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USAID/SAHEL REGIONAL OFFICE COVID-SPECIFIC GENDER ANALYSIS

USAID TerresEauVie – Burkina Faso and Niger

October 14, 2020

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EXECUTIVE SUMMARY

The United States Agency for International Development Sahel Regional Office (USAID)/(SRO) carried out a COVID-19–specific activity-level gender analysis to support TerresEauVie (TEV) to integrate gender equality and women’s empowerment and to do no harm in its programming to prevent and mitigate COVID-19 (see Annex B for the Scope of Work). The report structures its findings on gender equality and women’s empowerment around the activity’s intermediate results and crosscutting themes, with an eye toward several socially relevant categories (see table below).

TABLE 1. STRUCTURE OF COVID-SPECIFIC GENDER ANALYSIS

ACTIVITY INTERMEDIATE RESULT	CROSSCUTTING THEMES	SOCIALLY RELEVANT CATEGORIES
Intermediate result 1: Improved water security.	Gender-based violence risk	Women
Intermediate result 2: Enhanced sustainable productive land use.	Women’s economic empowerment	Youth (15 to 24)
Intermediate result 3: Improved management of shocks, risks, and stresses.		

Banyan Global carried out this analysis over a three-week period using secondary data (see Annex C for the detailed methodology and Annex D for a list of key documents). The following section summarizes key findings and recommendations from the gender analysis. Recommendations related to women’s economic empowerment have a **WEE** tag to facilitate the mission’s tracking of investments in that area, as the Women’s Entrepreneurship and Economic Empowerment Act of 2018 requires.

TABLE 2. COVID-SPECIFIC FINDINGS AND RECOMMENDATIONS ON GENDER EQUALITY, BY ACTIVITY INTERMEDIATE RESULT

FINDINGS	RECOMMENDATIONS
Activity Intermediate Result 1: Improved water security	
<ul style="list-style-type: none"> Ground water study in process, early results indicate up to 44 percent of committees include women and youth. Information campaign on sustainable management of water that also targets women and youth underway in Niger. Awareness-raising campaign planned for Burkina Faso. A study on the functionality of water user committees found that there were capacity gaps and lack of clarity on roles and responsibilities (Niger). 	<ul style="list-style-type: none"> Engage women and youth in the process from the beginning to understand their unique constraints and vulnerabilities regarding water access and if anything has changed due to COVID-19 and to identify what roles they can play to support long-term sustainability. If possible, adapt activities, such as trainings and water-management committees, to meet in groups of 10 or fewer and conduct previously planned trainings with women, youth and other potential leaders on communal committees and institutions, which will ensure equitable and meaningful participation of women and youth in these committees and activities. Hire more staff at the commune-level to meet regularly and train small groups (<10 people) to strengthen the project’s field presence and engage more women and youth, as they may be harder to access and may face more restrictions during COVID-19. Plan discussions with women and youth groups to determine where and how women and youth get their information and whether there are optimal channels of communication beyond radio and WhatsApp groups, in case women and youth cannot access these modes of communication. Determine whether there are

<ul style="list-style-type: none"> • Piloting of soap-making with five women's groups that had prior experience with this activity to support the COVID-19 response, with plans for a gradual expansion (Niger). • Developed two action plans for the management of the public water utility by the municipalities of Manni and Gayéri (Eastern region, Burkina Faso). 	<p>optimal times of the day when information is accessible to women and youth and whether key social networks play an important role in sharing and transmitting information that could increase access to information. Lastly, ensure that messages are shared in line with all spoken languages and literacy levels.</p> <ul style="list-style-type: none"> • Water committee structures should target women and youth in leadership roles and include quotas to ensure the participation of women and youth in these committees (for example, a quota of 30 or 50 percent for both groups combined) where this has not already occurred. Where women and youth are included in committees, shift the focus to strengthen their capacity to enable their active participation. • Consider scaling up women's groups' soap-making activity in Niger and explore engaging youth in Burkina Faso. TEV should consider other hygiene products, such as masks or hand sanitizers. • Ensure that commune scorecard tracks events or activities that engage women and youth. • Continue to adapt planned trainings to actively engage women and youth as active participants throughout the process.
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Activity Intermediate Result 2: Enhanced sustainable productive land use

<ul style="list-style-type: none"> • Local conventions for natural resource management have already been validated by the steering committee that includes local commune-level government stakeholders, and the activity was adapted to the COVID-19 context by limiting the size of the meeting to 10 people. • Finalized a guide to develop local conventions for the rural code. • Completed a study on the functionality of communal land commissions. • Planned process to improve the Local Conventions (LC) of RISE I into Local Land Charters (CFL) with Victory Against Malnutrition Plus (ViMPlus) in the Centre-North (dams, grazing area, forest of Burkina Faso). • Awareness-raising campaign on natural resource management. 	<ul style="list-style-type: none"> • Socialize local conventions with and through key stakeholder groups—women's groups and youth groups, in particular. In the context of COVID-19, it is especially important to explore whether women and youth can adopt these conventions under the current circumstances. If mobility is restricted for women and youth, it will be important to understand whether women and youth fear losing access to resources, such as land, or fear adopting optimal natural resource management practices because land is insecure due to the compounded impact of COVID-19, insecurity, and climate change. • TEV is ideally placed to play an intermediary role to strengthen and protect access to land for women and youth in the context of COVID-19. By negotiating long-term contracts (e.g., 10 years) for women and youth to farm on that land and negotiating with the landowners, women and youth also retain rights to what they grow on the land. TEV should verify whether strengthening land-use agreements would incentivize women and youth to adopt improved practices. • Explore gender-specific concerns and constraints pastoralists face in the COVID-19 context. TEV should continue to collaborate with the USAID-funded development food security activity to sensitize and train women to enhance their control of resources. • Use multiple channels to raise awareness of these issues among women and youth, beyond messages through radio, in the COVID-19 context because poorer women may not be able to access or use radios.
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Activity Intermediate Result 3: Improved management of shocks, risks, and stresses

<ul style="list-style-type: none"> • To date, a main focus of activities has centered on the preparation and dissemination of climate information. • Development of multi-risk contingency plans for the communes of Bouroum, Manni and Seytenga in partnership with SP CONASUR (Burkina Faso). 	<ul style="list-style-type: none"> • Use additional channels of communication, including the platform of women's groups and youth groups to communicate more directly through women's and youth's social networks to ensure that this information reaches them effectively. • Continue to communicate to communities about accessing assistance programs, preventing COVID-19 transmission, and promoting positive gender roles. [WEE] • Continue to engage with religious leaders and community gatekeepers to support information dissemination on sustainable resource management and COVID-19 and to help mitigate the increased risk of gender-based violence due to COVID-19 through their regular interactions with men in these communities. [WEE] • Consider a process to consult, dialogue, and meaningfully engage with women and youth in small groups adapted to COVID-19 social-distancing recommendations.
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I. INTRODUCTION

I.1 BACKGROUND AND PURPOSE OF THE USAID/COUNTRY COVID-SPECIFIC GENDER ANALYSIS

This gender analysis will support USAID/SENEGAL TerresEauVie to integrate gender equality and women's empowerment and to do no harm in its programming to prevent and mitigate COVID-19 (see Annex B for the Scope of Work). The gender analysis addresses and presents its findings and recommendations by the activity's intermediate results and crosscutting themes, with an eye toward several socially relevant categories (see table below).

TEV plays an important role working at the commune level with local government and institutions and in partnership with the Bureau for Humanitarian Assistance partners who are currently implementing development food security assistance activities (DFSA) in both Niger and Burkina Faso. TEV and the DFSAs overlap in terms of geography, though each targets communities at different levels, with TEV serving as an intermediary between the DFSAs and local and national government entities. TEV was awarded in early 2019 and, after implementing start-up activities in FY 2019, has begun implementation activities in FY 2020. Given the level at which TEV operates, a key approach has been to convene workshops and work with commune-level government staff and institutions to strengthen water security, sustainable land management practices, and community resilience. With some gender-responsive adaptation to COVID-19, TEV can continue to play an important role in protecting gains from earlier implementation efforts. TEV can further bolster efforts to ensure access to water, sustainable land management and land access for women and youth, and protection of communities, particularly women and youth, from shocks and stresses related to COVID-19 and the compounded shocks and stresses related to insecurity and climate change in these contexts.

TABLE 3. STRUCTURE OF COVID-SPECIFIC GENDER ANALYSIS

ACTIVITY INTERMEDIATE RESULT	CROSSCUTTING THEMES	SOCIALLY RELEVANT CATEGORIES
Intermediate result 1: Improved water security.	Gender-based violence risk	Women
Intermediate result 2: Enhanced sustainable productive land use.	Women's economic empowerment	Youth (15 to 24)
Intermediate result 3: Improved management of shocks, risks, and stresses.		

I.2 LIMITATIONS OF THE COVID-SPECIFIC GENDER ANALYSIS

The Banyan Global research team carried out this COVID-Specific Gender Analysis (CSGA) over a two-week period. In this limited timeframe, the contractor applied the methodology in the USAID COVID-Specific Gender Analysis Job Aid Tool to collect secondary data and to carry out a limited number of key informant interviews with USAID partners to ensure recommendations were relevant and practical. The current report is based on a review of existing activity-level documents, USAID RISE II documents and analyses, and four interviews with key informants to gain an understanding of what the activity was

planning to do in the next fiscal year, how these plans may need to be adapted to the COVID-19 context, and how things are changing on the ground. This analysis is, however, limited by lack of primary data collection and recent national and sub-national analysis on the impact of COVID-19 on specific segments of the population.

In addition to the dataset being limited, the pandemic is unfolding rapidly and in unpredictable ways, making it challenging to understand the situation and identify potential solutions. For example, little is known about whether people—particularly those who experienced bias prior to the pandemic—are facing heightened discrimination after testing positive for COVID-19, as well as how that diagnosis may influence their well-being. This CSGA presents a snapshot of a specific point in time using the best available information to which the research team had access.

2. COVID-SPECIFIC GENDER EQUALITY AND SECTOR CONTEXT

2.1 COVID-SPECIFIC SECTOR DATA ON GENDER EQUALITY

The following table provides an overview of gender-related, COVID-specific data at the sector level relevant for the USAID/SENEGAL TerresEauVie.

TABLE 4. SNAPSHOT OF COVID-SPECIFIC STATISTICS ON GENDER EQUALITY AT THE SECTOR LEVEL

COVID-19 Infection and Mortality Rates (as of August 13, 2020)

- According to the countries' COVID-19 Situation Reports, Burkina Faso has 1,238 confirmed cases of COVID-19 and 54 deaths, and Niger has 1,161 confirmed cases and 69 deaths. The cases are sex-disaggregated at 65.3 percent of males and 34.7 percent of females infected in Burkina,¹ versus 68.1 percent of males and 31.9 percent of females infected in Niger.² The mode of transmission is community transmission. The mortality rates are respectively 4.4 percent in Burkina Faso and 5.9 percent in Niger.
- Data for Burkina Faso and Niger suggest that infections and mortality are higher among men than women at present.
- Confirmed cases in Niger have been mostly in Niamey, however, porous borders with northern Nigeria pose a risk of increased rates of infection in the bordering region where TEV operates. Internal displacement in Burkina Faso and Niger are also likely to increase the risk of infections through community transmission.
- In Burkina Faso, confirmed cases have been reported across many parts of the country, with the majority of cases in Ouagadougou.

Government of Niger (GoN) and Burkina Faso (GoBF) Management of the COVID-19 Response

- GoN and GoBF have implemented similar COVID-19 containment measures. A full lockdown has not been put in place in either country, as there is fear that this could exacerbate prevailing poverty and food insecurity and adversely impact already weak economies. However, some limited containment measures have been put in place by both countries, including limiting gatherings and restricting movement. There was a lockdown in Niamey, Ouagadougou, and Bobo, where there was at least one case. In April, people in the capital cities of Niger and Burkina Faso protested the COVID-19 restrictions, however despite this, both governments have kept the current restrictions in place. As cases are not widespread, there appear to be conflicting views on whether COVID-19 is real and life-threatening or a hoax. Despite official land border closure, there is still some migration across borders and within each country predominantly by men for seasonal work.³
- National laws and policies on promoting gender equality are weak in both Niger and Burkina Faso, with policies being only slightly better in the latter. Both Niger and Burkina Faso rank 154 and 147, respectively, on the gender inequality index. In 2017, Niger adopted a strategy to reduce gender-based violence from 28.4 percent to 15.4 percent by 2021.⁴ Burkina Faso, in contrast, has not adopted a similar strategy. The CARE rapid gender analysis for West Africa found that gender-based violence is rising as COVID-19 is a shock and stressor that aggravates households' poor economic conditions and precipitates gender-based violence.⁵ In addition, the analysis finds that women's economic position is also at risk, given that women predominantly work in the informal sector in this region.

2.2 COVID-SPECIFIC SECTOR CONTEXT ON GENDER EQUALITY

The CSGA builds upon USAID’s standard processes for gender analysis. [USAID’s Automated Directives System \(ADS\) 205](#)⁶ provides guidance on how to carry out a gender analysis, with a focus on addressing several gender analysis domains. Each domain is described in the following table with an explanation of how it relates to COVID-19. ADS 205 requires referencing the domains in a gender analysis because they are useful for analyzing disparities and of their implications across multiple sectors of programming.

TABLE 5. COVID-SPECIFIC FINDINGS ON GENDER EQUALITY AT THE SECTOR LEVEL

<p>Laws, policies, regulations, and institutional practices that influence the context in which men and women act and make decisions</p>	<ul style="list-style-type: none"> • Policies exist, but implementation is uneven. GoBF developed a National Gender Policy (PNG) in 2009, which builds on its constitution, Burkina Family Code of 1989, and international and regional laws. GoN’s constitution declares equality of sex, as well as equality regardless of social, religious, or ethnic origin. The country has ratified both the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1999 and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women in 2004.⁷ Despite the broad regulatory framework, GoBF and GoN still have a long way to go to achieve gender equity, and the reality on the ground does not yet reflect much change, especially among vulnerable populations. • Regulatory changes do not address gender digital divide. Both Niger and Burkina Faso at the national level have implemented flexible measures with the West African Central Bank to ease setting up bank accounts and enable mobile money transfers to limit movement and contact.⁸ Despite these measures to ease access to mobile money, the digital divide may significantly limit women’s access to this financial resource. • Gaps in GoBF’s pandemic support to women. In Burkina Faso, the government has introduced subsidies for water bills, water points, and electricity bills for households; subsidies on electricity and water costs for market vendors and businesses affected by the measures; price controls for staple foods (cereals, sugar, oil), gasoline, and cooking gas; in-kind transfers to market vendors whose businesses have been closed due to the outbreak. US\$10 million has been allocated for cash transfers to informal-sector workers (e.g., fruit and vegetable sellers, particularly women). It is unclear how easily women in the informal sector will be able to benefit from cash transfers. The water and electricity bill subsidies did not benefit women and youth in rural areas, who do not have access to these amenities. • Gaps in GoN’s pandemic support to women. In Niger, electricity and water bills will be paid by the state for the most vulnerable. The government has suspended the value added tax for COVID-19 related importation. The more limited actions taken by the Government of Niger may not directly benefit women or youth. • Women lack access to information from the government about the pandemic. Predominant use of radio and digital media limits women’s access to information related to COVID-19, and this may also apply to some youth, especially young women and adolescents. Local COVID-19 committees do use other modes of communication, such as word of mouth, but the extent to which this reaches women and youth is unclear.
<p>Cultural norms and beliefs</p>	<ul style="list-style-type: none"> • Deeply entrenched gender norms. Gender inequality is pervasive in both Niger and Burkina Faso, and the national laws and policies are undermined by deeply held attachment to customary laws that reflect cultural norms and beliefs that discriminate against women and girls.⁹ In the context of COVID-19, these beliefs and norms could be further strengthened, which may result in further restrictions being placed on women and even greater acceptance of gender-based violence.

	<ul style="list-style-type: none"> • Norms that restrict women's mobility may be further enforced during the pandemic. In Niger, some communities, including the Zarma and the Hausa, commonly practice wife seclusion.¹⁰ • Stigma and discrimination for people with COVID-19. Marginalized women and men and people perceived to have had or been exposed to COVID-19 are at greater risk of being denied access to WASH facilities because of stigmas, discrimination, ethnicity, and misinformation.
Gender roles, responsibilities, and time use	<ul style="list-style-type: none"> • Greater time burden for women. Women's time spent caring for sick family members may increase depending on how the virus spreads over time, increasing labor burdens. Women often oversee household hygiene, including food-related chores, laundry, and cleaning. These functions are critical to infection prevention and control, but they also increase women's burdens and responsibilities. • Women and girls' reproductive responsibilities constrain their ability to do productive labor and expose them to risk of gender-based violence. Women and girls are the primary collectors of water and may face a high risk of gender-based violence on collection routes, especially if they have to travel long distances.¹¹ In addition, queuing for water may take longer if people try to limit COVID-19 exposure by collecting a larger quantity at a time. This behavior may impact women, girls, and persons with disabilities of both sexes disproportionately.¹² • Women and youth may have more restricted mobility in terms of changing their roles, responsibilities, and how they spend their time. During lockdown periods, women and youth may face increased restrictions on their physical mobility, which may limit their ability to access water and farm on land that is allocated to them. • Seasonal migration may put men and households at greater risk for the virus. Male migration for seasonal labor continues—and continues to leave women with greater responsibilities in the home, more responsibility for farming, and potentially far less access to income. Continued migration to and from rural areas of both countries place women and youth at increased risk for infections.
Access to and control over assets and resources	<ul style="list-style-type: none"> • Government restrictions cause access constraints for women farmers and entrepreneurs. Mobility restrictions may limit women and youth's physical access to their farmland if any is allocated to them. Restricting farmland access could result in loss of income from post-harvest processing, marketing and trading. Even delaying farming access due to COVID-19 would result in greater post-harvest losses for women. • Women's farming activities that are performed in groups may face further restrictions (depending on the extent to which rules are enforced). • Limited physical mobility due to COVID-19 and compounded by insecurity may limit women and youth's ability to engage in any group activities such as village savings and loans association (VSLA) activities. • Women may lack access to markets during the pandemic. Lockdowns that close public spaces including markets would adversely impact men, women, and youth, who would lose income from local trading activities that they may have expected to engage in. During the Ebola outbreak, domestic travel restrictions disproportionately impacted 70 percent of small-scale women traders in Liberia.¹³ COVID-19 is likely to have a similar impact and slow micro and small business in general. • One opportunity is that men and women may adopt use of previously learned skills in home processing, in turn strengthening local markets (this occurred in Burkina due to insecurity). • Land tenure constraints. If the pattern of male mortality continues, it is likely to significantly and adversely affect women who become widowed, losing rights and permissions in social spaces and access to and control over productive resources such as land. This is a significant concern given the extent to which women depend on men for access to resources and livelihoods. Additionally, if lockdowns or restrictions persist or need to be reinstated, and if lockdowns or restrictions limit women from accessing their land for farming, they may lose access to their allocated land.

	<ul style="list-style-type: none"> • Limited access to information. Women and youth (particularly young women) may not access to or control of radio or digital media, which also limits their access to information about COVID-19. • Women may lose access and control over income. As men lose access to income, they are likely to take money from women to close the gap, which may result in domestic violence. • Gender-Based Violence Risk. Gender-based violence perpetrators who are partners or heads of households can use fear of the pandemic to further control and restrict survivors. Transgressors can control communication lines and finances, making accessing services and reporting in the midst of stay-at-home procedures challenging. • COVID-19 puts girls at further risk for child marriage. Families may adopt negative coping strategies due to loss of income and economic hardship, precipitating early marriage among girls as a means to gain access to economic resources through bride price, exacerbating an already widespread practice.
Patterns of power and decision-making	<ul style="list-style-type: none"> • Women lack agency over water decisions. There have been changes in decision-making around water for all uses, such as limiting women from going to get water due to mobility restrictions or increasing the frequency with which women collect water to meet household needs (such as for more handwashing or caring for the sick). • Prior to the pandemic, women lacked power over decisions on the farm and in the home. The pandemic is changing how decisions are made by women and men on what to produce and grow and how to process crops for home consumption versus sale. Further data is needed on the impact of COVID-19 on decision-making within the household and farm. A recent CARE study reports that rigid gender divisions around household decision-making may be loosening due to the pandemic. Women are taking the lead in decisions around caring for family and hygiene. Men are more amenable to helping out with childcare and chores.¹⁴ • Changes in decisions and permissions with regard to women and youth participating in social networks. Women and youth may be more isolated due to restrictions on mobility and new rules by men at the household level. • Changes in decisions around food distributions that result in a COVID-19–induced food security related shock. If men were to use food from the granary, it would reduce food stocks and increase the potential for shocks.

3. FINDINGS AND RECOMMENDATIONS ON GENDER EQUALITY AND COVID, BY ACTIVITY INTERMEDIATE RESULT

3.1 KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT I

The following section provides key findings and recommendations for activity intermediate result I.

TABLE 6. KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT I: WATER SECURITY

KEY FINDINGS	KEY RECOMMENDATIONS

- TEV is in the process of undertaking a ground water study. Initial findings suggest that up to 44 percent of committees have women and youth in these committees. In almost all cases, women serve as treasurers on these committees. This is one of several diagnostic studies that the activity has conducted not only to look at the presence of women, youth and other marginalized groups, and but also to assess their positions and participation in decision-making processes. TEV is planning to strengthen the capacity of women and youth to enable them to be actively engaged. (Niger)
- An information campaign on sustainable management of water has begun in Niger and has targeted women and youth as well.
- An awareness-raising campaign is planned for Burkina Faso.
- A study on the functionality of water-user committees found that there were capacity gaps and lack of clarity on roles and responsibilities (Niger).
- Ensure women and youth are engaged in this process from the beginning to understand their unique constraints and vulnerabilities regarding water access and if anything has changed due to COVID-19 and to identify what role they can play to support long-term sustainability. [WEE]
- Continue to take steps to ensure women and youth are actively involved and meaningfully engaged in leadership roles in groups in communal, departmental, and regional structures, and on steering committees. This includes activities like TEV's participation in the HAMZARI "Innovation Platform," which will strengthen female leadership and coaching.
- If possible, adapt activities in water management, such as trainings and water management committees, to meet in groups of 10 or fewer.¹ Once it is safe to begin in-person training, conduct previously planned training for women, youth, and other potential leaders in the communal committees and institutions responsible for water, land, and risks. This will build capacity and ensure equitable and meaningful participation of women and youth in these committees.
- Hire more staff at the commune level who live in these communes to meet regularly and train small groups (<10 people). Training these staff will strengthen the project's field presence and engage more women and youth, as they may be harder to access and may face more restrictions during COVID-19.
- Plan a few discussions with women and youth groups to determine where and how women and youth get their information and whether there are optimal channels of communication beyond radio and WhatsApp groups, in case women and youth cannot access these modes of communication. Determine whether there are optimal times of the day when more information is accessible to women and youth and whether social networks play an important role in sharing and transmitting information that could be used to increase access to information. Lastly, ensure that messages are shared in line with all spoken languages and literacy levels.
- In the context of planning steps to strengthen the functionality of water-user committees, in general and in the context of COVID-19 especially, it is important to engage women and youth from the planning stages to ensure their needs and concerns are met and their capacities considered. Engaging women and youth throughout the process strengthens the user committees to ensure meaningful and active engagement. Committee structures should target women and youth in leadership roles and include quotas to ensure the participation of women and youth in these committees (for example, a quota of 30 or 50 percent for both groups combined) where this has not already occurred. Where women and youth are included in committees, shift the focus to strengthen their capacity to enable their active participation.
- It is also important to engage with women and youth in the current COVID-19 context to understand what is changing with regard to access to water, for example, with restrictions on mobility, maintenance of water sources, and how the COVID context may have increased their needs for water (due to heightened hygiene, sanitation, and caring needs). [WEE]
- Also further explore and expand upon tools that improve water quality and storage at the household level to save women and youth time and limit the frequency with which they need to collect water. For example, the use of Aquatabs is planned in Burkina Faso, and following some initial testing, this could be scaled up to improve hygiene and health, minimizing the need for women to travel to health centers during COVID-19 and risking exposure

¹ TEV adheres to USAID, Winrock International, and Government of Burkina Faso and Government of Niger COVID-19 protocols and safety measures concerning group meeting size and social distancing.

to infection. It will also save them time in terms of time spent caring for sick family members.

- Piloting of soap-making with five women's groups that had prior experience with this activity to support the COVID-19 response, with plans for a gradual expansion (Niger).
- Developed two action plans for the management of the public water utility by the municipalities of Manni and Gayéri (Eastern region, Burkina Faso).
- Consider scaling up this pilot activity in both Niger and Burkina Faso. The Niger pilot is currently working with women's groups who already have experience in soap-making. In Burkina Faso, the activity is open to youth groups. TEV is planning to increase the number of groups involved in WASH products in the next fiscal year. TEV should consider other hygiene products such as menstrual hygiene products, masks, or hand sanitizers as to not saturate the market with one product. TEV should plan to meet with local partners, such as the World Food Program, which may provide a ready market for the soap that the women make, while exploring and undertaking market feasibility studies.
- Explore the option of working with youth groups in soap-making to support the COVID-19 response in both Niger and Burkina Faso.
- Modify Indicator 12 to percentage of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) to disaggregate by age of the women.
- Modify Indicator 13 to percentage of youth participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) to disaggregate by age and sex.
- In the context of learning and sharing with commune partners, plan a process to collect and engage women and youth to get their perspectives and involve them in activities. This could include members from the communal consultation framework ("*cadre des consultations*"), which is a body that is currently being revitalized through the activity.
- Ensure that the commune scorecard tracks both events or activities undertaken to engage women and youth.
- Continue to adapt planned trainings to actively engage women and youth as active participants throughout the process.
- Consider how water charges will be addressed in trainings, given that the ability to pay over the next year may change due to COVID-19 and may disproportionately affect women (and possibly youth).

3.2 KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT 2

The following section provides key findings and recommendations for activity IR 2:

TABLE 7. KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT 2: ENHANCED SUSTAINABLE PRODUCTIVE LAND USE

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> • Local conventions for natural resource management have already been validated by the steering committee that includes local commune-level government stakeholders, and the activity was adapted to the COVID-19 context by limiting the size of the meeting to 10 people. • Finalized a guide to develop local conventions for the rural code. 	<ul style="list-style-type: none"> • Given validation of the local conventions related to natural resource management has been completed, a next step would be to socialize these conventions with and through key stakeholder groups—women's groups and youth groups, in particular. In the context of COVID-19, it is especially important to explore whether women and youth can adopt these conventions under the current circumstances. If women and youth mobility is restricted, it will be important to understand whether women and youth fear losing access to resources, such as land, or fear adopting optimal natural resource management practices because they do not own the land and are at increased risk of losing it due to the compounded impact of COVID-19, insecurity, and climate change. A similar process of socialization in small groups with women and youth is important, especially in developing local conventions related to the rural code and communal land commissions, as women and youth may not be aware of their rights or the opportunities and benefits of these local conventions.

- Completed a study on the functionality of communal land commissions.
- Planned process to improve the Local Conventions (LC) of RISE I into Local Land Charters (CFL) with ViMPlus in the Centre-North (dams, grazing area, forest, Burkina Faso).
- Currently, the new land policy considers women's access to land as individuals, as family members, and collectively through specific modes of security. TEV is ideally placed to play an intermediary role to strengthen and protect access to land for women and youth in the context of COVID-19. By negotiating long-term contracts (e.g., 10 years) for women and youth to farm on that land and negotiating with the landowners, women and youth also retain rights to what they grow on the land. As long as access to and use of land is perceived by women and youth as tenuous, they will remain risk-averse and hesitant to adopt sustainable land use practices. TEV should verify whether strengthening land use agreements would incentivize women and youth to adopt improved practices, as there is currently insufficient information about the extent to which women and youth farmers may be risk-averse to adopting sustainable land practices.
- TEV can also explore the option of providing small grants to women and youth groups to support and strengthen access to inputs and support the adoption of improved practices.
- The engagement of women, youth, and herders is part of the TEV's strategy and implementation plan. The activity should continue to ensure that women and youth are on steering committees and are both meaningfully engaged and in leadership roles.
- Currently, there is a lack of information about the concerns and constraints pastoralists face in the COVID-19 context. This is important from a gender perspective, because women and girls stay on a homestead while men and boys travel with livestock. There are compounded risks of increased risk of exposure to COVID-19 and insecurity related to access to land for grazing animals. While many of the social rules that define men and women's roles and responsibilities in pastoral communities are unwritten, losing men to illness could significantly and adversely impact women, as large livestock do not usually belong to women, and women cannot take over the responsibilities of men. In this context, women who usually own small ruminants may see them sold first. It is important to understand and mitigate this negative coping strategy and protect women's assets. TEV should continue to collaborate with USAID-supported development food security activities in sensitizing and training women to the control of their resources, which can be carried out in collaboration with women and youth platforms and targeted messaging.
- Awareness-raising campaign on natural resource management.
- As noted for IRI above, it would be ideal to use multiple channels to raise awareness of these issues among women and youth, beyond messages through radio, in the COVID-19 context because poorer women may not be able to access or use radios.

3.3 KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT 3

The following section provides key findings and recommendations for activity IR 3:

TABLE 8. KEY FINDINGS AND RECOMMENDATIONS FOR ACTIVITY INTERMEDIATE RESULT 3: IMPROVED MANAGEMENT OF SHOCKS, RISKS, AND STRESSES

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> • To date, a main focus of activities has centered on preparation and dissemination of climate information. 	<ul style="list-style-type: none"> • A key concern with the dissemination of climate information is that the channels of communication extend beyond radio, digital and print media, given the digital divide that may limit women and youth's access to this information and the high levels of illiteracy in these regions. Widespread campaigns and posters that are intended to reach significant segments of the population may not reach women and youth because the form in which the information is provided is inaccessible to them. One way forward is to use additional channels of communication and use the platform of women's groups and youth groups to communicate more directly through women's

and youth's social networks to ensure that this information reaches them effectively.

- Continue to communicate to communities about how they can access assistance programs, prevent COVID-19 transmission, and promote positive gender roles using the TEV's current communication strategy. [WEE]
 - Continue to engage with religious leaders and community gatekeepers to support information dissemination on sustainable resource management and COVID-19. TEV plans to engage religious leaders and community gatekeepers in training to promote inclusion and equitable gender relations. Religious leaders and community gatekeepers may help to mitigate the increased risk of gender-based violence due to COVID-19 through their regular interactions with men in these communities. [WEE]
 - Support information and awareness campaigns with activity and with DFSA partners to improve awareness about gender-based violence and how it can be prevented and addressed. Promote existing help lines and services. [WEE]
 - TEV is well-placed to work at the commune and community level to address shocks and stresses more broadly. At the global level, we are learning that stressors such as insecurity, climate change, and COVID-19 can increase and exacerbate prevailing gender-based violence in households. Changing such practices, however, depends on changing normative views at the community level. In this regard, TEV can and should consider that stressors and shocks increase the risk of gender-based violence, which can adversely impact resilience efforts, particularly targeted to women and youth. Given that this is a new area for TEV, a recommended approach is to coordinate, consult, and align with local NGOs that are working on gender-based violence and have an understanding of the issues, scale, and scope of the problem. In addition, prior efforts have also been undertaken to work with religious leaders on other topics. Gender-based violence could be addressed in training religious leaders. It is essential to use a culturally sensitive approach that does no harm, given how deeply entrenched and taboo gender-based violence is. Working with local partner organizations can enable TEV to develop a context-specific, tailored approach that also does no harm to women.
-
- Development of multi-risk contingency plans for the communes of Bouroum, Manni and Seytenga in partnership with SP CONASUR (Burkina Faso).
 - Consider a process to consult, dialogue, and meaningfully engage with women and youth in small groups adapted to COVID-19. This is in line with TEV's strategy to engage women, youth, and herders.

3.4 RISKS AND ASSUMPTIONS

The following section highlights risks and assumptions that will affect the implementation of the previous recommendations for USAID/SRO TEV.

- Where there were information gaps regarding the actual and potential impacts of COVID-19 in Niger and Burkina Faso, global and regional information from similar scenarios was considered valid in determining what might be the situation in the Sahel region.
- The COVID-19 situation is dynamic, evolving rapidly and in unpredictable ways. The research team assumed that trends noted during the first six months will continue to be relevant and that ongoing research will prove invaluable for furthering understanding of impacts and potential solutions. If the COVID-19 situation persists over the next project year and longer, adaptations made in this planning stage may need to be adopted for the whole year and beyond.

- Infections rise, leading to more severe lockdowns, which may further restrict staff mobility and the feasibility of working in small groups.
- Infections remain low or decline further, permitting a return to near-normal activities.

4. USAID/COUNTRY (ACTIVITY) GENDER ANALYSIS NEXT STEPS

The following is a roadmap for updating this gender analysis. It specifies when (key scenarios) and who will be responsible for updating this analysis and what needs to be modified.

TABLE 8. UPDATES TO THE COVID-SPECIFIC GENDER ANALYSIS: KEY SCENARIOS AND RESPONSIBILITIES

SCENARIO	WHAT TO UPDATE	PERSON(S) RESPONSIBLE FOR UPDATING GENDER ANALYSIS
Scenario 1: Infection rates rise, leading to more lockdowns.	<p>Implementing partners (IPs) apply the monitoring, evaluation, and learning (MEL) plan to track the situation. If they encounter difficulty achieving the anticipated results or the activities place beneficiaries at risk, consult with the agreement officer's representative (AOR) to see if and when they need to take the following measures:</p> <ul style="list-style-type: none"> • Adapt interventions (using WhatsApp and other digital media temporarily and communicating through the leaders of women and youth social networks) in response to the more-restrictive environment and ensure harm is avoided. <p>Revise and update implementation and MEL plans.</p> <p>IPs document and share learning related to their abilities to adapt and the interventions' effectiveness.</p>	Winrock International and USAID's AOR/COR
Scenario 2: Infections decline, restrictions loosen, and life returns to near normal.	<p>Winrock International revisits the possibility of returning to normal programming with larger group activities.</p> <p>The IPs apply MEL to:</p> <ul style="list-style-type: none"> • Track and ensure results are achieved and that safeguards to avoid harm are effective. • Gather lessons-learned and improve understanding of impacts. 	USAID and Winrock International

-
- Use this information to adaptively manage the program.

Scenario 3: An effective COVID-19 treatment (such as a vaccine or antiviral) is introduced, treated, and contained. The situation returns to normal.

Improve understanding of how to integrate gender considerations into COVID-19 prevention and response activities. Use the information to guide future investments in gender equality and women's empowerment activities. As the situation returns to normal or when the activities end, whichever occurs first, update the CSGA:

- Measure activity-level progress in implementation of the initial CSGA recommendations.
- Assess the impact of the recommendations. (To what extent were the IRs achieved? Did they improve gender equality and women's empowerment and also mitigate harm?)
- Capture lessons learned, including problems with implementation, outcomes, adaptive adjustments, and effective interventions.

Update the findings and recommendations to guide future investments in gender equality and women's empowerment.

USAID and Winrock International

ANNEX A: ACRONYMS

ADS	Automated Directives System
AOR	Agreement Officer's Representative
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEFM	Child, early, and forced marriage
CDCS	Country Development Cooperation Strategy
COVID-19	Coronavirus disease 2019
CSO	Civil Society Organization
COR	Contracting Officer's Representatives
DFSA	Development Food Security Assistance Activities
GBV	Gender-based violence
GoBF	Government of Burkina Faso
GoN	Government of Niger
ICT	Information and communications technology
IP	Implementing Partner
IR	Intermediate result
MEL	Monitoring Evaluation and Learning
USAID	United States Agency for International Development
WEE	Women's Economic Empowerment

ANNEX B: SCOPE OF WORK

I. PURPOSE

Under the Gender Integration Technical Assistance (GITA) II Task Order, Banyan Global will carry out a COVID-specific activity-level gender analysis to analyze and identify opportunities for USAID/SRO to ensure that TerresEauVie appropriately integrates gender equality and women's empowerment and also does no harm.

2. BACKGROUND

Since the outbreak of COVID-19, the U.S. Government has committed more than \$900 million in State Department and U.S. Agency for International Development (USAID) emergency health, humanitarian, economic, and development assistance to 120 countries specifically aimed at helping governments, international organizations, and non-governmental organizations (NGOs) fight the pandemic.¹⁵

USAID-pledged assistance in the global fight against COVID-19 as of May 1, 2020, has included \$99 million in emergency health assistance from USAID's Global Health Emergency Reserve Fund for Contagious Infectious-Disease Outbreaks (ERF-USAID), \$100 million in Global Health Programs account (GHP-USAID) funds, nearly \$300 million in humanitarian assistance from USAID's International Disaster Assistance (IDA) account, and nearly \$153 million from the Economic Support Fund (ESF), which will help governments and non-governmental organizations (NGOs) in more than 100 countries during this global pandemic. As part of the response, USAID's assistance is supporting rapid public health information campaigns; water, sanitation, and hygiene (WASH) activities; and infection prevention and control (IPC), including cleaning and disinfection protocols, educating staff on personal protective equipment (PPE) use, establishing isolation areas, and implementing triage mechanisms. USAID assistance is also working to mitigate and respond to the social, economic, and governance-related impacts, including through assistance for families and small- and medium-sized businesses, support for free media and civil society, emergency services for survivors of gender-based violence, and support for distance learning.¹⁶

TerresEauVie is USAID/SRO's flagship Water Security and Resilience-focused activity, aligned to the Resilience in the Sahel Enhanced 2's Objective 1 of the results framework: "Enhanced ecological and social risk management." Led by Winrock's Sustainable Water Partnership, the TerresEauVie Activity is implemented through three components:

1. Improved water security.
2. Enhanced sustainable productive land use.
3. Improved management of shocks, risks, and stresses.

Winrock, in partnership with Tetra Tech, implements this Activity across 40+ rural communes in the Centre-Nord, Est, and Sahel regions of Burkina Faso and in the Maradi, Tillaberi, and Zinder regions of Niger, to:

- Promote and ensure adequate, equitable, and sustainable access for all populations to land and water resources for all types of needs.

- Improve the monitoring and management of these resources from both qualitative and quantitative points of view.
- Develop and support the implementation of water-, land-, and risk management plans.
- Clarify roles and responsibilities among national, regional, sub-regional, and commune institutions in resource management, and improve the coordination between these entities.
- Prevent and facilitate the resolution of insecurity related to resource-sharing.
- Define and promote the application of local conventions and agreements for the fair and reasonable allocation and use of natural resources.
- Promote and disseminate more responsible, effective, and sustainable practices for resource use.
- Reduce the exposure of populations, infrastructure, and resources to natural hazards such as droughts and floods.
- Promote and disseminate the use of climate information services to improve livelihoods.

TerresEauVie (TEV) is well-positioned to support its targeted communes in Niger and Burkina Faso as they combat the spread of COVID-19. While a pandemic was not anticipated in the design, TEV well-placed to respond within their mandate to make communes more resilient to shocks and stresses, as well as to promote access to clean and safe water, which is necessary to ensure good hygiene practices. Although there is an opportunity to address the challenges stemming from COVID-19, there is also the need to modify and/or delay many existing activities due to the limitations placed on movement and gatherings, all of which are detailed below. TEV's entry point to working with the communes is the development of COVID-19 action plans (activity 3.1.1.3), which has been rapidly expanded to all 40 targeted communes. They are also broadcasting awareness-raising communications over community radios (activity 1.2.1.3), creating or strengthening commune WASH technical services (activity 1.1.2.4), and working with women's groups on the production of soap (activity 1.2.2.3). Following the ratification of the action plans, they anticipate supporting identified commune infrastructure needs (activity 1.2.1.2), which has been moved forward into FY2020 in response to COVID-19. Depending on need, they may also promote the supply chain for additional WASH products (activity 1.2.2.2), which could include handwashing stations, Aquatabs, and other items based upon demand. While these activities are designed to meet pressing needs and as a response to COVID-19, they are linked to TerresEauVie's long-term development objectives.

3. OBJECTIVES AND PURPOSE

3.1 OBJECTIVE AND PURPOSE

Banyan Global will analyze and propose recommendations for USAID/SRO to ensure that TerresEauVie appropriately integrates gender equality and women's empowerment and also does no harm. To this end, the COVID-19 gender analysis will:

- Identify gender-related COVID-19 advances, gaps, and opportunities related to the activity's intermediate results, with an eye toward GBV risk, women's economic empowerment, and gender equity as priority cross-cutting themes across all intermediate results.

- Address priorities and needs of the following key populations: women and youth in the intervention zones of TEV in Niger and Burkina Faso.

TABLE 1. KEY ELEMENTS OF THE ACTIVITY-LEVEL COVID-SPECIFIC GENDER ANALYSIS

ACTIVITY	CROSS-CUTTING THEMES	KEY POPULATIONS
Intermediate Result 1: Improved water security.	Gender-based violence risk	Women and youth in the intervention zones of TEV in Niger and Burkina Faso.
Intermediate Result 2: Enhanced sustainable productive land use.	Women's economic empowerment	
Intermediate Result 3: Improved management of shocks, risks and stresses.		

4. METHODOLOGY

The COVID-Specific Gender Analysis will include the following key deliverables:

- In-briefing with USAID/SRO.
- Draft COVID-specific activity gender analysis report.
- Validation workshop with mission staff to validate the draft COVID-specific activity gender analysis report (if time-constrained, the mission may elect to forgo this workshop and simply provide written feedback only on the draft report).
- Final COVID-specific activity gender analysis report, which incorporates the discussion in the validation workshop and/or written feedback on the draft report.

The section below provides more detailed information on each deliverable.

1. **In-briefing with USAID/SRO:** On the first day of the assignment, the Banyan Global research team will hold an in-briefing with the mission¹⁷ with the following purpose:
 - To ensure that there is agreement on the SOW and methodology for secondary data collection and analysis.
 - To review the structure and presentation of findings and recommendations in the COVID-19 gender analysis report.
2. **Draft COVID-Specific Gender Analysis:** The preparation of the draft COVID-Specific Gender Analysis Report will include an analysis and interpretation of secondary data, in line with USAID global gender and social inclusion strategies, policies, and regulations including, but not limited to:
 - The Automated Directives System (ADS) 201 and 205 (2019 and 2017, respectively)
 - The 2012 Gender Equality and Female Empowerment Policy (2012)
 - U.S. Strategy to Prevent and Respond to Gender-based Violence Globally (2016)

- [USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children \(2012\)](#)
- [USAID Policy Framework \(2019\)](#)
- [USG 2018 Act on Women's Entrepreneurship and Economic Empowerment Act](#)
- [U.S. Strategy to Empower Adolescent Girls \(March 2016\)](#)
- [Counter-Trafficking in Persons Policy \(2012\)](#)
- [USAID's Youth in Development Policy \(2012\)](#)
- [USAID Disability Policy Paper \(1997\)](#)
- [Advancing Disability-Inclusive Development](#)
- [LGBTI Vision for Action \(2014\)](#)
- [USAID Policy on Non-Discrimination \(2011\)](#)
- [Equal Employment Opportunity, Diversity and Inclusion \(2011\)](#)
- [Presidential Memorandum on International Initiatives to Advance the Human Rights of LGBT Persons \(2011\)](#)
- [USAID and State COVID-19 Response Strategy Framework](#)
- [USAID Policy on Promoting the Rights of Indigenous Peoples \(2020\)](#)
- [United States Government Action Plan on Children in Adversity A Framework for International Assistance: 2012–2017 \(2012\)](#)

The review of secondary data will also include a review pertinent mission or activity-level reports or documentation that the mission will make available. Documents may include the following:

- Previous mission CDCS Gender Analysis/Assessment
- The mission's current CDCS
- The mission's current strategic results framework
- Project Appraisal Document (and gender analysis) for the sector/area to which the activity pertains
- Activity gender and social inclusion analysis and strategy
- Activity monitoring, evaluation, and learning plan
- Activity 2019 annual report

The research team will gather, analyze, and interpret other relevant reports and data related to the activity sector, activity, and COVID-19. These may include:

- Studies, analyses, and assessments concerning gender equality conducted by donors, NGOs, national governments, regional organizations, and the academic community.
- National statistics from the Demographic and Health Survey, the UNDP Human Development Index Reports, and the World Economic Forum's Global Gender Gap Index.
- Recent literature that addresses gender equality and women's empowerment issues related to activity and COVID-19.

To support the process of gathering secondary data, Banyan Global will create a Google Drive Folder for the gender analysis to serve as a central repository for all key secondary documents and data for use by the USAID mission and the research team.

An international consultant will analyze and interpret the secondary data in the initial draft of the report, and then a national gender expert will review and provide feedback on the report, which the international consultant will then incorporate. The report will present sector-level COVID-19 findings on gender equality and women's empowerment by USAID ADS205 domain, followed by findings and recommendations by activity intermediate result, as defined in the SOW for each gender analysis (see Section 5.2 below for more details on the report structure). The recommendations may include possible alternative or additional indicators to measure the progress against the activity's intermediate results.

- 3. Validation Workshop - draft COVID-Specific Gender Analysis Report:** The research team will submit a draft COVID-Specific Analysis report to the mission. The mission will have the option of participating in a 1-2 hour session to discuss and validate the findings and recommendations or only providing written feedback on the draft report. Both options will include building a consensus on how and when the mission will need to update the gender analysis based on country-level changes related to COVID and the country's phase of reopening.
- 4. Final COVID-Specific Gender Analysis Report:** The research team will finalize the report by incorporating written feedback from the mission on the draft report, as well as the discussions from the workshop with the mission.

For all deliverables, Banyan Global's home-office technical staff will provide consistent and regular technical guidance to the research team to ensure that the deliverables meet USAID and internal Banyan Global quality standards.

5. DELIVERABLES AND GUIDELINES

5.1 KEY DELIVERABLES

The associated work will include the deliverables in Table 2.

TABLE 2. KEY ELEMENTS OF THE GENDER ANALYSIS

DELIVERABLE	CONTENT	PERIOD OF IMPLEMENTATION
In-briefing with USAID/SRO mission staff	In-briefing with designated mission staff to discuss: 1) the purpose of the COVID-Specific Gender Analysis; and 2) the proposed research questions; methodology, and structure of gender analysis report findings and recommendations.	Week 1 August 3 rd , 2020
Draft COVID-Specific Gender Analysis Report	Research and prepare Draft COVID-Specific Gender Analysis Report, including national consultant's (virtual) review of the draft report.	Week 1-2 August 3 rd – August 17 th , 2020

Validation Workshop for the draft COVID-Specific Gender Analysis Report	Workshop (1-2 hours) with relevant mission staff to validate COVID-Specific Gender Analysis Report's findings and recommendations and to come to a consensus on next steps needed to update the gender analysis (at different stages of country's phase of reopening).	Week 3 August 19 th , 2020
Final COVID-Specific Gender Analysis Report	Final gender analysis report that incorporates feedback in writing and from the validation workshop from USAID on the draft report.	Week 4 August 26 th , 2020

5.2 REPORTING GUIDELINES

The COVID-Specific Gender Analysis Report (25 pages excluding Executive Summary, Table of Contents, Acronyms, and Annexes) should follow the format below and be submitted electronically in Microsoft word and PDF versions:

1. Executive Summary (2 pp.)
2. Table of Contents (1 p.)
3. Introduction (1 p.)
4. COVID-19 Country Context at the sector level, by ADS205 gender analysis domain (2 pp.)
5. Findings and Recommendations on Gender Equality COVID-19 (up to 15 pp., 10 pp recommended)
6. USAID/SRO TerresEauVie Activity Next Steps on Updating the Gender Analysis (2 pp.)
7. Annexes
 - Acronyms (1 p.)
 - Gender Analysis SOW
 - Methodology (.5 p.)
 - List of Key Documents

Note: The recommendations in #5 above will point to linkages with women's economic empowerment (using a **WE3** tag).

6. TEAM COMPOSITION

6.1 TEAM LEADER (INTERNATIONAL)

This position seeks an international consultant with core experience working with and knowledge of USAID programs and must be an experienced social scientist with expert-level knowledge in conducting gender analyses, with preference given for relevant experience in Niger and Burkina Faso. Other qualifications include:

- Minimum of 10 years of experience in research, policy formulation, and program design in gender and/or social inclusion.
- At least 6 years of experience in carrying out gender analyses — including a focus on gender-based violence risk assessment.
- Familiarity with USAID strategic planning and program management strongly desired.

- Excellent speaking and writing English language skills are required.
- Exceptional inter-personal and inter-cultural skills.
- Excellent leadership skills.
- Expertise in one or more of the priority gender analysis intermediate results.
- Full professional fluency in French.
- Master's degree in sociology, anthropology, economics, or relevant social science field.
- Experience with other donors highly desirable.
- U.S. nationality.

6.2 NATIONAL GENDER EXPERT (I)

The team must include one national gender expert who exhibits complementary skills to the Team Lead and core experience conducting thorough evidence-based research on gender issues in Niger and Burkina Faso.

Qualifications include:

- Minimum of 5 years of experience in conducting evidence-based research and expert knowledge on gender and women's economic empowerment issues in Niger and Burkina Faso.
- Expertise in one or more of the activity's priority sectors.
- In-depth knowledge of the Governments of Niger and Burkina Faso gender mainstreaming programs; development partner engagement in the gender space, and a sound working relationship with any relevant national government ministries.
- Excellent writing skills in native language.
- English language writing fluency required.

7. ANALYSIS MANAGEMENT

7.1 SCHEDULING

The expected period of performance for the analysis will be approximately 3 weeks for an activity-level COVID-specific gender analysis, with one week of preparation required prior to the beginning of each analysis.

Note: This work order includes a six-day work week. LOE and salaries are calculated on that basis.

7.2 SUBMISSION TO THE DEVELOPMENT EXPERIENCE CLEARINGHOUSE (DEC)

The final approved report must be a public document, unless otherwise specified, to be submitted to the Development Experience Clearinghouse (www.dec.org) (DEC) following the required Office of GenDev format (see Annex II). The contractor must make the final COVID-Specific Gender Analysis Report publicly available through the Development Experience Clearinghouse within 30 calendar days of final approval of the formatted report.

7.3 TASK ORDER PACKAGING AND MARKING

Task Order packaging and marking shall be performed in accordance with Section D of Gender Integration Technical Assistance II Task Order: 47QRAA18D00CM.

7.4 BRANDING AND MARKING

The Contractor shall comply with the requirements of the policy directives and required Marking shall comply with USAID "Graphic Standards Manual" available at www.usaid.gov/branding or any successor branding policy.

7.5 WORK ORDER PREPARATION

The mission agrees to the following commitments to facilitate the research and preparation of the COVID-Specific Gender Analysis Report.

TABLE 3. WORK ORDER PREPARATION AND COMMITMENTS

COMMITMENT	DUE DATE
Mission to designate at least 2 staff to coordinate with the research team on the analysis	1 week before research begins
Mission to propose 3 national gender-expert consultant candidates.	1 week before research begins
Mission to hold a remote in-briefing with the research team	First day of work (select date three days before work start date)
Mission to schedule the validation workshop	Select date three days before work start date
Mission to upload all necessary resource documents (to a secured Google Drive, including the following: <ul style="list-style-type: none"> • The mission's current or previous CDCS • Previous CDCS Gender Analyses/Assessments • The mission's current draft strategic results framework • Activity-level gender and social inclusion analyses and strategy, MELS plan, and annual and quarterly reports • PAD-level gender analysis corresponding to the activity • Any current COVID sector analyses, in particular at the national/sub-national level 	Three days before work start date

ANNEX C: METHODOLOGY

The COVID-19-specific gender analysis included the following key deliverables:

- In-briefing with USAID/[SRO]
- Draft COVID-19-Specific Activity Gender-Analysis Report
- Workshop with mission staff to validate the draft report
- Final COVID-Specific Activity Gender-Analysis Report, which incorporates the discussion in the validation workshop and written feedback on the draft report.

The following section provides more details on the methodology used for each deliverable.

- 1. In-briefing with USAID/SRO:** On the first day of the assignment, the research team held an in-briefing with mission staff with the following objectives:
 - To ensure that there was agreement on the scope of work and methodology for secondary data collection and analysis.
 - To review the structure and presentation of findings and recommendations in the COVID-19-Specific Gender Report.
- 2. Draft COVID-19-Specific Gender Analysis:** The preparation of the draft COVID-19-Specific Analysis Report included an analysis and interpretation of secondary data, in line with USAID's global gender and social-inclusion strategies, policies, and regulations including:
 - The Automated Directives System (ADS) 201 and 205 (2019 and 2017 respectively)
 - ("Data to Inform the COVID-19 Response" 2020)
 - U.S. Strategy to Prevent and Respond to Gender-based Violence Globally (2016)
 - USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children (2012)
 - USAID Policy Framework (2019)
 - USG 2018 Act on Women's Entrepreneurship and Economic Empowerment Act
 - U.S. Strategy to Empower Adolescent Girls (March 2016)
 - Counter-Trafficking in Persons Policy (2012)
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 - Advancing Disability-Inclusive Development
 - LGBTI Vision for Action (2014)
 - USAID Policy on Non-Discrimination (2011)
 - Equal Employment Opportunity, Diversity and Inclusion (2011)
 - Presidential Memorandum on International Initiatives to Advance the Human Rights of LGBT Persons (2011)
 - USAID and State COVID-19 Response Strategy Framework
 - USAID Policy on Promoting the Rights of Indigenous Peoples (2020)
 - United States Government Action Plan on Children in Adversity A Framework for International Assistance: 2012–2017 (2012)

The review of secondary data also included examining pertinent mission or activity-level reports or documentation, including:

- Previous mission CDCS Gender Analysis/Assessment
- The mission's current CDCS
- The mission's current strategic results framework
- Project Appraisal Document (and gender analysis) for the sector/area to which the activity pertains
- Activity gender and social inclusion analysis and strategy
- Activity monitoring, evaluation, and learning plan
- Activity 2019 annual report

The research team gathered, analyzed, and interpreted other reports and data related to the sector, activity, and COVID-19, including:

- Studies, analyses, and assessments concerning gender equality conducted by donors, non-governmental organizations, national governments, regional organizations, and academia.
- National statistics from the Demographic and Health Survey, the UN Development Programme's Human Development Index Reports, and the World Economic Forum's Global Gender Gap Index.
- Recent literature that addresses gender equality and women's empowerment related to activity and COVID-19.

To support the process of gathering secondary data, Banyan Global will create a Google Drive Folder for the gender analysis to serve as a central repository for all key secondary documents and data for use by the USAID mission and the research team.

An international consultant will analyze and interpret the secondary data in the initial draft of the report, and then a national gender expert will review and provide feedback on the report, which the international consultant will then incorporate. The report will present sector-level COVID-19 findings on gender equality and women's empowerment by USAID ADS205 domain, followed by findings and recommendations by activity intermediate result, as defined in the SOW for each gender analysis (see Section 5.2 below for more details on the report structure). The recommendations may include possible alternative or additional indicators to measure the progress against the activity's intermediate results.

- 3. Validation Workshop—Draft COVID-19-Specific Gender Analysis Report:** The mission held a workshop to discuss and validate the findings and recommendations and to build a consensus on how and when the mission will need to update the gender analysis based on country-level changes related to COVID-19 and the country's phase of reopening.

4. **Final COVID-19-Specific Gender Analysis Report:** The research team finalized the report by incorporating written feedback from the mission on the draft as well as the discussions from the workshop with the mission staff. For all deliverables, Banyan Global's home-office technical staff will provide consistent and regular technical guidance to the research team to ensure that the deliverables meet USAID and internal Banyan Global quality standards.

ANNEX D: LIST OF KEY DOCUMENTS

ACAPS. 2020. *Thematic Report: COVID-19 in the Sahel* ([Link](#)).

Inter-agency Standing Committee. 2020. *Identifying & Mitigating Gender-based Violence Risks within the COVID-19 Response* ([Link](#)).

International Organization for Migration. 2020. *Suivi des Urgences – COVID-19 Burkina Faso Juillet 13-19, 2020*.

International Organization for Migration. 2020. *COVID-19 Restrictions de Mobilité Niger, Juin 2020*.

Laouan, Fatouma Zara. 2020. *Rapid Gender Analysis - COVID-19*. CARE. ([Link](#)).

Lefaso.net. 2020. *Situation du covid-19 au Burkina Faso : dix Nouveaux Cas Confirmés dont Deux Cas Importés et Huit cas de Transmission Communautaire*. ([Link](#)).

Perlman, Daniel and Sanoussi Chaibou. 2018. *Sahel Resilience Learning (SAREL): Women's Empowerment and Resilience in Niger: An Ethnographic Study*. USAID. ([Link](#)).

République du Niger. 2020. *Niger, Pandémie Coronavirus (COVID-19) Rapport de Situation N° 129 du 12 Août 2020*.

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