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**TERMS OF REFERENCE**  
**For**  
**DEVELOPING AN UNPAID CARE AND DOMESTIC WORK SHADOW POLICY**  
**CALL FOR EXPRESSION OF INTEREST AND SCOPE OF WORK**

**About WCoZ**

Women's Coalition of Zimbabwe (WCoZ) is a network of women's rights champions and women's rights organizations in Zimbabwe with national structures established in 1999. WCoZ brings women from diverse backgrounds to advocate for the attainment and enjoyment of their rights and ensure that the women and girls empowerment agenda remains central to the national agenda.

**Background of the Consultancy**

WCoZ is inviting expressions of interest from interested consultant/s to develop an Unpaid Care and Domestic Work (UCDW) Shadow Policy that can be used at institutional level to influence institutional policies as well as government policies. Care work, both paid and unpaid, contributes to well-being, social development, and economic growth. However, the costs of providing care are unequally borne across gender and class. Despite its economic value, unpaid care work is not included in labour force surveys nor is it brought into the calculation of the GDP. It is therefore invisible in representations of the economy that inform policy making. Because unpaid care work is unevenly distributed between women and men, it is important to understand its magnitude, dynamics, and impact. This disproportionate responsibility for unpaid care work results in time poverty and significant opportunity costs, particularly among the poorest and most marginalized women and girls. Heavy and unequal UCDW undermines women and girls' rights by excluding them from opportunities to engage in decent paid work, education, political life, and leisure activities. As such, the development of this policy will highlight the importance of addressing the burden of unpaid care work in order to achieve gender equality and women's empowerment is recognised in Sustainable Development Goal (SDG) 5 through adoption of Target 5.4 which states that: "Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate."

**Tasks under the Consultancy**

In carrying out this work, reporting to the National Coordinator and under the supervision of the Project team, the Consultant shall:

- Submit a detailed inception report outlining the Consultant's understanding of the assignment and the approach to be employed
- Develop and submit a draft Unpaid Care and Domestic Work Shadow Policy
- Unpack the policy to WCoZ

**Deliverables**

The Consultant will be responsible for the following deliverables:

- A comprehensive Unpaid Care and Domestic Work Shadow Policy
- Unpacking the findings at a workshop to be organized by the Organization
- Summarized power-point presentation of the Policy

**Duration**

This is a 10 Day Consultancy.

**Expected Qualifications, experience of the Consultant**

- The Consultant MUST possess a background in gender studies, with a Masters' Degree in Law, Gender Studies, Social and Political Science, Development Studies, or any relevant fields
- Minimum 5 years of relevant work experience

**Bid Format**

- Interested and experienced individuals or teams should submit an Expression of Interest (EOI) to [coalitionzw@gmail.com](mailto:coalitionzw@gmail.com) and copy [wcozprocurement@gmail.com](mailto:wcozprocurement@gmail.com) on or before **17<sup>th</sup> March 2023**
- The EOI must detail the Consultant's understanding of the Scope of Work, and methodological approach. It will also detail work-plan, including dates for when specific tasks will be done. The EOI should also include a detailed budget, indicating a breakdown of all costs for conducting this work such as consultancy daily rate. The EOI must not exceed five pages.
- Cover letter summarizing the applicant's skills and past experience relevant to conducting the outlined SOW.
- Detailed C.V (s)/resume(s), with names of the three referees and their contact details (email and phone)
- At least 1 recent sample similar to that called for in this SOW for which the applicant was a lead author.

**NB: Women are strongly encouraged to apply.**