



**REWU**  
RWANDA EXTRACTIVE INDUSTRY WORKERS UNION

**Terms of reference for conducting a baseline survey on sexual harassment and gender-based violence in mining companies in Muhanga and Gakenke Districts.**

**1. Consultancy information**

1. Title: *GBV prevention and response in mining and quarries sector in Rwanda*,
2. Type of Contract: Independent **Consultancy**
3. Post Level: **Consultancy**
4. Duty Station: **Gakenke and Muhanga Districts**
5. Reports to: **REWU Secretary General**
6. Expected Places of Travel: **Applicable where necessary**
7. Duration of Assignment: **25 working days**
8. Estimated commencement date: 06 June **2022**
9. End Date: 08/July/ 2022
10. Duration of the work: **25 days**
11. Location/duty station: **Gakenke and Muhanga Districts**

**2. Background information**

When mining and quarry industry became one of the most lucrative activities in our country, the number of workers in the country increased significantly, while a big number of them was deprived from their rights to remuneration because they were considered not productive, informal employees without contracts nor social security protection to Rwanda Social Security Board (RSSB), many death at working place due to accidents and insufficiency of occupational safety and health at work place, which in return had a negative impact on their livelihoods since the rights of the employees were not properly respected. These enumerated types of rights abuse were for both men and women, but a particularity was for women who in addition to these shared issues were added on Gender based violence (GBV) which results into having less number of them in the Rwanda mining sector.

In the framework of REWU's collaboration with UN Women under the project "*GBV prevention and response in mining and quarries sector in Rwanda*", REWU seeks the services of an individual consultant to conduct a baseline survey on sexual harassment and gender-based violence in mining companies in Muhanga and Gakenke districts.

### **3. Objectives of the consultancy**

#### **3.1. General Objective**

The main objective of this consultancy is to help REWU with a baseline information and data on sexual harassment and gender-based violence in mining companies especially in Muhanga and Gakenke Districts which will serve as a benchmark for evidence based planning, advocacy and decision making towards women and girls rights and access to employment especially in the mining sector in Rwanda.

#### **3.2. Specific objectives**

Specific objectives are:

1. Identify current landscape or status of sexual harassment and GBV in mining and quarries in the targeted districts,
2. Investigate gaps in the service delivery chain in mining and quarries in the targeted districts that would hinder women and girls participation in the mining industry,
3. Identify community Knowledge, Attitudes and Practices towards GBV prevention and response including referral mechanisms,
4. Identify attitudes of employers towards GBV prevention and social inclusion in the mining sector
5. Identify the perception of men employees on women's participation in mining sector and their role in GBV prevention and response
6. Measure the satisfaction of Employees (women) in mining and quarries sector in terms of workplace environment and practices, health and safety, employees' benefits/incentives, leadership, accountability towards GBV Prevention and response among other things
7. Dissemination of the findings for awareness raising

### **4. Methodology**

The methodology should combine both qualitative and quantitative approaches. It should also provide details on how data will be collected from women beneficiaries of work in mining and quarries companies, mining stakeholders, how data analysis will be conducted, including data entry techniques and tools to be used. It is important to mention that the survey will be conducted in 2 districts and on Women, men, girls and boys employed in 17 companies located in GAKENKE District, and 13 Companies located in MUHANGA District, Women, men, girls and boys living in neighboring communities. The target is 13,499 women and men (7,496 from GAKENKE, and 6,003 from MUHANGA). Details on sampling techniques will be developed based on the above-mentioned population size.





## 5. Task requirements

The individual consultant will work under the guidance and supervision of REWU Management and will be required to do the following:

- Prepare an inception report which details the methodology/ approach to the assignment and work plan, the questionnaire and other research tools to be used as well as key partners to be consulted and key sources of information related to this assignment.
- Collect data using the methodology and tools agreed upon
- Conduct data analysis
- Draft the report
- Propose the policy recommendations
- Participate in the validation workshop and finalization of the report;
- Participate in the launch of the final report.

## 6. Duration of the assignment

The terms and conditions of the contract shall apply for the duration of the contract, beginning on the date of this assignment and this task should be completed in 25 working days.

## 7. Qualification and experience

Eligible consultant should have the following qualifications and experience:

- Have a PhD or Master's degree in social sciences, Gender studies, Public health, political and administration sciences, demography and statistics and other related studies;
- Have at least 10 years of relevant experience in the governance research and more specifically researches related to gender; women's rights, GBV prevention and response,
- Familiarity with GBV prevention and response in developing countries but more specifically in Rwanda;
- Fluency in Kinyarwanda and English, knowledge French would be an asset);
- Full computer literacy;
- Excellent analytical skills;
- Excellent communication and presentation skills,
- Strong capacity and experience in planning and organizing survey logistics,
- Good network of experienced enumerators, supervisors and data entry clerks,
- Strong capacity in data management and statistics,
- Strong knowledge in the following software: STATA, CS-Pro, SPSS and STATA,
- Strong interpersonal skills and a team-oriented spirit,
- Knowledge on GBV related legal and policy framework,
- The consultant has demonstrated knowledge and experience with the application of human rights-based approach to programming, an understanding of the GBV and



development issues and other relevant frameworks, ability to conduct and equity focused research and analysis,

- Strong writing and analytical skills (a sample of recent analytical report is requested),
- Knowledge on issues of women's rights and violence against women will be required including knowledge on Prevention of Sexual Exploitation and Abuse (PSEA).
- Presentation of 3 certificates of good completion for similar or related assignments

## 8. Institutional arrangements

The consultant will work a maximum of 25 working days. Applicable administrative and logistical, support will be provided.

### I. Timeline and Products

The expected duration of the consultancy is 1 month (25 working days) upon signing of the contract. The tentative schedule of deliverables are as follows:

Activities	Consultancy days	Deadline	Weeks								
			1	2	3	4	5	6	7	8	
Baseline planning and design	5	06 June, 2022	x								
Submission of inception report	5	16 June, 2022		x							
Data processing and analysis	3	22 June, 2020						x			
Submission of draft report	2	26 June, 2020								x	
Validation meeting	1	28 June, 2022								x	
Final report and dissemination	2	06 July, 2022									x

## 9. Submission of application

Interested individual consultants are requested to submit their updated CVs not later than 05<sup>th</sup> June 2022. The selected candidate will be invited at REWU office for contract negotiation. The detailed CVs and certificates of good completion are to be submitted physically at REWU's main office located in Kimironko, or via REWU's email : [rewu.tradeunion@gmail.com](mailto:rewu.tradeunion@gmail.com) .

**For further clarifications, do not hesitate to contact on +250788209002 during working hours.**

Done at Kigali, on 20<sup>th</sup> May 2022

Eng. Mutsindashyaka Andre

Secretary General of REWU