



The African Women's Development and Communication Network

Request for Expression of Interest (Call for Applications)

Consultant Job: Develop and Lead interventions against gender based violence in times of a pandemic
Country: Kenya
Duration: 20 Days
Name of Project: FEMNET Advocacy
Expression of Interest: FNT/EOI/5/2020/ADV
Date: June 22, 2020

1. Introduction

The African Women's Development and Communication Network (FEMNET) is a feminist pan- African, membership-based women's rights organization that was formed in 1988 to coordinate and mobilize women's rights organizations across Africa and to advocate for women's rights and gender equality with a common and stronger voice. On 28th April 2020, FEMNET together with our members and partners, launched the Pan-African Women COVID-19 Online Hub - www.panafricanwomencovidresponse.org. The Online hub is a one-stop web-based platform that will be updated regularly with critical information resources about COVID-19 in Africa from a gender and feminist perspective. This will be available for use by advocates, activists and feminists to lobby and influence for dignified and inclusive COVID-19 responses by duty bearers in different African countries. The Online Hub is for all African women and girls in all their diversities to access practical information on COVID-19 and most importantly to use the platform to share and tell their stories, lived experiences and realities during this pandemic.

FEMNET's work is guided by an African Feminist Framework which recognizes women's rights as human rights, the imperative of gender equality and justice in development; women's empowerment in all spheres; recognition of unique African problems around women's rights; and solidarity through pan-Africanism.

The COVID-19 crisis has created some new and unprecedented challenges for women worldwide while exacerbating violations of their human rights due to existing structural discrimination. It is also becoming increasingly clear that many of the measures deemed necessary to control the spread of the disease are not only increasing gender-based violence (GBV) related risks and violence against women and girls, but also limiting survivors' ability to distance themselves from their abusers as well as reducing their ability to access external support. FEMNET has advocated against any form of abuse particularly gender-based violence and called for the action to be taken upon against perpetrators of violence whilst calling for governments to ensure the safeguarding of all the survivors at all levels. The long-

term #economic impacts of #COVID-19 places women squarely at the centre. And the unseen costs to families and communities will be compounded. Additionally, the unseen economic impact from the GBV effects will be felt even further.

The recommendations to this end include putting out a situational analysis of the effects of GBV to the families and communities, economies and further during a pandemic. To help bridge the gendered digital divide, media-television and radio can be used more effectively to raise awareness, share information on economic relief, and offer governmental instruction during the crisis. These specific gender-sensitive responses will help reach the most marginalized, while general responses like online systems of learning and social safety nets will exclude women who are in desperate need of support.

Following the process of conducting the situational analysis, FEMNET looks forward to commissioning a consultant to conduct this piece of research and incorporate the African feminist analysis towards a gender-sensitive response which is missing from the COVID-19 crisis. This will inform policy, institutional and judicial reforms; its secretariat, members and the projected operational landscape of the organisation and determine how best to effectively implement and campaign against GBV moving forward and call for a feminist response.

2. Scope and Purpose of work

COVID-19 and GBV Analysis: The objective of this consultancy is to conduct an analysis on the fight against GBV during COVID-19 to develop a handbook for a coordinated response and assistance by FEMNET and other institutions to utilise for meaningful policy reforms to be utilized extensively by women and human right's advocates, organizations and networks at the local level to advance their own strategies to ensure that women's rights are protected as governments introduce a variety of measures to address COVID-19.

New way of Life: Owing to the different times COVID-19 has brought to us, we have to work on identifying solutions that will cater to the survivors and against GBV using the limited resources i.e. limited movement and use of technology. The consultant will familiarize him/herself with all GBV interventions internationally and legally accepted standards and guidelines. They will look into the new dynamics for prevention of GBV and solutions to survivors while ensuring empathy and agility is employed by all.

Collaborative leadership: Through the analysis and solutions made, ensure a collaborative approach of involving the three key sectors the government, the civil society and private sector. Engage government, private sector and civil society actors, including community, traditional and faith-based leaders, to send a strong message that violence will not be tolerated.

2.1 Specific tasks include:

- Review key documents pertaining to the assignment and the materials on the www.panafricanwomencovidresponse.org
- Attend webinars and related meetings to understand the different approaches taken up to fight GBV and appraise the Secretariat as regularly as possible.

- Conduct Webinars for FEMNET members and Women WROs in Africa to understand the solutions working in different parts of Africa as it is crucial to develop evidenced-based and innovative solutions to combat VAWG.
- Development of a simplified handbook that contains top level solutions and key ways of addressing these solutions to the government, private sector and civil society and leading the interventions as required. Regularly provide policy briefs/policy talking points and actively engage in policy influencing work on behalf of FEMNET.
- Additionally, as part of the handbook the GBV consultant will provide guidance to the organization in developing specific prevention and protection strategies, including within the context of GBV for women and girls, and assist FEMNET to identify and vet local implementing and collaborating partners and referral networks in Africa.
- Contribute inputs to proposals, reviewing work plans and reports, developing gender and vulnerability assessments and action plans, and providing technical guidance to the Secretariat team to design strategies to mitigate the impact of the crisis on women and girls.
- Provide any relevant updates and information in line with COVID-19 and GBV to be uploaded on the online hub.

3. Key Deliverables

The expected deliverables for this assignment:

- Handbook of analysis on GBV prevention and engagement
- Webinars with members therefore a calendar of activities must be prepared and shared before the assignment begins
- Lead interventions identified with the stakeholders with the direction of FEMNET

4. Liaison, Coordination and Reporting

To deliver on this assignment, the consultant will work under the supervision of FEMNET's Programme Manager and Capacity Building Officer.

5. Assignment Schedule

Note that this assignment is expected to be carried over a 20 day period starting from June 2020 as part of a stakeholder consultative process with FEMNET members. FEMNET will be working guided by its own schedule of events part of a broader plan of activities.

6. Required Qualifications

- Post-graduate degree (s) in social sciences/law/gender studies/public health or any other relevant field.
- Comprehensive experience providing technical assistance to teams in various locations.
- Regional expertise in Africa consultants must be able to work fluently in both French and English.
- Technical knowledge in one or more of the following areas: Protection, GBV prevention and response, women's economic empowerment / rural livelihoods, adolescent girls programming, women's health, gender & humanitarian response.

- Experience in responding to emergencies and familiarity with human rights and humanitarian principles highly desirable.
- In-depth understanding and experience/knowledge in GBV
- At least 7 years of directly related professional experience in gender/development and human rights.
- At least 5 years of experience designing and leading programming to prevent and respond to violence against women and girls.

Additional Qualifications

- Working knowledge of Inter-Agency Standing Committee (IASC) guidelines.
- Experience working at the pan-Africa regional level and international levels including working with African Union Institutions/Organs and UN Bodies.
- Feminist with contextual knowledge of the women's rights situation on the continent and globally and commitment to adhering to feminist principles and values which inform FEMNET's core values.
- Evidence in having undertaken similar assignments.

7. Terms of Service

This is a non-staff contract and therefore the consultant(s) is not entitled to insurance, medical cover or any other status or conditions as FEMNET staff. This assignment *is a working remotely role.*

8. Application Process

Applications: Interested parties should submit an expression of interest/ proposal of not more than 3 pages (technical and financial proposals) accompanied by resume with names and addresses of 3 professional referees (including telephone and e-mail) by **5 p.m. EAT on Wednesday 29th June 2020** by email to recruitment@femnet.or.ke with the subject of the email as "***FNT/EOI/5/2020/ADV African Feminists against GBV Consultancy***".

Applications should be addressed to:

*The Executive Director, FEMNET
KUSCCO Centre, Kilimanjaro Avenue, off Mara Road, Upper Hill
P. O. Box 54562, 00200 Nairobi, Kenya.*

Please note: Our recruitment and Selection procedures reflect our commitment to safety for all in all our activities. FEMNET is committed to welcoming people from the widest possible diversity of backgrounds, culture and experience. We will make any practical adjustments to enable people with a disability participate fully in an inclusive working environment. Please let us know in advance if you have a disability and require any special. Only candidates who have been selected for interview will be contacted.