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## TERMS OF REFERENCE

### CALL FOR PROPOSAL – INDIVIDUAL CONSULTANT

#### **RE- ADVERTISEMENT CONSULTANT TO REVIEW THE GENDER PEACE SECURITY (GPS) STRATEGY 2015-2020 AND DEVELOP THE GPSP STRATEGY FOR 2021-2026 IN LINE WITH THE 2018 AU GENDER POLICY**

**APP Reference AUC/PAPS/C/005**

#### **1. Background**

In 2003 and 2004, African Heads of States adopted the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa ("the Women's Protocol") and the Solemn Declaration on Gender Equality in Africa (SDGEA) which endorse the provisions of year 2000 UN Security Council Resolution 1325 on Women Peace and Security. The two frameworks/instruments call for the presence of women in conflict prevention and peace building activities in order to reverse marginalization and abuse of human rights.

Given the foregoing, the Peace and Security Council (PSC) of the African Union (AU) at its 223<sup>rd</sup> meeting, held on 30 March 2010, requested the Peace and Security Commission, among others to take the necessary steps to ensure the mainstreaming of gender aspects into the AU efforts aimed at promoting peace and security. The 2010 assessment of the African Peace and Security Architecture (APSA) had recommended that the AU, the Regional Economic Communities (RECs) and Regional Mechanisms (RMs) should ensure that issues of gender are mainstreamed into all the APSA components at the continental and regional levels.

Translating into actions and real change has been a central pillar of the PSC, subsequently the Political Affairs and Peace and Security Department's (PAPS) strategic foci. To this end, in June 2014 the Gender Peace and Security Programme (GPSP) was launched to serve as a framework for the Commission's strategic activities in this area. The Strategy, supported by an Action Plan has informed the formulation of the five- year Gender Peace and Security Programme (GPSP), 2015-2020.

The Programme addressed the following four components: (i) Enhancing the Capacities of African Institutions Working in the Areas of Peace and Security and Human Rights to Mainstream Gender into the Continental Peace and Security Agenda, (ii) Strengthening Advocacy, Partnership and promoting research and dialogue on Gender, Peace and Security, (iii) Strengthening Women's roles in peace and security in Africa, and (iv) Preventing and Responding to Women, men, and children vulnerabilities in time of conflict and post-conflict situations and ending impunity.

## **2. Rationale**

As strong affirmation and dedication to fulfil its commitment to contribute to holistic gender agenda, the PAPS endeavours to mainstream gender within its divisions, practices, policies and procedures; the APSA components and in all the AU efforts aimed at promoting peace and security.

Against this backdrop, the PAPS seeks to hire a consultant to develop a Gender Peace and Security Strategy and its Action Plan.

## **3. Objectives of the assignment**

The main objective of this consultancy is to develop a new GPSP Strategy and its five-year Participatory Action Plan with clear goals and targets.

## **4. Scope of work**

The consultant shall perform the following duties:

- Conduct desk review through data collection of projects/ initiatives/policies on PAPS interventions pertaining to gender mainstreaming and women peace and security agenda made in conflict management, governance, conflict prevention and post conflict reconstruction efforts;
- Review the Gender Peace and Security Strategy 2015-2020 in order to identify key challenges , areas of progress, opportunities in the implementation with a view of including the outcomes into the next five (5) year strategy.
- Assess the programme's design, scope, implementation status and the capacity to achieve the expected outcomes;
- Collate and analyse lessons learnt, challenges faced and best practices obtained during the implementation period 2015-2020 which will inform the second phase of implementation (2021 - 2026) of the GPSP;
- Draft the gender strategy in alignment with the following: Relevant PSC decisions, Assembly and Executive Decisions/declarations, APSA, African Governance Architecture (AGA), AU Gender strategy 2018-2028, 2063 Agenda, Maputo Protocol, SDGEA, among others;
- Develop the narrative and the theory of change as part of the Gender Peace and Security Strategy;
- In collaboration with the Political Affairs and Peace and Security Department, the consultant will co-organize and facilitate consultative meetings with PAPS staff, practitioners, partners and key actors including CSOs, RECs/RMs to assess the achievements and identify the gaps with relation to Gender mainstreaming within the PAPS;
- Conduct a two (2) days validation workshop with all relevant stakeholders to validate the draft GPS Strategy including its annexes (five-year Participatory Action Plan with clear goals and targets and the narrative and the theory of change for the GPSP);

- Present the draft Gender Strategy to PAPS staff, key actors and partners consider the inputs , comments and produce a final Strategy.

## 5. Deliverables

The consultant will deliver the following outputs:

- **Produce “Inception Report”** outlining the methodology which will be adopted, timeline, work plan and list of stakeholders to be interviewed for the strategy development and reviewing of Gender Peace and Security Strategy 2015-2020 including key challenges , gaps, areas of progress, opportunities in the implementation with a view of including the outcomes into the next five (5) year strategy;
- **Submission of draft report of GPSP Strategy and five year participatory action plan** after facilitate consultative meetings in collaboration with the PAPS co-organise and the validation workshop of the GPSP Strategy 2021-2026 with relevant stakeholders;
- Produce the **final Report** of GPS Strategy 2021-2026 including five-year Participatory Action Plan with clear goals and targets and the narrative and the Theory of Change for the GPSP.

## 6. Duty station

- The consultant will undertake the work remotely from their home base.

## 7. DURATION OF CONSULTANCY

The duration of the assignment will be for a period of 55 working days from the date of contract signature. The consultancy service's accomplishment will be the successful completion of the review the Gender Peace and Security Strategy 2015-2020 and the production of a new GPS Strategy 2021-2026 including five-year Participatory Action Plan with clear goals and targets and the narrative and the Theory of Change for the GPSP

## 8. Consultancy Fee and payment schedule

The consultant will be paid a lump sum of USD 16 ,000 for 55 working days. The payments will be made in installments based upon outputs/deliverables specified in the TOR and upon certification of satisfactory work as per work plan and endorsed by the AUC.

- The payment schedule is arranged as follows:
  - **20%** upon the submission of **Inception Repot**
  - **40%** on completion and submission of the **first draft report** of GPS strategy 2021-2026;
  - **40% on submission of the final GPS** Strategy with all annexes including five-year Participatory Action Plan with clear goals and targets and the narrative and the Theory of Change as well as the brief Report that incorporates inputs from the key stakeholders in a validation workshop

## 9. Contract Management and Reporting

Under the overall supervision of the Director, PAPS, the Consultant will report on his/ her activities to the Gender Peace and Security Coordinator, PAPS, AUC.

## 10. QUALIFICATION AND EXPERIENCE OF THE CONSULTANT

- Possess a Master **degree** in Gender and Development, Human Rights, social development or public policy;
- Have at least 7 years of experience in Gender analysis and Gender mainstreaming work in development programmes or policy analysis in the fields of gender, women peace and security and peace-building;
- Have broad knowledge of AU entities, mandates, working methods and intergovernmental processes, especially as it relates to gender and women, peace and security;
- Have a good understanding of gender, women peace and security matters, peace and security and peacebuilding as well as on Women Peace and Security Global and regional commitments;
- Have demonstrated experience in writing high-quality documents, especially policy-relevant papers and articles, and Good analytical and conceptualisation skills;
- Ability to synthesize documents and with good writing skills;
- Languages: Fluency in English (required) or French (desired).

### 11. Evaluation and Qualification Criteria

For evaluation of the submission the following criteria will be applied:

Technical Proposal Evaluation points		
1.	General Education, Qualification and Relevant <b>Training</b>	30
Experience Related to the Assignment		
1.	Experience relevant to the assignment	70
2.	Total	100

### Invitation

The African Union Commission now invites eligible Individual Consultants to indicate their interest in providing the Services. Interested candidates must provide information demonstrating that he/she has the required qualifications and relevant experience to perform the Services.

**Document required:**

- Cover letter - Understanding of the assignment / TOR
- CVs

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours Local Time.

Proposal must be delivered in a written form to the address below not later than **15:00** hours local time, on **9<sup>th</sup> November 2021**.

**African Union Commission,**  
**Attn: Carine Toure Yemitia (Mrs.)**  
**Head of Procurement Travel and Store Division**  
**Building C, Room 327**  
**P.O.Box 3243, Roosevelt Street**  
**Addis Ababa, Ethiopia**  
**Tel: +251 (0) 11 551 7700 – Ext 4305**  
**Fax: +251 (0) 11 551 0442; +251 11-551-0430**  
**E-mail: [tender@africa-union.org](mailto:tender@africa-union.org)**  
**And [zerihuna@africa-union.org](mailto:zerihuna@africa-union.org) Please submit to both emails**

