

Terms of Reference: Consultancy Assignment

Gender and Security Consultant to design methodology for and conduct participatory assessments in 4 Libyan municipalities

Start date: 25 February 2019

Duration of assignment: 25 days, between 25 February and 15 April 2019

Location: Home-based, with travel to Tunis

Peaceful Change initiative (PCi) is a not-for-profit network, registered in the UK, with operations in North Africa, the Middle East and Ukraine. PCi was founded in 2012, shortly after the uprisings in the Middle East and North Africa, with the aspiration of responding to some of the challenges facing those societies at a time of such significant and conflictual change. We work in some of the most unstable places in the world, before, during and after violent conflict. Our aims are:

Locally

To save lives by fostering 'Social Peace': reducing violence and building stronger relationships within local communities even during wider conflict;

Nationally

To help mend fractured societies by creating and training country-wide networks of Social Peace practitioners;

Internationally

To assist international governments and organisations with analysis of how their work may help to resolve (or inadvertently to fuel) a specific conflict.

More details about our work are available at: www.peacefulchange.org.

Background to assignment

PCi has been awarded a contract by the United Nations Development Programme (UNDP) to support conflict sensitivity and community ownership of rehabilitation activities implemented through the 'Stabilization Facility for Libya' programme in 4 Municipalities (Benghazi, Sirte, Tawergha and Obari). Project activities in the target areas (except Tawergha) are implemented through the Social Peace and Local Development (SPLD) Partnerships, community-based bodies representing different community groups and functioning as local consultation, conflict sensitivity, and conflict management mechanisms.

Among other objectives, the project aims to enhance the representation and meaningful participation of women in decision-making around stabilization. In the initial phase of the project, the SPLD Partnerships will facilitate a round of Gender and Security Assessments, which will inform action plans in each area. To this end, PCi is seeking to appoint a Gender and Security expert consultant to lead on (1) the development of a methodology to conduct participatory assessments through the SPLD Partnerships and (2) the production of reports with recommendations deriving from the assessments.

Deliverables

Designing a methodology to conduct participatory Gender & Security Assessments

Working together with PCi's Team, the consultant will develop a methodology for conducting a participatory Gender & Security Assessment using the SPLD Partnerships in each target area (except Tawergha, for which an alternative methodology should be developed). The Assessments will provide:

- An updated gender-sensitive conflict analysis for each area, with a nuanced understanding of gender power dynamics, gendered conflict drivers and connectors/dividers across different community/social groups;
- An analysis of existing barriers and potential incentives to women's meaningful participation in stabilisation, decision-making and peacebuilding activities in each area, including any differences across age groups, tribal/ethnic groups, levels of education and income, and other relevant community/social groups;
- An analysis of women's security and stabilisation needs and priorities in each area, including any differences across age groups, tribal/ethnic groups, levels of education and income, and other relevant community/social groups.

The Assessments will be conducted by PCi's Libya-based team under the direction of the Consultant.

Deliverable 1: Methodology for Gender & Security Assessments

Workshop to train PCi's Project Team on how to conduct Assessments in target areas

PCi will organise a 1-day workshop in Tunis in which the Consultant will work with PCi's Project Team to illustrate the assessment methodology and ensure that team members are equipped with adequate knowledge and tools to effectively conduct the assessments and gather then necessary information in each target area. The workshop will build on the Team's existing knowledge gained through previous trainings in Gender & Security.

Deliverable 2: 1-day workshop to train Project Team on conducting assessments

Production of Assessment reports

Once the assessments will have been completed, the Consultant will receive the data and information gathered for each target area, based on which they will produce x4 10-page reports (x1 for each area) with findings and recommendations to increase women's inclusion through the project. The latter should include both short-term and medium to long-term recommended measures.

The first report drafts will be reviewed by PCi's Team, who will provide feedback and may request up to 2 rounds of changes for each report.

Deliverable 3: x4 10-page Gender and Security Assessment reports with recommendations

Consultancy Days

Deliverables	Number of days
1: Assessment methodology	3
2: 1-day workshop to train PCi's Team	2
3: Production of x4 Assessment reports	20
Total days	25

Fees

The budget available for this assignment is GBP 11,250 (a daily rate of GBP 450 x 25 days). Travel and per diem costs will be covered directly by PCi.

Person specification

- At least 10 years' experience in designing and implementing projects focusing on Gender & Security/Inclusive Peacebuilding, including experience in developing methodologies for and conducting assessments
- Experience in conducting trainings and capacity building on Gender & Security issues
- Proven knowledge of Libyan society and gender issues in Libya, and experience of working in/with Libya
- Excellent writing skills and excellent knowledge of English. Knowledge of Arabic highly desirable
- Proven ability to communicate clearly, tactfully and sensitively with a broad range of people, including from different cultural backgrounds
- Excellent attention to detail, a can-do attitude, and the ability to be result-focused
- Willingness to model Peaceful Change initiative's values of inclusion, dialogue and collaboration

To apply

Please send a copy of your CV and a short email highlighting your interest and relevant experience to Ms. Erika Atzori (erika.atzori@peacefulchange.org) no later than the 17th February 2019. Applications will be considered on an ongoing basis and we may appoint before the deadline.