

Islamic Development Bank
Banque Islamique de Développement



البنك الإسلامي للتنمية

Terms of Reference

**Consultant for Women and Youth Empowerment
Division of the Islamic Development Bank**

1. Introduction & Background:

- 1.1 The Islamic Development Bank Group (IsDBG) is a multilateral financial institution, mandated by its charter to foster socio-economic development in its Member Countries (MCs). The current membership of the Bank consists of 57 countries, spreading across different continents and regions. However, the regions covered by IsDBG's interventions have varied levels of economic growth, performance has been mixed, and the development outcomes are not being shared evenly even within the same one region. While it is well known that economic growth for poverty reduction is undisputed but for growth to have a real impact on poverty reduction, it must decrease inequality. The core part of decreasing inequality is by addressing gender differences where women, children and vulnerable men are suffering the most. Addressing inequality, if done probably, women as well as men can contribute to, and benefit from, social and economic development which is at the core of the inclusive and sustainable growth.
- 1.2 Since its inception, the IsDBG has been very active in the social development of its MCs and Muslims worldwide and has achieved tremendous success in their service over the past four decades. The Bank has long been engaged in the socio-economic development of women and promoting their participation in their societies. However, the youth population and their socio-economic development has recently taken centre stage on the agenda of the Bank.
- 1.3 Women's status in the world noticed several improvements over the past two decades. Some of these improvements include the increase in life expectancy, narrowing down of the gender gap in primary education and the increase in women's economic participation and decision-making processes of their communities. While being mindful of the multiple roles of women in MCs, it remains evident that their weakened status in some MCs is a factor behind the rise in poverty and inequality, as well as the slow economic growth of these countries. Increasing their economic participation can raise labor productivity by as much as 25%. It is estimated that when women are economically active, they reinvest 90%¹ of their income into the health and well-being of themselves, their families, and communities, which results in overall better nutrition, increase in years of schooling, and an escape from the cycles of poverty. Moreover, when women are educated, they have the necessary tools to make informed decisions, and a greater understanding of appropriate health-promoting behaviors. Despite these advancements, many countries need further assistance in advancing women's participation and development.
- 1.4 Young people make up an especially large share of the population in developing countries, particularly in IsDBG Member Countries. According to official United Nations population estimates, the world population in the beginning of 2016 reached 7.4 billion. Half of this population is under the age of 30, making this segment the largest generation in human history. In 2019, the International Labor Organization's (ILO) report on the World Employment Social Outlook Youth estimated that the global youth unemployment rate reached 11.8%.² According to the OIC Outlook Series for 2015, it is projected that

¹ Cuberes and Teignier-Baqué, 2011/ ² Katie M. Scholz | 04 October 2012 looked up on 17 Feb. 2015

² World Employment Social Outlook Youth 2019, ILO; https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_670542.pdf

one third of the youth population worldwide will be living in OIC countries in 2050. While this offers a great opportunity for IsDBG countries, it also implies that they will face critical challenges in utilizing this great potential. Youth development is a challenge that has long been ignored and has now emerged as a major threat to the socio-economic development of several IsDBG MCs.

- 1.5 Recognizing that enhancing women and youth participation and status in any society is essential for achieving socio-economic development and poverty reduction, the Bank developed its 10-Year Strategy as a promise to its 57 Member Countries towards a sustainable and inclusive social development. The Bank Strategy upholds and undertakes social development as a “key tool to ensure targeted, inclusive growth” for disadvantaged segments of society, particularly women, girls and young people.
- 1.6 In the global context, the 2030 Agenda is committed to eliminate extreme poverty and ensuring that no one is left behind, in order to bring the benefits of sustainable development to all. Hence, the Agenda places women and youth at the center of the development agenda and a major driver to achieving all SDGs. Achieving the SDGs by 2030 is heavily dependent on increasing investment in sustainable development to stimulate global growth, while still protecting vulnerable populations and leaving no one behind. As a South–South regional multilateral financial development institution, the IsDB recognizes the vital role it must play not only within its Member Countries, but also globally.
- 1.7 The IsDBG recognizes the global as well as corporate challenges faced in improving and strengthening the status of women and youth worldwide. As part of the Bank’s internal institutional changes and in order to respond to the needs of women and youth, it has created, in 2018, a dedicated division entitled “*Women and Youth Empowerment*”, which acts as a resource center in the Bank as it relates to women and youth.
- 1.8 The IsDB first ever Women’s Empowerment Policy (WEP) was approved in February 2019, setting the guiding principles and operational objectives of the Bank to integrate women’s empowerment measures within its development work. The Policy centers around the pillars of Access, Mainstreaming, Agency and Learning (AMAL). These pillars focus on improving women’s access to services and resources, mainstreaming women’s needs in the Bank’s projects and programs, promoting women’s agency and participation and fostering learning and capacity development.
- 1.9 In line with the IsDB’s core operational priorities and SDGs, the Youth Development Strategy (YDS) was also approved in 2019. YDS has two strategic objectives that will guide the implementation of the Strategy: (i) to support youth to be productive and economically empowered so as to contribute to the development of their communities, and (ii) to support young women and men to be engaged and responsible to embody leadership. The Strategy has three mutually reinforcing strategic pillars referred to as the 3E’s: Education, Economic Empowerment and Engagement.
- 1.10 The global development landscape has significantly changed with the hit of COVID-19 pandemic. In many cases, it rolled back the progress made in achieving the Sustainable Development Goals (SDGs) – Agenda 2030, as well as on the

implementation of the OSWEP. IsDB has undergone a strategic reorientation within the context of COVID-19 and its consequences for IsDB member countries' priorities. The IsDB "Strategic Realignment (2023-2025): Promoting Comprehensive Human Development and Sustainable Infrastructure" represents a realignment of its 10 Year Strategy. The core and overriding elements of the realignment are centered around 3 Strategic Objectives endorsed by the Board of Governors: (i) Boosting COVID-19 Recovery, (ii) Tackling Poverty & Building Resilience, and (iii) Driving Green Economic Growth. Along these are 2 Strategic Pillars that will drive the delivery of the Strategic Objectives—Green, Sustainable & Resilient Infrastructure and Inclusive Human Capital Development.

- 1.11 Women and youth empowerment are one of the cross-cutting themes of the Realigned Strategy, which calls for the whole Group to mainstream women and youth empowerment perspectives in country engagements, programs, projects and operations of the Bank. Moreover, human capital development gaps revealed by the pandemic point towards the need for increased urgency to recover lost ground and rapidly digitize health, education, financial and employment services and focus on quality outcomes. Furthermore, it was imperative to start reviewing key public sector initiatives through the lenses of women and youth to ensure that these important segments of the population are fully able to contribute to economic and social development in MCs.
- 1.12 The IsDBG is taking more proactive measures to advance inclusive participation in economic opportunity through its policies and investments and in policy dialogue with its member countries (MC). Therefore, there is significant opportunity for the Bank to support its MCs in increasingly promoting women and youth empowerment as an explicit goal of policy and programs thereby emphasizing its institutional vision and commitments.

2. Rationale & Objectives:

- 2.1 The Women and Youth Empowerment (WYE) division aims to hire an individual Consultant who possesses the relevant technical expertise and experience to support the division in mainstreaming women and youth empowerment perspectives in country engagements (*i.e.* country engagement frameworks/ member country partnership strategy), programs, projects and operations of the Bank, as well as supporting the design and implementation of stand-alone women and youth empowerment interventions, as directed by the WYE division. The Consultant will also capacitate the Bank's staff, in the headquarters and the regional hubs, to effectively mainstream women and youth empowerment dimensions in Bank's interventions, as well as to develop key knowledge products on women and youth empowerment.

3. MAIN TASKS & DUTIES:

The Consultant will report to the WYE Manager at the headquarters on day-to-day basis. Additionally, s/he shall work closely with Country Operations Managers and Operations Team Leads at the HQs and in respective Regional Hubs to ensure proper coordination during implementation of his/her main tasks, particularly related to mainstreaming women and youth empowerment perspectives in country engagements and initiatives of the Bank.

Specific duties include:

- 3.1 To formulate concept notes, project documents and related documentation for projects, programs, knowledge events and other related initiatives on women and youth empowerment in IsDB member countries.
- 3.2 To collaborate with the WYE team on resource mobilization efforts with regional and international partners, including foundations, philanthropists, private sector entities, and development partners, to support both mainstreamed and stand-alone women and youth empowerment initiatives.
- 3.3 To develop the capacity of Bank's staff, including the development of training materials, to better equip them in mainstreaming women and youth empowerment dimensions in the Bank's interventions.
- 3.4 To conduct gender and youth analyses to identify opportunities, challenges, and gaps in the Bank's priority areas, and provide targeted recommendations for improving women and youth participation in the Bank's projects and strategies.
- 3.5 To develop key knowledge products and good practice notes on women and youth empowerment, including but not limited to the development of gender and youth country profiles³, guidance/policy notes and tools for mainstreaming women and youth empowerment perspectives in the Bank's interventions, among others.

4. Methodology:

- 4.1 The consultancy work is primarily based on a desk review, but could involve taking part in missions (either virtually or physically). The Consultant is expected to collect secondary data to inform his/her analysis and conduct a review of existing documentation, including national policy and strategic documents, statistical reports and related reviews/assessments conducted by government agencies, donors, and academic and civil society groups.
- 4.2 The expected timeline of the assignment, which is to begin on contract signing, will be for a period of 12 months, on a renewable basis based on performance.
- 4.3 The successful candidate shall receive quarterly remuneration totalling an amount of USD 60,000. The payments will be subject to quality assessment of the deliverables by the WYE division. She/He will receive same benefits when on official missions in accordance with the IsDB Business Travel Guidelines.

5. Competencies:

³ In 2018, 2019 and 2020, the IsDB developed Gender and Youth Profiles for 29 of its Member Countries starting with countries where the IsDBG has Regional Hubs and gradually developing more profiles to cover all of its Member Countries: Afghanistan, Bangladesh, Benin, Burkina Faso, Egypt, Indonesia, Jordan, Kazakhstan, Malaysia, Mali, Morocco, Nigeria, Pakistan, Senegal, Turkey, Uganda, United Arab of Emirates, Cameroon, Guinea, Guyana, Ivory Coast, Kingdom of Saudi Arabia, Kuwait, Mauritania, Mozambique, Niger, Sierra Leone, Suriname, and Togo.

Functional Competencies

- Excellent understanding of Women Empowerment and Youth Development;
- Research, analysis and synthesis skills;
- Policy document writing including Gender and Youth Country Profiles; samples will be requested only for the candidates whose profile will be favorably reviewed;
- Experience working with MDBs or similar multilateral organization is highly desirable.

Other competencies

- Excellent written skills in English is required;
- Excellent organizational and communication skills;
- Good analytical and research skills;
- Strong report writing skills;
- Ability to work independently, against tight deadlines.

Education: Minimum of a MA or equivalent in, International Development Studies, Youth, Gender/Women's Studies, Social Studies, Economics or Sociology; and either academic or professional training in social research methods.

Experience: At least 10 years of relevant experience in policy development, international development, youth/women empowerment, experience of leading the development of reports on youth empowerment and/or gender and women empowerment, experience working with MDB's or similar institutions.

6. Instructions to Consultants:

Expression of Interest: Interested Consultants are invited to submit a technical proposal which should include:

- A detailed curriculum vitae,
- Provide examples and gender / youth country profiles or similar technical reports
- A proposed Template that will be used for this assignment, and
- At least three references attesting to the candidates experience with similar assignments.
- For any clarification or queries send an email to: General - Consultant for Women and Youth Empowerment Division of the IsDB 15325 8004b93e.isdb.org@emea.teams.ms

All proposals should be sent to no later than 4:00 p.m., Jeddah time, **20 April 2024** to: EOI Submission - Consultant for Women and Youth Empowerment Division of the IsDB 15325 dd0187e4.isdb.org@emea.teams.ms

- A. IsDB reserves the right to the following:
- i) Reject any and all proposals, and to waive minor irregularities in any proposal.
 - ii) Request the clarification of information submitted.
 - iii) Request additional information from any proposer.

- iv) Grant the contract to the next most qualified consultant, if the selected consultant does not start the job within fifteen (15) days after granting of the proposal.
- B. IsDB shall not be responsible for any costs incurred by the consultant in preparing, submitting, or presenting its response to the RFP.

7.Selection Criteria:

The evaluation will be based on a Quality-Based-Selection (QBS). The technical criteria include the educational background and its relevance to the assignment, the consultant’s experience in related fields, and the methodology for conducting the job. The references, as mentioned above, will also be considered during the technical evaluation.

Technical Proposal Evaluation Summary Sheet - Each consultant submitting proposal shall be evaluated based on the criteria specified in the table below.

	Max Score
General Qualification	10
<i>Academic qualification (10)</i>	
Ph.D. in relevant field – 8	
Masters in relevant field – 6	
Academic or professional training in social research methods – 2	
<i>Sub-total</i>	
Relevant Experience	50
<i>Specific Experience Related to Women and Youth Empowerment (20)</i>	
Proven experience in 5 or more similar assignments - 20	
Proven experience in 3-5 similar assignments - 17	
Proven experience in 2 similar assignments – 13	
<i>Experience in Training Delivery related to Women and Youth Empowerment (10)</i>	
More than 8 years – 10	
Between 5-8 years – 7	
Less than 5 years – 3	
<i>IsDB Member Country (MC) exposure (10)</i>	
Experience in 5 or more IsDB MC – 10	
Proven experience in 3 or less IsDB MC – 5	

<i>Experience working with MDB's or similar development institutions (10)</i>	
Experience with 5 or more MDB's or similar organizations – 10	
Experience with 3 or less MDB's or similar organizations – 5	
	<i>Sub-total</i>
Writing Skills (Sample work to be provided)	40
Mechanics -10	
Well written with strong word selection -10	
Good language usage with appropriate word selection -8	
Language usage is suitable – 5	
Structure – 15	
Strong introduction and conclusion supported with sufficient points of justification -15	
Good introduction and conclusion with relatively sufficient points of justification -10	
Introduction, conclusion, and points of justification are suitable – 5	
Content – 15	
Well presented position that is logical, reasonable and validated with facts -15	
Position is clear and supported with reasonable facts -10	
Suitable position articulated with adequate facts – 5	
	<i>Sub-total</i>

Invitation for Expression of Interest (IEOI) – Individual Consultant

Invitation for Expression of Interest

Date_____

[Copy the Name of the Assignment/Project from the IEOI]

1. The Islamic Development Bank (IsDB) has approved an administrative budget for financing consulting services (the Services) for the above project. The Terms of Reference (TOR) of the Services is in Appendix A. The Services will be provided by consulting firm. IsDB will select and engage the Consultant in accordance with the IsDB Corporate Procurement Policy (Policy).
2. IsDB now invites Expression of Interest (EOI) from potential individual applicants for consideration by IsDB in determining a shortlist of candidates to be invited to submit proposals. Depending on the number of the EOIs received and the qualifications of the applicants, IsDB may or may not short list all potentials who have submitted EOIs.
3. Applicants who wish to submit an EOI should complete the EOI Form in Appendix B and submit it through IsDB's online IEOI facility or by email, fax or courier to the following authorized representative of IsDB:

Consultant Selection Panel
Islamic Development Bank
Email: EOI Submission - Consultant for Women and Youth Empowerment Division of the IsDB
15325 dd0187e4.isdb.org@emea.teams.ms