



**EXPRESSION OF INTEREST (EOI) TO REVIEW ESCOM SOCIAL AND GENDER
INCLUSION & ANTI-SEXUAL HARASSMENT POLICY AND DEVELOP A REVISED
POLICY**

INDIVIDUAL CONSULTANT

PROCUREMENT NO ESC015/NCB/S/FY2023-24

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The Electricity Supply Corporation of Malawi Limited (ESCOM) a state-owned company has budgeted fund to be used towards reviewing ESCOM Social and Gender inclusion & anti-sexual harassment policy and develop a revised policy.

1.0 Background

Following an Institutional Social and Gender Audit, ESCOM established a Social and Gender Inclusion Unit in December 2015 which spearheaded the development of a Social and Gender Inclusion Policy and Anti Sexual Harassment Policy. ESCOM Board of Directors approved the Policy, and it became operational from 21 April 2017, making it the first of such Policy in the Energy Sector in the Country. In particular, the ESCOM Social and Gender Inclusion and Anti-Sexual Harassment Policy has two main components. Component I is the Social and Gender Inclusion Policy; and Component II is the Anti-Sexual Harassment Policy. The policy spells out commitments for various departments to facilitate social and gender inclusion in the workplace; as well as to address sexual harassment in the workplace. It lays out the responsibilities of different stakeholders in its implementation as well as department specific targets/outputs on social and gender inclusion. The policy seeks to assist decision makers, employees, and relevant stakeholders to understand the interplay between social, gender and sexual harassment issues and the achievement of gender equity and equality in the organization and the energy sector. The policy is therefore the vehicle for strengthening social inclusion as well as gender equality in all organisational operations, plans, budgets, policies, programmes, projects, systems, functions, and structures for the benefit of both the employees and the customers. It also provides mechanisms for identifying, reporting, investigating, and addressing sexual harassment in the workplace as required by the Gender Equality Act No 3 of 2013 of the laws of Malawi. The policy spells out commitments for various departments to facilitate social and gender inclusion in the workplace; as well as to address sexual harassment in the workplace. It lays out the responsibilities of different stakeholders in its implementation as well as department specific targets/outputs on social and gender inclusion. The policy seeks to assist decision makers, employees, and relevant stakeholders to

understand the interplay between social, gender and sexual harassment issues and the achievement of gender equity and equality in the organization and the energy sector. The policy is therefore the vehicle for strengthening social inclusion as well as gender equality in all organisational operations, plans, budgets, policies, programmes, projects, systems, functions, and structures for the benefit of both the employees and the customers. It also provides mechanisms for identifying, reporting, investigating, and addressing sexual harassment in the workplace as required by the Gender Equality Act No 3 of 2013 of the laws of Malawi.

Since its adoption in 2017, the ESCOM Social and Gender Inclusion and Anti-Sexual Harassment has not been reviewed. The review has now become imperative since the policy has passed its five-year review/revision mark as stipulated in the policy itself, and hence this request for Expression of Interest for an Individual Consultant to facilitate the review and development of a new Policy

2.0 Specific Objective

The main objective of this consultancy is to provide ESCOM with insight on how its Social and Gender Inclusion and Anti-Sexual Harassment Policy has been implemented since its adoption in 2017, and to utilise the findings in developing a revised policy in line with Gender Equality Act, the Energy Policy, the Malawi Vision 2063 and the relevant SDGs. The Consultant will work with the internal Policy Review Team in this assignment.

3.1 Desired Action Plan

Review ESCOM's current social and gender plans, gender capacity building plans and other existing documents pertaining to closing gender gaps at ESCOM, and a revised Policy and the relevant auxiliary implementation tools

4.0 Desired Consultant's Qualifications and Experience

- a) Minimum of Master's degree in either Gender and Development, Law, or Social Science. Possession of a PhD will be an added advantage.
- b) At least ten years (10) experience, working on social and gender policy development and review with demonstrated expertise in social and gender analysis and integration in large Organisations and projects. Energy Sector experience will be an added advantage.
- c) Experience in conducting institutional gender policy reviews in Malawi or sub-Saharan Africa.
- d) Experience in conducting participatory institutional social and gender assessments/audits, or gender capacity assessments.
- e) Knowledge of developing gender policies and gender action plans, as well as setting targets and developing gender responsive indicators.
- f) Experience of social and gender integration in power utilities or the energy sector will be an added advantage.
- g) Proven record in research and knowledge transfer in the field.
- h) Excellent analytical and communication skills.

Expression of interest will be evaluated in accordance with the public Procurement and Disposal Act of 2017. participation is open to all eligible bidders.

Interested eligible bidders may submit their expression of interest in sealed envelopes clearly marked “**Expression of interest to Review ESCOM Social And Gender Inclusion & Anti-Sexual Harassment Policy And Develop A Revised Policy**” to the address below by the end of business at 14:00 hours on the 24th October. Late Submissions shall be rejected.

The Chairperson
Internal Procurement and Disposal of Assets Committee
Electricity Supply Corporation of Malawi Limited.
P.O Box 2047
Blantyre