



Terms of Reference

Consultancy: Baseline Study and Development of Training Tools on Women's Rights and Gender Equality

Background

Equality Now is an international human rights organization dedicated to ending violence and discrimination against women and girls and promoting the use of the law to advance their human rights. With a global team of 47 staff members and offices in Beirut, London, Nairobi and New York as well as presence in Amman Jordan, Delhi India, Tbilisi Georgia, and Washington, D.C., campaigns are centred on four program areas: Legal Equality, End Sexual Violence, End Harmful Practices, and End Sex Trafficking, with a cross-cutting focus on the unique needs of adolescent girls.

The Solidarity for African Women's Rights (SOAWR) was formed in 2004 by four organizations who came together to ensure that the Maputo Protocol came into force. SOAWR is a regional network of 62 national, regional and international civil society organizations based in 30 African countries. SOAWR's main area of focus has been to advocate for African States to urgently sign, ratify, domesticate and implement the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the Maputo Protocol).

Equality Now believes that access to justice is the pillar for the realization of rights of women and girls. As a result, Equality Now in collaboration with the SOAWR Coalition, with support from the United Nations Development Programme (UNDP) seeks to enhance evidence-based knowledge and the capacity of regional economic communities (RECs) and civil society organisations (CSOs) to advocate for and support their member states to fulfil the gender equality and women's empowerment commitments under the African Union (AU) Agenda 2063.

The project, titled *Improving the Capacity of Regional Economic Communities to Monitor and Influence their Member States on Ratification, Domestication, Implementation and Reporting of Regional and Global Instruments on Women's Rights and Gender equality* shall engage 4 RECs – the Economic Community of West African States (ECOWAS), the Intergovernmental Authority on Development (IGAD), the Southern African Development Community (SADC) and the Economic Community of Central African States (ECCAS).

The project seeks a consultant or a team of consultants to undertake a regional evidence-based mapping and assessment on the status of RECs and their member states' ratification, domestication, implementation and reporting of global and regional human rights instruments. Upon completion of the

mapping process described in the foregoing, the consultant(s) shall develop training materials aimed at providing support to RECs, their member states and civil society organisations to strengthen their technical capacity to encourage, monitor and fast track ratification, domestication, implementation and reporting of global and regional human rights instruments.

Responsibilities of the Consultant(s)

Overall Responsibilities of the Consultant(s)

The consultant(s) shall have the overall responsibility of:

Activity 1: Carrying out a baseline study mapping and assessing the status of ratification, domestication, implementation and reporting of global and regional instruments on women's rights and gender equality in 4 RECs.

Activity 2: Developing training materials, based on the findings of the baseline study described above, aimed at providing technical support for RECs, their member states and civil society organisations to monitor and fast track ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality in 4 RECs.

Specific Responsibilities of the Consultant(s)

Activity 1

Under *Activity 1* of this project, the consultant(s) shall undertake desk-based research and Key Informant Interviews (KIIs), where appropriate, to fulfil the following responsibilities:

- Assess the status of ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality in 4 RECs – particularly the, CEDAW, the Maputo Protocol and ILO Equal Remuneration Convention – by a sample of member states of each REC.
- Assess both internal and external factors affecting the RECs capacity to influence member states on the ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality including information on relevant REC organs integral for the success of the project
- Assess the capacity of RECs to monitor and implement the above-mentioned instruments.

Activity 2

Under *Activity 2* of this project, the consultant(s) shall develop training materials, based on the findings of the baseline study described above, aimed at providing technical support for RECs, their member states and civil society organisations to monitor and track ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality . Under *Activity 2*, the consultant(s) shall have the following responsibilities:

- Design a comprehensive curriculum targeting REC Secretariats, REC member states representatives and civil society organisations on the content of key and relevant global and regional human rights instruments on women's rights and gender equality and the importance of their ratification, domestication, implementation and reporting on progress made by Member States. The curriculum should also include modules aimed at equipping REC Secretariats, REC member states representatives and civil society organisations to monitor and track the ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality.
- Design tools for use by civil society to aid these organisations in their work to monitor and track the ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality.

Time Allocation: The consultant(s) is prescribed a timeline as follows:

- Inception report - 15 days
- Baseline study - 30 days
- Development of training materials/ tools - 30 days

Deliverables

Activity 1: 1 inception report setting out the conceptual framework to be used in the baseline study and training materials/ thematic curriculums, key baseline study questions and methodology, including information on sources of data and collection, sampling and key indicators, and a detailed work plan with clear timelines.

Activity 1: 1 baseline study report of not less than 10,000 words and not more than 30,000 words mapping and assessing the status of ratification, domestication, implementation and reporting of global and regional human rights instruments on women's rights and gender equality in 4 RECs.

Activity 2: 3 thematic curriculums along the lines of the description of Activity 2 above. These curricula should be adapted to the unique realities and approaches of the specific RECs based on the findings contained in the baseline study report outlined in the description of Activity 1 in the foregoing. 1 monitoring and tracking tool, adapted to the unique realities and approaches of the specific RECs based on the findings contained in the baseline study report outlined in the description of Activity 1 in the foregoing.

Competencies

The following are required expertise and qualification of the Consultant(s):

- A postgraduate degree or other advanced university degree (a minimum of a master’s degree or equivalent) in law or social sciences or any other relevant field. (In the case of a team of consultants, the lead consultant must have this minimum requirement)
- At least 7 years of professional experience in legal/ policy research and analysis related to international human rights law and/or gender equality in Africa. (Mandatory for the lead consultant in the case of a team of consultants)
- Demonstrable experience in human rights education and awareness-raising at the policy level (government or civil society) including in curriculum design and design of education materials.
- Demonstrable experience working with human rights or related civil society organisations in Africa. Experience working with women’s rights organisations is especially desirable.
- Demonstrable experience and ability to develop highly specialised analytical writing
- Excellent written and verbal communication skills in English, a working knowledge of French would be an added advantage.
- Experience undertaking projects and related activity using a gender sensitive approach.

Application Procedure

Qualified and interested candidates are requested to apply either as a team or individually by emailing the following application materials to equalitynownairobi@equalitynow.org with the subject ***“REC’s Baseline Study and Training Tools on Women’s Rights”*** :

- a) A curriculum vitae of the applicant(s) indicating their educational backgrounds and professional qualifications, including all relevant past experience as well as contact information (email and phone number).
- b) A brief description of why the individual or team considers themselves most suitable for the assignment, a detailed and clear research and curriculum design methodology, as well as a note outlining mechanisms and approaches in place that will enable them to complete the assignments within the given timeframes.
- c) A financial quote indicating the all-inclusive fixed total contract price that includes a breakdown of costs.
- d) A proposed work plan with clear timelines and deliverables.
- e) Three professional references (including former clients) that can attest to past consulting experience, past curriculum design experience, and past legal/ policy analysis experience in the field of human rights.

Please note that applications shall be received via email only. **The deadline for application is 11:59 pm EAT on 4 December 2020.** Incomplete applications will not be considered. Please note that only shortlisted applicants will be contacted.