



Terms of Reference

**Consultancy to Conduct a Study on Feminist
Macroeconomics in Africa**

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1.0 Introduction

These Terms of Reference serve as an invitation to provide consultancy services to conduct a study on “Feminist Macroeconomics in Africa”. The study is commissioned under the auspices of the project titled ‘Fostering Feminist Macroeconomic Policy Alternatives in Africa’ by Akina Mama wa Afrika (AMwA) with the support of the William and Flora Hewlett Foundation. This study will inform AMwA’s feminist macroeconomics programming as we seek to advance the feminist philosophy in analyzing and shaping macroeconomic policies in Africa. It will contribute to shaping our feminist analysis and approaches and efforts towards building a critical mass of Pan-African feminist leaders and thinkers working in their collective capacities to influence macroeconomic policies and contribute to the adoption of feminist economic alternatives as strategies for sustainable development.

1.1 About Akina Mama wa Afrika

Akina Mama wa Afrika (AMwA) is a feminist Pan-African development organization with headquarters in Kampala, Uganda. Our work is rooted in feminist principles and beliefs guided by the Charter of Feminist Principles for African Feminists which define our leadership development program and movement building activities. We envision a dignified and equitable feminist society for African women, girls and gender-expansive persons. Our thematic areas of focus include Women’s Political Leadership, Sexual and Reproductive Health and Rights, and Economic Justice and Climate Action. The organization’s work is advanced through feminist and transformational leadership development, feminist research and knowledge building, and policy influence and movement building. AMwA provides strategic direction in key Pan-African networks including NGO CSW Africa, Solidarity for African Women’s Rights, and the Gender Is My Agenda Campaign. AMwA also has consultative status with the United Nations Economic and Social Council.

2.0 Description of the project

After more than two years of a global pandemic, Africa has emerged worse for wear, with significant rollbacks on gains made across the spectrum of gender and economic justice. A significant number of the

economic recovery strategies and plans that were implemented post COVID-19 have largely been very masculinist and unresponsive to the vast and intersecting gendered challenges that women and other minoritized groups contend with.

Moreover, the civic and political space across the continent and globally has also continued to shift from open to narrow, obstructed, repressed and closed. A weakened civil society has meant that rural and urban poor women, youth, people with disabilities, minoritized groups, among others have not been effectively mobilized and facilitated to engage and shape the various policy responses. As such, some of the post COVID 19 economic policy responses implemented particularly at the macrolevel, have had far reaching implications on the microlevel economic situation of already vulnerable groups of people. For instance, as public debt financing increased to close the fiscal deficit in many African countries during the pandemic, household debt also grew while disposable incomes fell significantly.

Ensuring that macro-level economic policies and decisions like taxation and expenditure frameworks and policies; trade and investment policies; labor and employment laws and policies; debt sustainability and management frameworks are responsive to the needs and realities of the most marginalized, such as women are fundamental for transforming economies. To achieve this also requires rejecting the current dominant models, changing narratives and advancing feminist alternatives to urgently transform the status quo from an unequal economic power relation which have traditionally driven inequality between women and men; the poor and rich; communities and corporations; and the African continent and developed world.

Challenging the systems and structures has always been a politically charged issue because their existence is supported, facilitated and fostered by an interconnected global financial architecture consisting of obscure macro-level economic policy processes promulgated by International Financial Institutions (IFIs). These decision-making spaces have mostly been closed to feminists and women's rights activists from Africa, presenting considerable obstacles to effectively influencing and engaging. The processes are replete with bureaucracy and power plays, sometimes with issues for discussion negotiated and concluded beforehand, making a farce of the democratic process and a mockery of constituents invited to dialogue. Without a doubt, the global pandemic and its impact on those already politically, economically and socially marginalized has exposed the deeply problematic and unsustainable nature of these economic arrangements and requires an ideological shift in the superstructure that upholds this status quo.

It is against this background that AMwA seeks to deepen intersectional feminist analysis on key macroeconomic policy issues with the view to grow a community of African feminists, government technocrats and policy makers that are critical and conscious of the need to adopt feminist macroeconomic policy alternatives. AMwA also seeks to facilitate opportunities for awakening feminist consciousness and organizing based on solidarity premised on shared values and principles through enhancing the capacity of feminists, social justice actors, women rights advocates to organize and influence macroeconomic policy processes.

2.2 Purpose and Objectives of the study

The study will provide information on the extent to which macroeconomic policy issues affect women and other marginalized groups of people that the programme aims to address. It will also provide

information on the level of awareness, knowledge, attitude, and adoption/ application of feminist macroeconomics in policy and practice in Africa. This study will cover two parts. The first part will seek to identify the critical macroeconomic issues, key players, challenges and opportunities that could contribute to “Fostering of feminist macroeconomic policy alternatives in Africa”. The second part will seek to provide a benchmark for the objectives of AMwA’s programme on “Fostering feminist macroeconomic policy alternatives in Africa”. The findings of this study will provide the basis for monitoring, evaluation and learning, with a follow-up study at the later point to facilitate measurement of the outcomes and impact of the programme. Below are the specific study objectives:

1. To establish a reference for assessing impact and outcome indicators between baseline and final evaluation.
2. To determine in a quantitative and qualitative manner the current state of feminist macroeconomics in Africa and assess perceptions based on levels of awareness, knowledge, attitudes, and practices (AKAP) of feminist macroeconomic policy alternatives by civil society, feminists, women’s rights actors, social justice activists, government officials, and policy makers.
3. To map out key stakeholders, both state and non-state actors that could contribute to fostering feminist macroeconomic policy alternatives and identify the existing and anticipated challenges and opportunities and establish proposed approaches to address these challenges.
4. To analyze key macroeconomic policy and institutional frameworks i.e. national and regional frameworks to establish the extent to which they are gender transformative.
5. To map out ongoing efforts, and establish the most effective strategies, spaces and issues for fostering feminist macroeconomic policy alternatives at national, regional and global level, establish the key pull and push factors.

2.1 Target audience

The study is intended for feminist activists, economists, social justice activists, women’s rights actors, development partners, government officials, and policy makers. The study will provide key information to help the programme present a situational and contextual analysis of gender and macroeconomic policy in the target countries specifically and Africa in general. It will also provide data that will be a point of reference for assessing changes and impact as a result of the programme. To establish the cause-and-effect relationship between the implementation of feminist macroeconomic policies and the realization of gender justice, data will be collected from diverse groups of stakeholders for analysis. The target groups will be selected from five countries of the programme implementation.

3.0 Methodology of the Study

The study will be conducted using an intersectional feminist research methodology, centering on the experiences, and lived realities of African women and other marginalized groups of people. The methodology will adopt both qualitative and quantitative approaches anchored on selected countries as case studies. It will provide a historic analysis of the global economic and governance architecture, highlighting ways in which historical and current injustices still exist and have mutated over time - and how this has shaped African feminists organizing to influence macroeconomic policy.

3.1 Roles and responsibilities

The consultant will fulfill the following tasks:

1. Provide the overall coordination, supervision, and quality assurance of the study.
2. Develop a technical and financial proposal that should include the following:
 - Design a data collection methodology(ies) appropriate for gathering the required data on both sections of the study.
 - Design appropriate data collection tools that are inclusive and intersectional
 - Collect and analyze the relevant data.
3. Develop an inception report covering findings from preliminary desk reviews, preliminary discussions and interviews.
4. Provides hands on expert advice to AMwA on the tools/means of verifications to be integrated in the continuous monitoring of the programme, specifically on the study indicators, current narratives/ policy analysis/ stakeholder tracing and participation of feminists in macroeconomic decision making.
5. Develop the draft research report covering an in-depth analysis of the findings of the study and present it to key sectors during the validation process
6. Deliver to AMwA a final study report incorporating input from AMwA and stakeholders after the review and validation process.
7. Adhere to confidentiality requirements in line with the AMwA data protection policy.

4.0 Timeframe

This assignment will be undertaken over a period of 90 working days.

5.0 Desired Competencies, Technical Background and Experience

The individual should be an African feminist and hold a degree in Economics, Law, Development Studies, Gender and Development or any other related field from a recognized university or have other relevant experience related in feminist economics. Below are additional competence and technical requirements;

- Expertise and a demonstrable track record in designing monitoring and evaluation frameworks and methodologies and conducting baseline studies in the scope of a policy advocacy programme.
- A clear and demonstrated understanding and knowledge of the macroeconomic policy landscape in Africa as well as recent global macroeconomic policy developments.
- At least 10 years of relevant experience in women's rights and feminist macroeconomic policy research in Africa
- Experience with assignments/projects related to policy analysis, capacity strengthening, civic space, gender, inclusion and participation.
- An understanding of key feminist principles such as intersectionality.
- Good writing and editing skills. Fluency in English is required.
- Demonstrated ability to complete complex assignments in a timely manner and delivery of quality results.

6.0 How to Apply

If you are an African feminist with expertise in feminist macroeconomic policy research, and knowledge generation for policy advocacy programmes, you are encouraged to apply by **21st April 2023** by sending the following to recruit@akinamamaafrica.org:

- Your CV (not more than 3 pages) detailing relevant experience in similar tasks, and at least 2 references,
- An expression of interest (not exceeding two pages) explaining why you are the most suitable person for the task,
- A financial and technical proposal with a brief methodology on how you will approach the task.