

Inclusive Legislatures for Gender-Responsive Policies

National Consultant (Kenya) Terms of Reference

LOCATION: KENYA¹
APPLICATION DEADLINE: August 22, 2024
TYPE OF CONTRACT: Individual / company/organization Contract

AREA OF EXPERTISE: GENDER RESPONSIVE LAWMAKING

Background:

The Global Affairs Canada funded Inclusive Legislatures for Gender-Responsive Policies (ILGRP) project implemented in Ghana, Kenya and Togo aims at improving development outcomes and human rights. The project supports three partner parliaments and parliamentarians to consider the differential impacts of policies, laws, and budgets on the poorest and most marginalized populations, particularly women and girls. The implementing organizations are the African Centre for Parliamentary Affairs (ACEPA) and Parliamentary Centre (PC).

As part of the implementation of the project in Kenya, a set of initiatives and activities have been planned with the aim of increasing capacities of the legislature to improve the performance of its mandate by becoming more inclusive, gender sensitive and responsive especially in the law-making and budgeting processes. A series of activities for parliamentarians in partnership with the Parliament of Kenya (Senate and the National Assembly) in Gender Responsive Law-making will respond to gaps and training needs identified from ILGRP's baseline and institutional gender gaps assessments, conducted in the first year of the project.

The ILGRP Team seeks the services of a consultant to work in close collaboration with the ILGRP project team members to **conduct gender equality awareness sessions, training and practical sessions for male and female MPs as well as parliamentary staff in addressing gender inequalities in the initiation, drafting scrutiny, and passage of gender responsive legislation.**

Objective:

The objective of the assignment is to enhance the capacity of male and female MPs from target committees on Gender equality through gender awareness sessions and training and practical sessions on addressing gender inequalities to promote gender responsive legislation. Specifically, the successful consultant will:

Organize training, practical sessions and provide technical accompaniment for parliamentarians and parliamentary staff on how to play a role in championing and addressing gender inequalities in the lawmaking process

- Organize a round table with participatory exercises on gender equality awareness to understand the degree of sensitivity for male and female MPs and parliamentary staff
- Organize practical participatory sessions on gender equality awareness to enhance the degree of sensitivity for male and female MPs;
- Conduct Training and practical sessions for male and female MPs on addressing gender inequalities in the lawmaking process, how to champion gender responsive legislation.

¹ Activity 1212.1 a,b

Scope of Work:

Working closely with the ILGRP Team the successful consultant will provide specific services/deliverables including the following:

A) Organize a round table with participatory exercises on gender equality awareness to understand and enhance the degree of sensitivity for male and female MPs and parliamentary staff (1212.1a).

- Organize a round table with male and female MPs and parliamentary staff on gender equality awareness to understand the degree of gender responsiveness using on-going legislation, parliamentary processes and practices
- Carry out a training on “who is a gender champion, why champion for gender equality and ways of promoting gender equality among male and female MPs and Parliamentary staff.

B) Conduct Training sessions for male and female MPs and parliamentary staff on addressing gender inequalities in the lawmaking process (1212.1b).

- In collaboration with the ILGRP team and the parliament of Kenya, conduct a gender analysis of existing gender equality tools/ manuals and checklists for addressing GE inequalities in draft laws. The analysis will inform the review of training and practical sessions materials/ tools/checklists
- Conduct training and practical sessions for male and female MPs and Parliamentary staff to review and propose amendments of 2 draft laws/ policies and champion for gender responsiveness
- Using the gender equality checklist and the gender analysis findings, Lead in conducting practical gender responsive analysis of at least two draft legislation using the gender equality checklist developed and propose amendments of 2 draft laws/ policies and champion for gender responsiveness
- Use the feedback from the training and practical sessions to revise the parliamentary tools/ manuals /checklist

Outputs and Deliverables:

1. Facilitation process and Technical Accompaniment
2. Training and practical session materials on gender equality
3. Training and practical sessions with male and female and with gender MPs champions
4. Revised gender equality parliamentary checklist
5. Practical session (technical accompaniment) using 2 Gender responsive laws scrutinized/ revised by parliamentarians/staff
6. Report on training, practical session and technical accompaniment including activity evaluations per training

Duration of assignment:

The consultant is expected to provide short term services for a few days/hours at a time not more than LOE 4 days between August 16 to October 31st, 2024.

Required qualifications and experience:

- University degree, “Masters or higher (PhD preferred)” in social sciences, economics, Law, gender studies, International relations, Public Affairs or Politics or related fields;
- Experience in facilitating gender equality awareness sessions and providing training for male and female MPs on Parliamentary staff and MPS on championing gender responsive legislation
- At least five (15) years of research experience in gender equality;
- Demonstrate a solid knowledge of gender and inclusion issues in Kenya;
- Experienced in and is constantly engaging with parliamentary senior administration, Senators and MPs
- Experienced in and is constantly engaging with women caucuses and women rights groups/organizations.
- Have analytical skills and good ability to dialogue;
- Demonstrate a strong capacity for team management, workshop facilitation and work in a multi-stakeholder and multicultural context;
- Have proven communication, report writing and presentation skills (oral and written English);
- Experience working with the Parliament would be an asset.

Skills:

- Have very good writing and communication skills;
- Ability to analyze and synthesize;
- Meet commitments;
- Capacity for innovation;
- Good team spirit;
- Sense of responsibility;
- Assume all responsibilities and honor commitments;
- Compliance with professional technical standards and quality;
- Be immediately available.

Application file: Applications must include:

- A letter of application addressed to The African Centre for Parliamentary Affairs (**ACEPA**)
- An updated copy of curriculum vitae (CV) highlighting experiences with similar work;
- A financial offer (daily rate)
- Technical proposal detailing the understanding of the task and the methodology to be used

Application Process

The completed applications must be sent by email not later than **August 22, 2024** at 17:00 pm EAT should be sent to priscillah.mungai@acepa-africa.org copy jeniffer.githegi@acepa-africa.org and ellyjoy.masila@acepa-africa.org; with the email subject reading "Gender consultant - Facilitate Gender Responsive Operational Plan Development in the Parliament of Kenya".

This TOR represents the requirements for an open and competitive process. If you have any questions, please send an email to hope.muli@acepa-africa.org and jeniffer.githegi@acepa-africa.org

NB: applications from females are strongly encouraged.