

Terms of Reference

Developing the Gender Theory of Change and updating the IDH Gender Strategy

August, 2022

1. Background

IDH is working together with the private sector and the public sector to create systems change to work on Better Income (more/living income, more stable and more equitable income), Better Jobs (living wage, safe and healthy working conditions and collective bargaining), Better Environment (sustainable land use with a focus on climate mitigation and climate adaptation for smallholder farmers) and Gender Equality as a cross-cutting theme.

To contribute to systems change, IDH is convening key private and public players in specific value chains and jurisdictions, co-funding and developing field level innovations and developing data-driven intelligence to make better informed decisions and accelerate change. We believe that changes at three levels need to happen to contribute to systems change; changing sector governance, changing business practices and changing field level practices. IDH is active in 20 different value chains and 20 different jurisdictions. IDH is considered by both the private and public sector as a neutral convener.

We are currently looking for a gender consultant to develop IDH's gender Theory of Change (ToC) and update IDH's gender strategy, guiding the organization in reaching its 2025 target.

To learn more about IDH's work on gender please access:

- [The IDH gender equality webpage](#)
- [Annual report 2021](#)

2. Objectives, key activities and deliverables

Objective

The overall objective of this assignment is to design a ToC for gender and a gender strategy for IDH to achieve its 2025 gender target.

Key activities

The assignment includes the following activities:

1. Conduct research to identify best practices on existing frameworks and key elements of a gender strategy
2. Align the gender strategy with 3 other impact themes (Better Jobs, Better Income and Better Environment) through close collaboration with the gender team and impact leads
3. Retrieve input from the different IDH's clusters on their projects approaches
4. Develop a ToC for gender and a gender strategy. Both deliverables need to be concise, using practical, concrete language in line with IDH jargon

5. Support on developing gender KPIs

Deliverables

The final deliverables of this assignment are:

- A visual with the ToC, accompanied by a narrative explaining it
- A word document containing the strategy with a detailed explanation
- A PowerPoint deck including graphs/visuals capturing the key aspects revised gender strategy

3. Profile of the Consultant and Timelines

Profile of the consultant

IDH is looking for a passionate business and strategic oriented, gender expert or a firm who has in-depth knowledge of gender dynamics in agricultural sector within different value chains.

- Extensive experience in developing gender ToC and strategies from a business perspective, particularly in the supply chain sector. Strong project management skills, concise, practical.
- Business-minded, strong communicator, ability to explain complex concepts in simple language.

Timeline

The assignment will be for 2 months, starting mid September 2022.

4. Proposal

IDH is asking Consultants to prepare a proposal (max. four content pages) in which it is explained how the Consultant will organize its engagement to contribute to the objectives as explained above.

The proposal should at least contain:

- Approach to the assignment with concrete examples of similar types of assignments and proposed structure/components of ToC and strategy
- Profile of the consultants (in line with Section 3), including CV
- Budget proposal. IDH will not be providing a range

5. Selection criteria & procedure

The proposal will be assessed based on the following selection criteria:

- Quality of the proposal, based on the requirements in Sections 3:
 - Quality of the proposed approach
 - Relevant experience developing ToC's and strategies on gender, particularly from a business perspective
 - Track record of the Consultant
- Budget

6. Contact information

Shivani Moenesar

Gender Advisor

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Only shortlisted consultants/consultancy firms will be contacted.

Kindly note that any question will be replied by email only. Thank you.

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Deadline for submission of applications	31 August, 2022 (23:59 hrs. CET)