



TERMS OF REFERENCE	
Title	National consultant for WEstart : Mapping Women's Social Entrepreneurship in Europe project
Purpose	<ol style="list-style-type: none"> 1) Undertake a national mapping of women's social entrepreneurship in your home country (see below for eligible countries). 2) Develop a fact sheet on women's social entrepreneurship in your home country.
Location	Ireland OR United Kingdom OR Hungary OR Bulgaria OR Sweden OR Spain OR Lithuania OR Italy OR France or Germany (These are the only countries being mapped). The consultant is expected to be a national of, or expert in one of the above countries.
Contact Duration	6 working days
Contract Supervision	Project Manager, WEstart
Fee	2400 Euros (for terms and conditions see page 7)

Contents of Terms of Reference

1) Background

- a. Context of Overall Project
- b. Definitions and Principles

2) Role of Consultant

- a. Key Objectives
- b. Deliverables
- c. Methodology
- d. Conduct of Work and Supervision
- e. Location of Work
- f. Schedule of Work
- g. Schedule of Work Delivery
- h. Qualifications
- i. How to Apply

1) Background

a. Context of Overall Project

The European Women's Lobby (EWL) is the largest umbrella organisation of women's associations in the EU. Our aim is to promote women's rights and gender equality in Europe. The EWL has members in 31 European countries, which have, in turn, member organisations at regional and local level, representing more than 2000 organisations. The EWL Secretariat coordinating the activities of this large membership is based in Brussels. The core aim of the EWL project **WEstart: Mapping Women's Social Entrepreneurship in Europe** is to gain a better understanding of the situation and state of play of women's social entrepreneurship in Europe.

Within the context of the Europe 2020 Strategy, entrepreneurship is seen as one of the means of boosting employment and in particular to reach the European employment target of 75% for women and men throughout the EU by 2020. However, little focus is given to social entrepreneurship as a means of binding the social fabric to build sustainable communities and a means of also reaching another European target which consists in lifting 20 million people out of poverty by 2020.¹ Additionally, while many initiatives to foster women's entrepreneurship have been developed at the European level, with the support of the European Commission, it is difficult to obtain an overall picture of women's entrepreneurship in general and women's social entrepreneurship in particular.

The current project therefore proposes to bridge the gap in gathering evidence and knowledge with regards to women's social entrepreneurship in Europe. This will subsequently support opportunities to further develop mutual learning, transnational partnerships, mentoring, transferring knowledge and skills, identifying good practices and providing new employment and business opportunities to women across Europe.

The project consists of carrying out a mapping of what currently exists, where women's social entrepreneurship is located and its breath in terms of 10 Member States of the EU.

Activity: Mapping women's social entrepreneurship in Europe and disseminating results

Objectives:

- Identify and map women's social entrepreneurship initiatives in Europe in 10 countries as a pilot which could subsequently be carried out in the remaining EU Member States and accession countries,
- Establish an overall picture of the activities carried out and how these respond to women's empowerment in and sustainable growth of communities,
- Establish a data bank of female social entrepreneurs
- Give visibility to women's social entrepreneurship within entrepreneurship

¹ In 2012, 124.5 million people, or 24.8% of the population, in the EU were at risk of poverty or social exclusion, compared with 24.3% in 2011 and 23.7% in 2008 – see Euro Stat News release STAT/13/184, 5 December 2013. 26.9 % of women are poor and excluded, compared to 24.8% of men – European Commission, Report on progress on equality between women and men, 2013 SWD(2014) 142 final, 14/4/2014

development in Europe

- Provide links and facilitate networking between and among women's social entrepreneurship in Europe
- Identify key recommendations for policy makers to support women's social entrepreneurship in Europe

Duration: 12 months: September 2014 – September 2015

Geographical spread: 10 EU Member States: two from each region: France and Germany; Bulgaria and Hungary; Italy and Spain; Sweden and Lithuania; Ireland and the United Kingdom.

As a result of the mapping, the following outputs will be produced:

- **National Fact Sheets**
- **European Fact Sheets**
- **Final Report**
- **Communication Strategy**
- **Digital Learning Platform** Consisting of Interactive Map, Database of Women Social Entrepreneurs, PDF versions of Fact Sheets and Report, and Networking Tools

The aim is to produce user-friendly documents to facilitate easy access to information. The final report will contain an analysis of the trends, general findings and recommendations as well as an evaluation of the project. A conference will be held at the end of the project to disseminate the results of the mapping and to launch the digital learning platform.

Examples of Outputs (these are used for illustration purposes only):



USAID Implementation of the U.S. National Action Plan on Women, Peace, and Security

The goal of the U.S. National Action Plan on Women, Peace, and Security (NAWPS) is to empower women as equal partners in preventing conflict and building peace.

Conflict and conflict affect men and women differently. In modern conflicts, women children bear the heaviest consequences, women and children suffer disproportionately from sexual displacement, and disease. Sexual and gender-based violence is especially frequent in a situation of war. In the aftermath of conflict and disaster, weaknesses in security and the rule of law, as well as disruptions to health and livelihoods expose women and girls to continued risks of violence and exploitation.

Women's assistance from others to resolve conflict and build inclusive, resilient, and sustainable peace. In the last 25 years, hundreds of peace treaties have been signed but fewer than 1 percent of their signatories and 2 percent of agreements have included women-do participate, they help to expand the scope of agreements and improve the prospects for durable peace by making peace deals more accountable to local needs, support for survivors of violence, and social and economic inequalities that contribute to fragility.

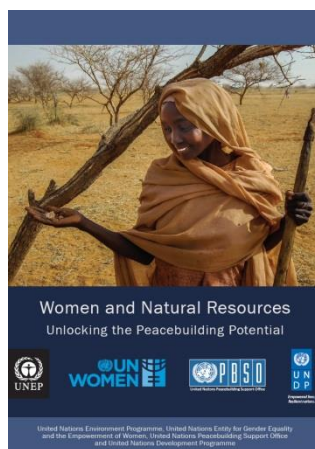
The NAWPS builds on the recognition that countries are more peaceful and prosperous when women are accorded full and equal rights and opportunities, ensuring the meaningful participation and protection of women and girls in countries affected by crisis and conflict is critical to building lasting peace and achieving long-term development objectives.

USAID's IMPLEMENTATION APPROACH AND PRIORITIES

USAID is investing in gender equality and women's empowerment in crisis and conflict-affected countries to promote the rights and well-being of women and girls and to foster peaceful, resilient communities that can cope with adversity and pursue development gains. We are changing the way we do business and implementing programs across the spectrum of crisis prevention, response, recovery, and transition to advance the five objectives outlined in the NAWP.

1	• Institutionalize a Gender-Responsive Approach to Peace and Security
2	• Promote Women's Participation in Peace Processes and Decision-Making
3	• Protect Women and Girls from Violence, Exploitation, and Abuse
4	• Engage Women in Conflict Prevention
5	• Ensure Safe, Equitable Access to Relief and Recovery

Fact sheets



Women and Natural Resources
Unlocking the Peacebuilding Potential

United Nations Environment Programme, United Nations Entity for Gender Equality and the Empowerment of Women, United Nations Peacebuilding Support Office and United Nations Development Programme

Report



quotaProject
Global Database of Quotas for Women

Women still constitute only 21.4% of the members of parliaments around the world. In what way can quotas contribute to the political empowerment of women?

Explore quota data
Choose a country below to start exploring the quota data.

Only countries with gender quotas are included. See also country overview & special areas.

Legislated Candidate Quotas
Reserved seats
Voluntary Political Party Quotas

Comments
Do you have news concerning gender-based quotas for promoting women's political participation? Please send them to us so that we can keep the information on this site up-to-date.

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Digital Learning Platform

b. Definitions and Principles

(Women's) Social entrepreneurship is understood in the context of this project as initiatives whose objectives consist in **impacting on society**, namely on **empowering women** to achieve social and sustainable cohesion, which are **managed in an accountable, transparent and innovative way**. In other words, the main objective is to value women's creativity, skills and know-how by **reinvesting in communities** rather than generating profit for distribution to private owners and/or stakeholders.

Criteria for Projects:

- 1) Impact society
- 2) Empower women
- 3) Managed in accountable, transparent and innovative ways
- 4) Reinvest in communities rather than generate profit

The initial mapping will ensure that attention to paid to providing an urban-rural balance, diversity among women social entrepreneurs (for example, include women from ethnic communities), the type of initiatives covered, the type of legal status that governs 'social entrepreneurship', the internal governance structures, the resources available at country and European level, the needs and gaps identified, the barriers and the strengths.

In order to stay aligned with the EWL's feminist mission, **IMPACT** feminist principles will be applied to all processes and outputs encompassed by this project.

IMPACT Principles

Inclusive- special effort is made to identify social enterprises conducted by women from diverse groups including different classes, races, ethnicities, immigration statuses, ability levels, sexuality and gender presentation. Outputs are careful to not generalise experience and to draw attention to the intersections of privilege and marginalisation that different individuals and groups face; consultants understand how race, class, sexuality, ability level etc. intersect to shape the experience of individuals and groups and pay attention to how this affects women interviewed

Measurable- All research processes are able to be monitored and evaluated. Consultants are provided with and evaluated against clear criteria. Quantitative and qualitative data is collected using rigorous and replicable methodology. Project is closely monitored and evaluated.

Participatory- research methodologies are conducted in empowering and participatory ways that privilege the lived experience of women; consultants have experience in undertaking participatory methodologies

Accessible- outputs are available in braille and all web work is accessible to visually impaired persons; research processes make special efforts to include people of different abilities, reading levels and intellectual abilities in focus groups and questionnaires

Collaborative- Outputs are shared and disseminated via strategic collaboration; consultants conduct research in a collaborative way; overall project seeks to include and value the input of members, partners, experts and entrepreneurs, allowing all groups space to work towards a common goal

Transformative- Outputs and research projects keep the empowerment of women and the structural transformation of gender inequalities at their heart and use efficiency arguments in support but not in lieu of transformational justifications

2) Role of the Consultant

The national consultant will be responsible for undertaking **a national level mapping of women's social entrepreneurship within their home country.**

a. Key Tasks

- 1) Identifying all female social entrepreneurs within the country according to predetermined criteria, and filling out an excel template with specified quantitative data on women social entrepreneurs and the nature of women's social enterprise
- 2) Choosing a selected number, depending on the size of the country and the extent of women's social entrepreneurship in that country, and finding contact information for these entrepreneurs; sending this information to the Project Manager, so that a survey can be sent electronically to the selected entrepreneurs/enterprises
- 3) Analysing the completed surveys, forwarded by the Project Manager, and the quantitative data to develop an overall picture of women's social entrepreneurship in the country and checking back with the national consultant
- 4) Writing a National Factsheet using information collected and analysis, following an EWL template in country language
- 5) Translating National Factsheet into English

b. Deliverables:

1) **Excel spreadsheet** data base filled in with the following information:

- number and names of existing initiatives
- Definition of social entrepreneurship
- Legal and policy framework and context in which social entrepreneurship is governed and developed
- Type of activities covered
- description of activities
- target groups
- urban-rural balance

- number of staff and beneficiaries
 - Types of funding received
 - Structural support systems in place (for example access to start up support, access to credit and micro-credit, support with developing business plans, others)
 - Structural (and other) barriers identified
 - Impact on the community
- 2) **Contact information** of social entrepreneurs/enterprises, selected by consultant according to criteria specified by Project Manager
- 3) **National factsheet** which will include the above information, as well as the following information, which will be obtained through surveys:
- Reasons for developing social entrepreneurship (as opposed to business-led entrepreneurship)
 - Success factors
 - Identification of needs (to strengthen the sector, training, others)

In addition to reporting obtained on quantitative and qualitative data, the factsheet will also summarize and analyse this information to portray overall national trends

- 4) **English Translation** of the national factsheet

c. Methodology

The consultant is expected to undertake desk research. Templates have been developed for both the database as well as the national factsheet in accordance with the IMPACT principles, and the consultant is expected to be guided by and pay attention to the IMPACT principles throughout their research and analysis. To guide this, an **IMPACT principles** checklist has been developed to aid the consultant.

d. Conduct of the Work and Supervision

The consultant will report to the Project Manager, who reports to the Project Co-Ordinator and the Steering Committee. The responsibilities of each group are outlined below.

Steering Committee

Tasks:

- Approve and guide the project implementation
- Monitor progress including activities, timescale and budget
- Approve all tools and reports
- Participate at project meetings (four)
- Prepare the conference agenda

Co-ordinator (EWL)Tasks:

- Overall supervision and responsibility of the project

Project ManagerTasks:

- Reports to the Co-ordinator
- Identify, select and manage pool of country consultants
- Prepare and liaise with experts during research implementation period
- Develop methodology and draft research tools
- Co-ordinate implementation of the mapping at European and country level
- Conduct the mapping at European level
- Develop and implement communication strategy
- Establish and maintain the database
- Produce the final report with key recommendations
- Prepare the conference

e. Location of Work

Home-based. Please note that the consultant's fee of 2400 Euros for the 6 working days is inclusive of all personal social security and tax obligations which are borne by the consultant in conformity with the rules of the country where the consultant is based.

f. Schedule of Work

The duration of the consultancy is 6 days as per table below. The first half of the consultancy will take place in December. The second half will be undertaken in February. (The Project Manager will be distributing and collecting surveys during the month of January). Final fact sheet should be submitted and accepted by the Project Manager by March 1st.

Activities	Location	Number of Days	Estimated Deadline
Desk research and completion of excel spreadsheet with quantitative data	Home	2	January 4
Selection of 10 entrepreneurs/enterprises to be surveyed; collection of contact information and transmission on contact information to Project Manager	Home	.5	January 4

Analysis of quantitative data and qualitative survey data	Home	1.5	March 1
Writing of National Factsheet	Home	1.5	March 1
Translation of National Factsheet into English	Home	.5	March 1

g. Schedule of Delivery

Tentative contractual period will be for a total of 6 working days for a **total fee of 2400 Euros**

Date	Deliverables
January 4	Excel spreadsheet
January 4	Contact information of ten selected enterprises
March 1	Fact sheet in national language
March 1	Fact sheet in English

h. Qualifications

Required experience and skills:

1. Demonstrated expertise in and understanding of social entrepreneurship within national context
2. Extensive experience with and knowledge of women's rights activism and advocacy on a national and European level
3. Strong knowledge of and experience with social science research methodologies
4. Detail-oriented, focused and efficient with very good time management and organisational skills
5. Understanding of and ability to undertake work according to feminist/inclusive principles (as exemplified by the IMPACT principles)

Language skills: Fluency in national language. Fluency in English.

Other necessary skills: Computer skills; familiarity with Microsoft Excel

Desired: Experience working with or running a women's focused social enterprise, and/or experience with and knowledge of specifically women-focused social entrepreneurship and social entrepreneurship networks would be a plus

i. How to Apply

Interested candidates are requested to submit an application to the European Women's Lobby via email to usher@womenlobby.org including:

- CV Outlining Relevant Experience
- Brief Cover Letter (one page maximum)
- Short writing sample in English
- Brief (one or two paragraph) statement on how you would undertake your research and analysis in accordance with the IMPACT principles

Please include country in the subject line.

Only shortlisted candidates will be contacted. Closing date for applications is **November 23rd**