

FWC SERVICES FOR THE IMPLEMENTATION OF EXTERNAL AID (SIEA) 2018

Lot 2 - Infrastructure, sustainable growth and jobs

Gender Analysis of the European Union's Infrastructure Sectors in Malawi

FWC SIEA 2018- LOT 2

EuropeAid/138778/DH/SER/multi

2018/398292/1

Preliminary Recommendations - EIB Contract

“Malawi M1 Road Rehabilitation Project”

**financed from the European Development Fund under the
Africa Investment Facility**

05.11.2018



This project is funded by
the European Union



Project implemented by Pinto Luvent and ADE



1. Background

The infrastructure sectors Gender Analysis has identified the following gender measures to be adopted under the project: “Malawi M1 Road Rehabilitation Project (EUD agreement 2017/391-676)”, in order to promote gender equality and equity. Depending on their respective current status, the identified requirements should be included in the different contracts to oblige consultants/contractors to adopt the relevant policy and gender measures.

2. Summary

The promotion of gender equality will be addressed through a number of gender concrete measures. With reference to the EU’s Gender Action Plan¹ (GAP II), actions supporting the following Pivotal Areas will be undertaken:

Ensuring girls’ and women’s physical and psychological integrity

Measures will be put in place to ensure that the physical and psychological integrity of girls and women is protected. This will be addressed through staff training, providing of suitable site and accommodation facilities.

Promoting Economic and Social Rights and Empowerment of Girls and Women

The project will provide opportunities that support an increase the number of women receiving quality education at tertiary level, in particular in science, technology and engineering, and receiving vocational, professional and/ entrepreneurial training. The promotion of STEM will be achieved through the engagement of young women and men as trainee engineers/technicians on service contracts (design/supervision) and apprentices in the construction (works).

The project will provide improved access by women to decent work by achieving employment targets on works contracts. The works contractors will be incentivised to meet set targets, which will be monitored and reported on by the supervising engineering team.

Strengthening Girls’ and Women’s Voice and Participation

In addition to promoting the infrastructure project itself, the communications component will support agents of change working to shift negative social or cultural norms, including the media, women’s grassroots organisations and the active involvement of men and boys. The communications strategy should contain a strong element of promoting STEM for both young women and men, but in particular reversing the perception that technical engineering/science careers are more suited to men.

3. Proposed measures to be implemented

Recommendations are made for the Design Consultant, Supervising Consultant, Works Contractor, Capacity Building Consultant and Communications Service Provider as follows:

Design Consultant

1. The design Consultant, responsible for drafting the tender dossier, should hire a short-term gender expert to mainstream gender requirements to tender documents.
2. The design Consultant should incorporate the measures outlined in the Section 4 Tender Documents below.
3. All contractual documents should avoid the use of “he” in the document. The use of “he” will be replaced with “he/she”.
4. Where the design consultant undertakes design services in Malawi, trainee engineering students should be hired with a view to providing them with the required practical experience to complement their university studies. This can be done by

¹ Joint Staff Working Document, Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020

funding student engineers from incidental reimbursable expenses within the service contract. There should be at least 50% women trainees.

Supervising Consultant

1. The Supervising Consultant will be responsible for monitoring the progress on gender inclusion and certifying related payments.
2. The Supervising Consultant will hire a short-term expert as a community liaison expert with social and gender expertise to integrate gender into the organisational structure and to monitor all social and gender-related services and will oversee the specific contributions of the project's engagement to the community. This activity can be undertaken by another expert that may already be foreseen, such as a social expert.
3. The community liaison expert will be responsible for the gender-responsive internal monitoring and evaluation. The M&E system will provide sex-disaggregated data on all activities monitored, including gender-sensitive indicators. Evaluations will include substantive information on the social and gender-related actions identified in the environmental and social impact assessments. Suggested monitoring templates are provided in the tables below.
4. The community liaison expert will monitor the progress on gender measures within the works contracts and will confirm performance for payment.
5. The community liaison expert will collect, analyse and report on sex disaggregated data for the project and will report on the overall performance of the project including all stakeholders' contributions to the Gender and Social Management Plan (see Section 4 Tender Documentation below).
6. The Supervising Consultant will ensure that gender is included as an action point on the agenda and minutes of project meetings.
7. The Supervising Consultant will engage trainee engineering students with a view to providing them with the required practical experience to complement their university studies. This can be done by funding student engineers from incidental reimbursable expenses within the service contract. The trainees would not be hired under fees and therefore the Supervising Consultant cannot be held responsible for their performance, but rather provides a positive training opportunity that can greatly enhance the student's CV and later employability. There should be at least 50% women trainees.
8. The community liaison expert will oversee the specific contributions of the project's engagement to the community including two annual students' visits to the sites and two annual work talks in schools where the project will be implemented. These visits and talks will be undertaken with a view to promoting STEM (science, technology, engineering and mathematics) among young people and in particular girls.

Works Contractor

1. The Works Contractor will hire at least 15² – 20% skilled and low skilled women including vulnerable populations such as persons with disabilities, HIV/AIDS and albinos. This requirement will be applied by the Contractor to the staff involved in the different steps in the construction. The Contractor will report monthly on the performance for hired workers for the project. For the first year, the percentage will be set for 10%, second year for 15% and the third year 20%. This can be paid for through an incentive under Preliminary and General in the BoQ.
2. The contractor will provide support to day Community Based Childcare Centres (CBCC), which are typically volunteer run. This will be done with a view to supporting

² Percentage recommended by the Government of Malawi.

women's access to employment on the project and in general. The nature of the support can be defined during implementation in conjunction with the supervisor's community liaison expert. This might include a small building, teaching material for pre-school children etc. The cost can be paid for as a provisional sum, based on actual cost plus 25% (10% profit plus 15% administrative costs).

3. The Contractor will provide apprenticeship training to selected candidates for the periods required by the Malawi TVET colleges in order for them to fulfil their respective work experience requirements and which is complementary to their formal academic training. Apprenticeship training places will be provided for at least 4 women and men (50% women), who will be selected in collaboration with formal TVET qualification centres that are recognised by the Ministry of Education. This is to ensure that the experience gained is both recognised and complementary to the formal their academic training. The apprenticeship training can be paid for as a provisional sum, based on actual cost plus 25% (10% profit plus 15% administrative costs).
4. The contractor will ensure at least 2 basic gender sensitisation trainings are provided per year to sensitise construction staff on issues related to gender, sexual harassment, HIV/AIDS, persons with disability, grievance and complaints procedures within the organisation including legal measures when the internal measures do not address their issues. Gender sensitisation trainings will target the whole staff including senior managers. The training provider should be approved by the community liaison expert. This can be paid for under a provisional sum.

Capacity Building Consultant (Component 4)

1. The Capacity Building Consultant will address gender equality awareness during the project implementation.
2. A short-term gender expert should be hired during the inception phase to define the gender measures and indicators specific to the capacity building project.
3. The project will promote measures to operationalise gender mainstreaming within the Ministry of Transport as foreseen in the National Transport Policy.

Communications Service Provider

In Malawi, social perceptions of women and girls in the country are heavily influenced by gender identities, based on traditional notions. The traditional social attitude portrays women and girls as weaker than, and inferior, to men and boys. This attitude finds expression in the presentation of women and girls and its negative consequences are manifested in discrimination in employment, education, access to resources and other areas of social life. Therefore, male dominant fields such as infrastructure sectors require communication and awareness-raising on Women's and Girls' Inclusion/Participation. Three out of four of the main areas of GAP II, are actions that can be translated in very powerful messages – Ensuring girls' and women's physical integrity, Empowerment of girls and women, Strengthening girls' and women's voice.

The communications strategy should include a strong element of promoting STEM amongst young women and men. A media campaign should include videos, radio and TV spots that emphasises that STEM and engineering/science careers are suitable for both women and men. Additionally, the campaign should be promoted through the local newspapers and on billboards.

Communication is an essential tool for social transformation and the communication strategy can therefore build on strong and concrete messages which may include:

1. Documentation of the process of implementation of the project with the inclusion and active participation of women in different capacities. This can be used later to prepare a video documentary on the project, highlighting its contribution to gender equality.

2. Promotion of STEM programmes among young girls with particular attention to schools in rural areas where the project is located.
3. Production of awareness videos portraying female mentors in schools, presenting career talks / girls and their science club. The objective is to promote STEM among girls as well as to sensitise boys.
4. Promoting gender champions sharing their personal stories (eg. women working in engineering/science, men having daughters in STEM careers).
5. Female and male CEOs (senior managers) talking about their experience working with effective and qualified women in their teams. Male co-workers can share their experience working with women.
6. Qualification centres of the formal TVET system can explain the importance of increasing the number of female students and the career opportunities.
7. Male contractors can discuss about the importance of training and hiring women in their technical teams

All the above messages will be linked to communicating the importance of the Power Interconnector project itself and the roles of the EU and EIB.

4. Tender Documentation

The gender measures need to be incorporated in the various stages of procurement and in the tender documentation as follows:

General

1. All contracts between contracting authority and contractors will be framed within the framework of the National Gender Policy, 2013 National Transport Policy and the 2010 amended Employment Act for Malawi to ensure measures will be implemented according to the mandatory legal framework.
2. Key environmental social and gender actions should be specifically articulated in the relevant contract documents (i.e. specifications, tender forms, BoQ etc.).

Consulting Services(design and supervision)

The ToR should include a requirement to engage a number of **trainee technicians/engineers** during the assignment. The consultant should agree the training programme objectives with the Contracting Authority and draw up a report on the result of the training. The trainees should already be attending a Malawian university/college or be recent graduates wanting to gain initial post graduate experience. Costs can be included as a reimbursable sum to cover a training allowance, travel, accommodation and other reasonable expenses. Engagement by the consultant of such trainees does not necessarily have to confer on them the status of employees of the consultant.

Capacity Building Consultant (Component 4)

The ToR should include a requirement to engage a short-term gender expert during the inception phase who will define the gender measures and indicators

Works

1. Invitations to tenders normally include a compulsory **site visit**. Gender equality should be included as a point on the agenda and the specific gender measures explained to

- potential bidders. This should be done with a view to emphasising that gender measures are an important part of the project.
2. The tender specifications should set out the requirements for a **Gender and Social Management Plan**, which outlines the gender policy and specifies the various measures to be implemented and how they will be measured and paid against the Bill of Quantities (B0Q).
 3. Tender dossiers usually require the bidders to have an acceptable **Quality Assurance System**, the submission of which is one of the qualifying criteria. The dossier should have a similar requirement for the submission of a Gender and Social Management Plan, which demonstrates how the contractor will implement the measures as outlined in the tender specification.
 4. The tender dossier should specify that **separate secure facilities and accommodation** are provided for female workers. This should include attention to standards including washing facilities, provision of soap etc., which should also apply to male workers. The Gender and Social Management Plan should include:
 - Objectives
 - Impact
 - Activities / actions (at least for three years with specific timing)
 - Administrative staff responsible for actions (Accountability and Responsibility)
 - Outputs
 - Quantitative and qualitative indicators including gender sensitive indicators.
 - Sources of verification.
 - Risks and assumptions by priority intervention area.
 5. The Works Contractor will hire at least **15 – 20% skilled and low skilled women** including vulnerable populations such as persons with disabilities, HIV/AIDS and albinos. This can be paid for under Preliminary and General in the BoQ (see example template below). The amount should be set in the tender and it may be paid only in case the target is met or alternatively calculated against a formula. The amount should set an incentive, but should not be so large as to be punitive.
 6. The contractor will provide support to day **Community Based Childcare Centres (CBCC)**. This can be paid for under a Provisional Sum in the BoQ (see example template below).
 7. The Contractor will provide **apprenticeship training**. This can be paid for under a Provisional Sum in the BoQ (see example template below).
 8. The contractor will ensure at least 2 basic **gender sensitisation trainings** are provided per year. This can be paid for under a Provisional Sum in the BoQ (see example template below).

Table No. 1 Bill of Quantities – example Gender Measure items

Item No.	Payment Clause	Short Description	Unit	Quantity	Rate €	Amount €	Comment
		SECTION A: PRELIMINARY AND GENERAL					
A.1		Fixed Charges Item					
		Compliance with the requirements of the Gender and Social Management Plan for the Duration of the Contract					
		Achievement of percentage skilled and low skilled women employment requirement.					This could be paid against a formula.
		Facilities for the female workers duration of the contract.					This should be in addition to male facilities.
		SECTION B: GENDER AND PAYMENT CLAUSE					
		Community Based Childcare Centres (CBCC)	Provisional Sum			3,000-	
		Hire and train TVET apprentices	month	80	400	32,000.00	4 people x 10 month per year x 2 years
		Gender sensitisation trainings	unit	4	500	2,000-	2 per year x 2 years

Monitoring and Reporting

1. To monitor and assess these objectives, the community liaison expert will follow the updated logical framework matrix including the status of results achieved by the Project (Activities, Outputs, Outcomes) as measured by their corresponding indicators; agreed baselines and targets, and relevant data sources, verify the progress and confirm performance for payment.
2. The following table may be used both as a check list for gender issues and for gender performance verification:

Table No. 2 Recognition: Rights and Inequalities

	1	2	3
Project recognizes women and men as relevant stakeholders			
Project recognizes and documents gender inequalities relevant to the project			
Project's objectives and activities address gender inequalities relevant to the project			
Project reviews local and national laws, and international treaties, conventions and other instruments, that refer to women's rights and gender equality that are relevant to the project			
Project identifies the main barriers (e.g. cultural, institutional, social) and gender inequalities that prevent stakeholders (particularly women and youth) full and effective participation and engagement in all phases of the project			
Project implementers participate in capacity building sessions on gender			

Table No. 3 Process: Gender Responsive Actions

	1	2	3
Project develops methodology to collect gender-disaggregated data			
Project activities address barriers that prevent stakeholders (particularly women and youth) from participating fully and effectively			
Project enacts parity measures/quotas to guarantee that women are involved in all phases of planning and decision-making			
Project includes a gender equality and women's rights champion(s), who is/are trusted and respected (by both women and men) in decision-making structures			
Project objectives and activities address gender inequalities relevant to			

the project			
Project includes gender budget			
Project engages gender experts and government representatives from women's mechanisms to review and support implementation of activities			
Project conducts a gender differentiated risk and benefit analysis			
Project includes gender indicators in monitoring and evaluation			
Project's reports include gender considerations and gender analysis			

Table No 4. Distribution: Equal distribution of benefits, responsibilities and costs

	1	2	3
Project implements a gender-differentiated benefits, costs and risks analysis			
Protect incorporates an assessment of the kind of benefits (e.g., cash, non-cash, services) that different stakeholders (particularly women and youth) will most likely have access to and control over			
Protect incorporates an assessment of the kind of gender differentiated responsibilities that different stakeholders (particularly women and youth) will most likely experience			
Project identifies and includes actions to improve relationships between women and men, particularly about the division of labor, full and effective participation, consultation, information sharing, distribution of benefits, access to and control over resources, and decision-making in communities and governmental institutions			
Project establishes a clear, transparent and inclusive monitoring system to determine if all stakeholders (particularly women and youth) are receiving appropriate benefits in a timely manner, and costs and responsibilities are shared equally			
Project includes a plan for external mediation in situations where women's or vulnerable group's needs and preferences are excluded or overruled and when benefits, costs and responsibilities are not shared equally.			