



Terms of Reference

Consultancy to Develop Guidance for Girls and Young Women involvement in AU Processes and Platforms (together with progressive and committed member states)

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| Organisation | She Leads Pan Africa Consortium |
| Project | She Leads Pan Africa Regional Programme |
| Working with | SheLeads Consortium Members and AU Youth Division |
| Duration | 30 working days |

1. BACKGROUND

She Leads is a joint programme of Plan International Netherlands, Defense for Children - ECPAT the Netherlands (DCI-ECPAT), African Women’s Development and Communication Network (FEMNET), and Terre des Hommes the Netherlands (TdH). Equal Measures 2030 is a technical partner. The She Leads consortium brings together child rights organisations, feminist/women’s rights organisations, and GYW-led groups and aims to increase sustained influence of girls and young women (GYW) on decision-making and the transformation of gender norms in formal and informal institutions. The consortium envisages to achieve this goal by working through three interrelated domains: Central to the She Leads programme is the enhancement of collective action of girls and young women in a gender-responsive civil society (civil society domain), support by increased acceptance of positive social gender norms (socio-cultural domain) and by enabling meaningful participation of girls and young women in decision-making by political institutions (institutional domain)

The geographic focus of the programme is East Africa (Uganda, Ethiopia, Kenya), West Africa (Ghana, Mali, Sierra Leone, Liberia), and the Middle East (Lebanon, Jordan). In addition to programming in these countries, a considerable part of the programming will be done at the regional level, targeting regional institutions and other stakeholders operating at regional level.

Overview of She Leads Pan Africa Programme





The She Leads consortium members will amplify the influencing initiatives of GYW-led partners and other CSO partners in the selected programme countries and at Pan-African level (African Union [AU] and Regional Economic Communities [RECs]). The programme is seeking to achieve the strategic objective in three folds:

- African leaders, (influential, religious and traditional figures, celebrities, African online influencers) and the media are playing an active role in creating a positive culture for girls and young women activism
- GYW collective action in regional spaces is nurtured and enhanced through the collaboration with and support of women’s rights and children’s rights organisations at the regional level
- Intergovernmental pan African institutions such as the African Union, ACHPR, ACERWC, African Conference of Ministers of Gender & Women Affairs, AU Department of Gender, AU Office of the Youth Envoy, and the RECs (EAC and ECOWAS), will adopt concrete measures to increase the meaningful participation of GYW and improve member states’ accountability towards GYW rights
- In line with the above Outcomes, the She Leads Pan African Program seeks to work with the AU organs to develop a toolkit that will ensure young women from both rural and urban areas are aware of the African Union process and are able to engage in their different capacities.
- Through the toolkit, the She Leads Pan Africa Program aims to open up the regional policy spaces and ensure meaningful girls and young women participation and contribution in the spaces and their voices heard.

2. Scope and Objectives of the Work

GIMAC Young Women Network through the SheLeads Consortium is commissioning this study to establish a toolkit for meaningful participation and engagement of young women in African Union policy spaces.

The assignment will throw light on what meaningful engagement of young women engagement and what it takes to create an enabling environment in various African Union policy spaces. Further consultant will tap into the existing instruments, policies, strategies and agendas of the African Union on youth engagement detailing what African Union best practices – what worked well what has not been working.

Objectives of the study:

The consultant will be required to undertake the following tasks:





- 2.1 Conduct short research on state of African GYW engagement in policy spaces and share a research looking into the African Union youth engagement toolkit, its modules and strategy on youth engagement
- 2.2 Develop a toolkit which outlines Girls and Young Women engagement in the African Union level with the African Union organs including but not limited to African Union Youth Division, The Women, Gender, and Youth Directorate (WGYD), Office of the Youth Special Envoy among others
- 2.3 Conduct meaningful consultations with individual GYW activists and feminists, GYW-led organisations/groups, movements and networks in She Leads countries and beyond, and She Leads partners and AU stakeholders to input into the final GYW Engagement Toolkit.

3. Suggested outline/steps of the consultancy

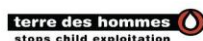
The following may be considered as the broad contours and outline of the assignment. The consultant/s will detail it further as per the need of the work in consultation with SheLeads Consortium

- a. Preparation of the inception report
- b. Desk research and secondary analysis on the subject of the study:
- c. Electronic interactions /Skype with Focal Points of SheLeads Consortia who are engaged in GYW advocacy work and such
- d. Primary data collection and field study:
- e. Consultant to meet key stakeholders with the purpose of gaining insights on the processes, progress, achievements and challenges in participation and meaningful young women engagement in various policy spaces of the African Union
- f. Presentation on the report and toolkit

Report

The study report indicatively should have the following sections:

- Acknowledgement (0.5 to 1 page)
- Abbreviations and acronyms (0.5 to 1 page)
- Executive Summary (1 page, maximum 2)
- Chapter-1: Introduction and Background, including GYW's current positioning in the African Union policy spaces (1 page, maximum 2)
- Chapter-2: Approach and Methodology (1 page, maximum 2)
 - Scope of the study
 - Objectives
 - Approach and methodology





- Study participants' (respondents) background and profile (types of participants, profile)
- Limitations in the study
- Chapter-3: Summary report (2-3 pages)
 - Achievements and challenges of GYW in participation and meaningful engagement in AU policy spaces
 - Recommendations and way forward
- Conclusions and Recommendations (1 page)
- Annexes

4. Timeline

The assignment is expected to begin from 2nd week of June 2022 with a possibility of a validation meeting in July 2022 ahead of the 8th GIMAC Youth Advocacy Training on the margins of 4th RECS Coordination meeting and get completed with all deliverables by July 2022. The total number of consultant days are planned to be 30 as per following description:

| SI | Particulars | Days |
|----|--|-----------|
| 1 | Consultant days in Desk research and secondary analysis | 5 |
| 2 | Consultant days in key informant about 10 people | 14 |
| 3 | Consultant days in Analysis and report and tools development | 10 |
| 5 | Consultant days in Sharing meeting with SheLeads Consortia | 1 |
| | Total consultant days | 30 |

The 30 consultant days will be spread over the period of work which is expected to be 2-3 months with a possibility of extension.

5. Budget

The total budget available for this study is USD 10,000 lumpsum. This includes consultant fees, travel, boarding-lodging, and taxes.

The selected consultant shall receive a negotiated lump sum fee upon certification of satisfactory performance of agreed upon tasks in line with the TOR.

-40% upon submission of a toolkit outline report on proposed methodology, scope of work, as well as work plan with clear timelines.





- 60% upon submission of an approved report.

6. Deliverables

- A Young people engagement toolkit that clearly guides their engagement with the African Union Organs
- A report

7. Confidentiality and Proprietary Interests

The Individual Consultant shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Ownership of all documents and background papers prepared for this initiative shall rest with AU and GIMAC Network.

8. How to apply

Interested applicants should submit Technical and Financial Proposals to info@genderismyagenda.org and the following documents must be uploaded with the application: (1) Your CV, (2) a brief statement of interest (highlighting relevant skills/experience), and (3) Approach and Methodology for conducting the study

Applications should reach by 15th June 2022.

Shortlisted consultants shall be contacted for an interview within 7 working days of the closing date. The successful consultant should be available to start the work immediately after selection and signing of contract.

Any enquiries can be done at info@genderismyagenda.org

