



## Request For Proposal MC – YP – RFP – 010 / 25

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**Project/Consultancy Title:** GESI Analysis & Action Planning Consultant

**Project Location(s):** Ayeyarwady Delta

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### **Background:**

Mercy Corps is a leading global development agency and social enterprise improving lives all around the world. With a network of experienced professionals, we partner with local communities to put bold ideas into action to help people recover, overcome hardship, and build better lives – now, and for the future. Mercy Corps in Myanmar focuses on agriculture and livelihoods, income generation, market development and energy access.

Mercy Corps and its partners are implementing the LIFT funded Climate Resilience of Mangrove-Dependent Agri-Food Systems through Market, Household and Community Transformations (CRAFT) project to strengthen the climate resilience of food systems and mangrove-dependent households and communities in the Ayeyarwady Delta by addressing household vulnerabilities, market systems constraints, gender and social inequality, and building water security and resilience to climate risks. The project's transformative approach aims to boost local, climate-smart production of nutritious food while enhancing the resilience of vulnerable households and communities. By integrating sustainable livelihoods, systemic improvements to inclusive market systems, and community-driven climate risk reduction strategies, CRAFT fosters long-term resilience, adaptive capacity, and equity for mangrove-dependent households and communities in the Ayeyarwady Delta. At least 50% of CRAFT's program participants will be women, acknowledging their essential role in achieving household and community resilience. CRAFT will also prioritize people with disabilities and individuals from ethno-religious minority groups, such as Muslims and Karen. These groups often face heightened vulnerability to food and nutrition insecurity due to limited access to resources, services, and opportunities, compounded by discrimination and social exclusion. Addressing their needs is key for inclusivity and the resilience of all community members.

### **Objectives:**

Mercy Corps is looking for a service provider or experienced national consultant to conduct a rigorous Gender Equality and Social Inclusion (GESI) analysis to study issues of gender equality, social inclusion, marginalization, exclusion, and power dynamics among various groups across target locations in Laputta and Pyapon Districts of Ayeyarwady Region. The consultant will present the findings of the GESI Analysis to the CRAFT team, including Mercy Corps and its partners, and facilitate the development of the program's GESI Action Plan.

### **Consultant Activities:**

The service provider or consultant will utilize Mercy Corps' Gender Equality and Social Inclusion (GESI) Integration Toolkit (Version 2, 2024), specifically its GESI Analysis Framework, which examines six domains, intersectional factors, and power dynamics to ensure a comprehensive analysis. The consultant will:

1. Conduct a desk review of secondary data to identify knowledge gaps, including an analysis of relevant program documents (e.g., program descriptions, logical frameworks, indicator plans) and internal/external reports.
2. Develop the assessment methodology and tools for primary data collection in coordination with the CRAFT team, including defining the study scope, methodology, sampling strategy, and sample size, as well as designing questions that incorporate the six domains, intersectionality, and power dynamics.
3. Develop a work plan in agreement with the CRAFT team.
4. Create a report outline for approval by the CRAFT team.

5. If enumerators are required, provide training to support data collection.
6. Conduct data collection, cleaning, and analysis.
7. Prepare and present a draft GESI analysis report to the CRAFT team.
8. Prepare and facilitate a sense-making workshop with the CRAFT team to validate findings and propose GESI action plans.
9. Finalize the report in English, incorporating feedback from the CRAFT team, including both the GESI analysis and action plan.

#### **Consultant Deliverables:**

1. Agreed Work Plan.
2. Approved methodology and tools.
3. Agreed report outline.
4. Cleaned database of collected data and analysed data tables.
5. Draft GESI Analysis Report for inputs from the CRAFT team
6. Sense-making and action planning workshop with the CRAFT team.
7. Final GESI Analysis and Action Plan Report.

#### **Reporting:**

- The final report must be in English and include the following minimum components. A concise, well-structured, and actionable report is recommended.
- Cover Page, List of Acronyms, and Definitions
- Table of Contents: Clearly identifying page numbers for major sections.
- Executive Summary (2-3 pages): A concise, stand-alone section that provides an overview of the key findings, main points, and recommendations, enabling readers to quickly grasp the essential contents of the assessment report.
- Introduction (1-2 pages): Outlines the background, objectives, and relevant context of the assessment.
- Main Findings (No page limit; based on the approved outline): Presents the collected data and analysis, covering the six domains, intersectionality, and power dynamics.
- Recommendations (No page limit; based on the approved structure): Provides actionable recommendations derived from the findings.
- GESI Action Plan (No page limit; based on the approved structure): Developed in collaboration with the LIFT CRAFT team, ensuring alignment with the findings and analysis. This section can be presented as a separate document or integrated into the final report.

#### **Timeframe/Schedule:**

- The consultancy is expected to be delivered in June and July 2025, with a final report expected by the end of July 2025.

**The Consultant will report to:** Market Systems Development Lead

**The Consultant will work closely with:** CRAFT team members and partners

#### **Required Experience & Skills:**

- Relevant GESI expertise and experience in conducting GESI analysis for humanitarian or development programs in Myanmar. Strong preference is given to candidates with prior field experience and demonstrated understanding of gender equality and social inclusion in livelihoods in the target locations.

- Experience working in rural or remote settings, with an understanding of community dynamics and participatory approaches.
- Demonstrated experience facilitating trainings and organizing workshops.
- Demonstrated experience translating study findings into actionable considerations and programme activities.
- Excellent English writing and communication skills, the ability to present information logically and concisely.
- Ability to travel and work in programme target communities.
- Ability to work in the current security context in Myanmar.
- Ability to deliver quality products under tight deadlines.

### **Selection Criteria and Weights:**

- Technical expertise (25%).
- Demonstrated ability to deliver work in the target locations (25%).
- Prior field experience and demonstrated understanding of livelihoods operations in the target locations (15%).
- Cost (20%).
- Sample products/reports (15%).

### **What to Submit:**

Interested applicants should carefully note the required qualifications, skills and submit a CV/s of personnel/s, sample report(s) and a short proposal with an indicative work plan and budget (max 3 pages) detailing relevant experience as well as indicating estimated cost and budget your daily rate in MMK to [ppaing@mercycorps.org](mailto:ppaing@mercycorps.org). Open until the position is filled. Early applications are encouraged, as Mercy Corps reserves the right to select a candidate before the closing date if a suitable applicant is identified.

**Please note: Only short-listed candidates will be contacted for an interview and Mercy Corps reserves the right to fill the post prior to the closing date if a suitable applicant is found beforehand.**

### **Diversity, Equity & Inclusion**

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives. We recognize that diversity and inclusion is a journey, and we are committed to learning, listening, and evolving to become more diverse, equitable and inclusive than we are today.

### **Equal Employment Opportunity**

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

### **Safeguarding & Ethics**

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our stakeholders and to international standards guiding international relief and development work, while actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.