relevant WFP HQ units and Regional Bureaus. It is important that the selection of the FFA sites reflects a sufficient diversity of FFA programme cycle phases, livelihood zones and geographical diversity, situation contexts (e.g. low or higher technical capacities; security situation), programmatic strategies (early recovery vs more integrated resilience approach), categories and types of FFA assets. Note that the consultant is expected to travel to all 5 countries.
- ✓ The approach shall primarily rely on qualitative tools - possibly with the collection of control data - and should remain technically simple and cost-effective. Information on nutrition may be captured by non-anthropometric techniques. Some quantitative data may be collected but no attempt should be made at reaching a sample size/structure and an analysis that is statistically representative for each disaggregation element presented in section 2 above.
- ✓ The approach taken to collect information from individuals and focus groups (FFA beneficiaries and non-beneficiaries) in FFA sites is to be proposed by the consultant. Besides community members, the methodology will also aim to gather feedback from WFP personnel, Cooperating Partners implementing FFA programmes, other partners delivering complementary activities in the same FFA sites (including gender- and nutrition-specific ones) and Government Officials.
- ✓ As part of the methodological approach and tools, the consultant will suggest techniques and indicators that can best capture the causality linkages between FFA, women's socioeconomic empowerment and women nutrition. Any key survey or data collection tool used to collect information from individuals on FFA, but also from Country Offices, NGO and government staff members should be submitted to OSZPR at least one week before utilization on the field.
- ✓ The consultant may be given the possibility to mobilize additional junior and/or field-based consultants during specific periods of time when he/she requires technical support, within a budget range that is to be discussed and agreed with WFP upon the beginning of the consultancy when finalising the methodology.
- ✓ The consultant shall liaise and coordinate closely with WFP Country Offices and Regional Bureaus involved in the selected countries, and shall consult any relevant

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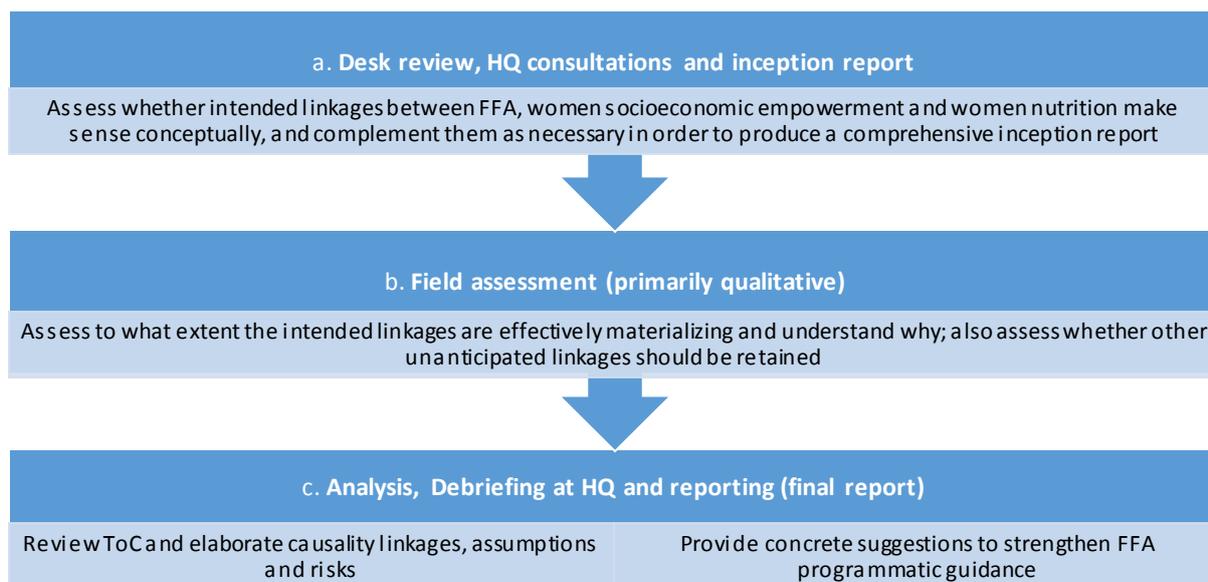
<sup>11</sup> The number of countries and FFA sites to be visited however remains flexible and should be discussed with the consultant and clarified in the inception report. A non-exhaustive indicative list of countries to be selected for the study may include Bangladesh, Cambodia, Guatemala, Mali, Somalia, and Sudan.

country-specific documentation that may be available on FFA (Country Strategy, SOPs, guidance manuals, etc.).

4.2.3. **Analysis and reporting.** In the last phase of the study the consultant will analyse the information collected and produce a final report, following the steps below.

- Carry out a **comprehensive analysis** of the information collected. Methods used to analyse the (primarily qualitative) data collected are to be discussed during the preliminary phase of the consultancy as indicated above. Note that the analysis shall not be limited to a descriptive review of the information collected (“what”) but shall provide in-depth understanding of the causality linkages between FFA, women’s socioeconomic empowerment and women nutrition (“why” and “how”).
- ✓ In line with section 2 above on the study rationale, such analysis should be **disaggregated** per (i) beneficiary category (e.g. tier 1 vs tier 2); (ii) beneficiary status (e.g. sex-and-age-disaggregated, male- vs female-headed household, pregnant and lactating women (PLW), adolescent girls, elderly, etc.); (iii) programme cycle stages (e.g. planning and design, implementation, post-implementation); (iv) livelihood zones and geophysical conditions; (v) situation contexts (low or higher technical capacities, security conditions, etc.); (vi) programmatic strategies (early recovery vs more integrated resilience approach); and (vii) asset category and type. This does not necessarily mean that the sample should be ‘statistically representative’ along all of these disaggregation lines, but rather that the selection of FFA sites should reflect a sufficient diversity of contexts so that a meaningful analysis can be carried out.
- ✓ Whenever required, the collection of field information and the analysis will not be limited to women but will look at the way FFA affects women differently from men. In other terms, whenever necessary the analysis will be presented in relative (comparative) rather than absolute terms.
- ✓ The analysis should highlight **“best cases”/”particularly successful cases”** where the FFA intervention has been found to be particularly effective in improving access to food for women, enhancing women’s nutrition and positively influencing broader gender dynamics, and which could possibly be replicated or scaled-up.
- ✓ The analysis should include a **review of the gender and women nutrition aspects of the FFA Theory of Change (ToC)**, and be geared towards the production of a set of **clear recommendations on how to improve FFA programmatic guidance**.
- A **debriefing at WFP HQ** including but not necessarily limited to OSZPR and other HQ Offices and Units focusing on Gender, Nutrition, Evaluation and Protection (Emergencies and Transitions unit).
- Produce a **final report** taking into account the comments received during the debriefing at WFP HQ. The final report should be headed by an executive summary and covering the following elements:
  - ✓ Objectives of the study;
  - ✓ Methodology used;

- ✓ Key findings from the field assessment;
- ✓ Synthesis of key findings and replicated patterns across FFA sites, and identification of the key parameters for FFA interventions to succeed in women socioeconomic empowerment and women nutrition;
- ✓ Presentation of the best cases;
- ✓ Presentation of a clear and practical set of recommendations at both the operational and the programmatic guidance levels, and concrete inputs (formulations) aiming to enhance relevant sections of the FFA PGM.



## 5. Timeline of deliverables

5.1. The study will require approximately 80 days of consultancy work. Timing of implementation is relatively flexible, although it is expected that the study can be undertaken within a maximum period of 6 months from its starting date and should be completed in 2016.

5.2. A timeline for the submission of key deliverables to OSZPR is provided below. This however remains indicative, and modifications to the timeline may be suggested by the consultant in the inception report.

#	Activities	Indicative timeline
1	<b>Inception report.</b> See point 4.a for details on expected content.	<b>By 3<sup>rd</sup> week</b>
2	<b>Submission of all study tools.</b> Any key survey or data collection tool used to collect information from individuals on FFA and non-FFA sites, but also from Country Offices, NGO and government staff members should be submitted to OSZPR at least one week before utilization on the field.	<b>Throughout consultancy</b>
3	<b>Field missions</b>	<b>By 11<sup>th</sup> week</b>

<b>4</b>	<b>Preliminary Findings.</b> This document (few pages or Powerpoint presentation) will provide a summary of the key findings encountered during the field research and desk review.	<b>By 13<sup>th</sup> week</b>
<b>5</b>	<b>First draft of the Final Report.</b> First draft of the full report containing all information required (see section 4 for full content requirements). The report will be submitted to OSZPR, and circulated to the WFP Gender, Nutrition and Evaluation, and other Units for review.	<b>By 15<sup>th</sup> week</b>
<b>6</b>	<b>Final Report.</b>	<b>By 17<sup>th</sup> week</b>

## 6. Risks

6.1. Depending on the methodology selected, different challenges might arise, among which the following are the most likely:

- Lack of available quantitative primary and secondary data. The consultant is expected to design adequate tools to overcome this constraint and ensure reliable information – primarily qualitative – is collected to inform the analysis;
- Access to the FFA sites may be difficult/impossible due to weather or security conditions, in which case replacement sites should be identified and included in the study.

## 7. Expertise required

7.1. The present study should be undertaken by a senior consultant, highly specialised and qualified in the fields of gender and nutrition, and with complementary knowledge on livelihoods and food security, as well as on FFA-type projects.

7.2. The consultant may be given the possibility to mobilize additional junior and/or field-based consultants during specific periods of time when he/she requires technical support, within a budget range that is to be discussed and agreed with WFP upon the beginning of the consultancy when finalising the methodology of the study.

<b>Gender/Nutrition consultant</b>	
<b>Education and Experience</b>	<p>Advanced university degree or university degree and extensive experience (i) in social sciences/research with a <b>gender</b> focus, and (ii) in <b>nutrition</b>.</p> <p>Additional educational background and/or experience in <b>food security and livelihoods</b> is desirable.</p> <p>Additional educational background and/or experience in any of the following complementary disciplines would be an asset: protection, agriculture, environmental sciences, applied economics, statistics, international affairs, or any other field relevant to international development assistance.</p> <p>The consultant should demonstrate more than 12 years of postgraduate progressively responsible professional experience in their areas of expertise, both in the field and at headquarters and in public sector management, development projects, emergency assistance, and/or operational aspects of national, bilateral or multilateral food aid.</p> <p>Extensive experience in project or programme evaluation and impact assessments, and ideally in the production of programmatic guidance manuals.</p> <p>Proven experience in conducting quality applied research, evaluations and/or assessments for WFP would be an advantage. Experience in implementing and/or evaluating FFA type of project would also be an advantage.</p>
<b>Skillset</b>	<p>Demonstrated expertise on qualitative survey design and analysis. High level of familiarity with quantitative survey design and data analysis. Ability to conduct assessments of projects having complex interrelated causality links (between gender and nutrition).</p> <p>Good level of familiarity with the purpose and modalities of FFA in general, and more specifically within the WFP context.</p> <p>Team player with excellent listening and problem solving skills. Excellent analytical skills and ability to identify larger patterns and divergences in findings and strategic implications. Excellent writing skills, including the ability to be practical, synthetic, clear and brief.</p>