



iDICE

Investment in Digital and Creative
Enterprises Programme

**Terms of Reference (TOR) for the Engagement of a
Gender and Social Reengineering Expert**

for the

**Investment in Digital and Creative Enterprises
(iDICE) Programme**

**Sector: Technology and Creative
Financing Agreement reference: 2000200005160
Project ID No.: P-NG-K00-009**

25th March, 2025



1. Background

The Federal Government of Nigeria has received financing from the African Development Bank (AfDB), Agence Française de Développement (AFD) and the Islamic Development Bank (IsDB) towards the implementation of the Investment in Digital and Creative Enterprises (iDICE) Programme¹. The objective of the iDICE Programme is to promote entrepreneurship, boost innovation, create jobs, enhance social development, and achieve economic transformation by fostering growth in the digital technology and creative ecosystem, building on brownfield investments and synergies with ongoing initiatives in Nigeria.

In line with implementation arrangements, the iDICE Programme Coordination Unit (PCU) within the Bank of Industry (BOI) is seeking to engage the services of a **Gender and Social Reengineering Expert** as part of the Programme Coordination Unit.

2. Objectives

The Gender and Social Reengineering Expert will advance gender equality and inclusion, evaluate initiatives, advocate for equity, and integrate best practices to drive social and economic progress within the iDICE Programme.

3. Scope of work

The Gender and Social Reengineering Expert shall carry out a range of specific duties which will include, but are not limited to:

- a) Conduct comprehensive gender analysis to identify gaps, challenges, and opportunities within the digital and creative ecosystem.
- b) Research and integrate global best practices and innovative approaches to address gender and social challenges within the programme.
- c) Develop a gender strategy and action plan to ensure gender inclusivity and equity in the iDICE Programme.
- d) Advocate for gender-sensitive policies and practices within the iDICE Programme and the broader digital and creative sectors.
- e) Support the implementation of gender-responsive policies and ensure compliance with national and international gender equality standards.

¹ More details about the iDICE Programme as documented in the Program Appraisal Report (PAR) can be accessed at <https://www.afdb.org/en/documents/nigeria-investment-digital-and-creative-enterprises-i-dice-program-project-appraisal-report>

- f) Engage with key stakeholders, including government agencies, private sector partners, civil society organizations, and community groups, to promote gender equality and social inclusion.
- g) Foster partnerships and collaborations to support gender-focused initiatives and projects.
- h) Develop and implement a monitoring and evaluation framework to track progress on gender and social reengineering objectives.
- i) Collect and analyze data to assess the impact of gender-focused interventions and make recommendations for improvement.
- j) Design and implement awareness campaigns to promote gender equality and social inclusion within the digital and creative sectors.
- k) Organize training and workshops to enhance understanding and implementation of gender-sensitive practices among stakeholders.
- l) Develop programs and initiatives to support women entrepreneurs and marginalized groups in the digital and creative industries.
- m) Work closely with the PCU team and external partners to ensure a cohesive approach to social reengineering efforts.
- n) Prepare regular reports on gender and social reengineering activities, progress, and outcomes.
- o) Maintain comprehensive documentation of all gender-focused interventions and initiatives.
- p) Other assignments as may be directed by Management.

4. Qualification and Experience

- a) A Bachelor's or Master's degree in Gender Studies, Social Sciences, International Development, or a related field. Professional certifications or training in gender mainstreaming, social impact assessment, or related areas are beneficial.
- b) At least 5 years of experience working in gender and social development roles, with a focus on policy development, advocacy, and capacity building.
- c) Experience in implementing and managing gender-sensitive programs or projects, particularly in the context of international development or within the digital and creative sectors.
- d) Proven track record of monitoring and evaluating gender and social inclusion initiatives, with the ability to analyze data and report on outcomes.
- e) Demonstrated experience in engaging with a wide range of stakeholders, including community groups, NGOs, government agencies, and international organizations.
- f) Experience in conducting training sessions, workshops, and seminars on gender and social inclusion topics.
- g) Ability to think strategically and integrate gender and social considerations into broader program objectives.

- h) Awareness of and sensitivity to cultural differences and the dynamics of power and privilege as they relate to gender and social issues.

5. Reporting and Deliverables

The Gender and Social Reengineering Expert will report to the **National Coordinator**. The Gender and Social Reengineering Expert will submit reports as follows:

S/N	Deliverable	Description	Timeline
1.	Gender and Social Inclusion Policy	A foundational policy document to guide the integration of gender equality and social inclusion within the iDICE programme.	Within first one month of engagement
2.	Gender and Social Inclusion Strategy Document	A comprehensive strategy document that outlines the objectives, target groups, key interventions, and evaluation metrics for gender and social inclusion within the iDICE Programme.	One-time, with annual updates
3.	Baseline Assessment Report	A baseline assessment report that evaluates the current status of gender and social inclusion in the digital and creative ecosystem in Nigeria.	One-time
4.	Monthly Progress Reports	Detailed reports on the progress of gender and social reengineering activities, including metrics on participation, impact, and challenges. Highlight any issues and propose solutions.	Monthly
5.	Gender and Social Inclusion Training Plan	Develop and submit a plan for training and capacity-building activities focused on gender and social inclusion for stakeholders, including training materials and schedules.	Quarterly
6.	Stakeholder Engagement Reports	Reports on stakeholder engagement activities related to gender and social inclusion, including meetings, workshops, and partnerships. Include feedback from stakeholders and action plans.	Quarterly

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7.	Gender and Social Inclusion Awareness Campaigns	Plan and execute awareness campaigns to promote gender equality and social inclusion and submit reports on the outcomes and impact of these campaigns.	As needed
8.	Monitoring and Evaluation (M&E) Framework	A comprehensive M&E framework for tracking and assessing gender and social inclusion outcomes within the iDICE Programme.	One-time - Developed at the start of the programme, with annual updates
9.	Impact Assessment Reports	Reports evaluating the effectiveness of gender and social inclusion interventions, including success stories, lessons learned, and recommendations for improvement.	Bi-annually
10.	Ad-hoc Reports	Reports on specific issues, challenges, or opportunities that arise unexpectedly, requiring immediate attention and action from the PCU.	As needed

6. Duration and Commencement

The duration of the assignment shall be for an initial period of one (1) year, to be renewed annually subject to satisfactory performance. The Gender and Social Reengineering Expert will be expected to commence work in May 2025.