

Call for Consultant to develop a Feminist/Women's Rights Pocketbook for HRDs

Terms of Reference

1. BACKGROUND

Civil Rights Defenders (CRD) is an international human rights organisation based in Stockholm, Sweden that partners with and supports human rights defenders (HRDs) globally. It has extensive experience in supporting HRDs most at risk in several of the world's most repressive countries and regions to create democratic societies in which human rights are protected. CRD is working through flexible, context sensitive and, when needed, fast interventions, and operates to support local actors who are at the core of ensuring respect for human rights.

CRD works in the Africa region with the same mission of partnering with local HRDs to contribute towards better respect and protection of human rights in the region. CRD collaborates closely with its partners to strengthen locally relevant skills, knowledge and resource mobilisation that increase their continued presence and the impact of their work. The development of a feminist pocketbook is part of this effort to support local initiatives and human rights work.

The feminist/women's rights pocketbook is intended to serve as a contextually tailored, practical and accessible resource for existing and aspiring HRDs in Africa to make their work more inclusive, effective and gender sensitive/responsive. Civil society organisations (CSOs), individuals and movements will find practical guidance to adopt a feminist perspective into their work. The pocketbook will complement existing resources in provoking more curiosity among HRDs about the historical and conceptual relevance of **the feminist approach** to their work.

Many of our local partners recognise the lack of a feminist perspective in the human rights sector. Human rights work around the world and in the region, does not incorporate this lens, which results in the exclusion of women and women's rights issues from the agenda and the sector. Even when gender forms a component of the human rights work it is not done as a fundamental part of the endeavour. HRDs, in

many occasions, fall short of incorporating gender at all stages of their work and as a component to each undertaking. Human rights work also fails to be intersectional by considering women as one group with the same set of challenges. There is also a visible lack of women HRDs in the sector – CSOs have limited number of women staff and even less women in their leadership. The lack of women in these spaces, either as staff or in leadership, excludes women from participating and impacting the human rights sector.

Adopting a feminist perspective is crucial to any human rights work as it provides a broader outlook for HRDs to understand gendered discrimination, that results in social, political, and economic injustices. It also illuminates the systematic and structural inequalities as well as power structures that create and reinforce injustice and violation of basic rights. The pocketbook will encourage the application of this understanding in designing programmes, activities, advocacy campaigns, staffing, leadership, and other organisational setups. It adds a lens through which all things can be filtered to opt for ways that secure equality and eliminates the misconception that removes women's rights from human rights.

The feminist pocketbook, therefore, is expected to be a guide for HRDs. It is expected to provide HRDs with a lens that allows them to be proactive in taking actions to include women and women's right. It is expected to be a supporting document for a more intersectionality in their work and organising by demonstrating the importance this will have on their overall mission.

2. OBJECTIVE OF THE CONSULTANCY

CRD is looking for a consultant to develop a feminist pocketbook that can serve as a guide to existing and emerging HRDs. More specifically, this consultancy is developed to recruit a consultant to:

- A. Develop a feminist pocketbook that is simplified, easy to understand, interactive and can practically guide the work of HRDs to adopt a feminist lens.
- B. Develop a pocketbook ideally composed of two sections: a theoretical and a practical section. The first section provides summarised theoretical and historical understandings of feminism in the African context. It gives theoretical information on systematic and structural inequality, power structures, intersectionality, internalised sexism and other relevant topics. It also explains

the value in adopting a feminist lens in human rights work. The second section provides practical tools, methods, and tips on adopting a feminist lens in human rights work to guide programmes, activities, advocacy work and organising HRDs, especially CSOs, undertake.

- C. Develop a pocketbook that is based on an African context – ensuring that African feminists are heavily used as a resource, incorporating regional experiences, knowledge, and context on all aspects of the work especially the realities of African HRDs/CSOs.
- D. Compile a list of resources that can guide HRDs seeking to research further and deepen their understanding.

3. SCOPE OF WORK AND EXPECTED DELIVERABLES

The consultant will be contracted to develop the content of a feminist pocketbook for existing and emerging HRDs specifically focusing on CSOs. The consultant is, therefore, expected to:

- A. Conduct extensive research to find resources that enrich the pocketbook by especially focusing on existing resources that share similar purpose and can be contextualised or adopted to meet the objectives of this project.
- B. Develop a comprehensive feminist pocketbook, for the African context, that is simplified, easy to understand and practically applicable for HRDs/CSOs. This pocketbook should incorporate two sections; i.e. the theoretical section serving as a narrative to support detailed understanding of the feminist perspective and its value in human rights work, as well as the practical section that incorporates the tools that guide HRDs in adopting the feminist lens their work.
- C. Develop a list of resources that can be used for further research to deepen the understanding of HRDs.
- D. Incorporate comments from CRD and its partners following the development of the draft to improve the pocketbook.
- E. Support CRD to develop guiding notes including tips for the visual design of the feminist pocketbook.

4. DURATION OF THE WORK

This consultancy will be undertaken for 40 working days starting from the selection of the winning application.

5. REQUIRED EXPERTISE AND QUALIFICATIONS

Educational Background

- The consultant should have at least a master's degree in gender studies or feminist studies/theories. A master's degree in other social science fields may be accepted if gender or feminist theories constituted a significant component of the study.

Experience

- The consultant should have extensive experience working with feminisms, feminist theories, feminist movements or organising.
- An extensive experience in preparing manuals, handbooks, booklets, or any other material that serves similar purpose is required. An experience in communication or storytelling will be an added value.
- A working experience in the African context, particularly in or with local human rights defenders such as civil society organisations, grassroots movements, or groups, is mandatory

Ethics

- An understanding and strict adherence to all human rights principles provided in international instruments and jurisprudence is mandatory.
- An understanding and strict adherence to feminist values and principles is required.

6. PAYMENT SCHEDULE

The consultant will receive **30 percent** of the total payment after the comprehensive feminist pocketbook is delivered. The consultant will receive the remaining amount (**70 percent** of the total payment) upon the completion of all deliverables as approved by CRD.

7. CRITERIA FOR SELECTION

Selection will fully be based upon the proposal submitted by the applicant. The technical proposal will be 70 percent and the financial proposal will have 30 percent weight.

Evaluation: Technical proposal (70 percent)

A. Applicant Qualification (30 percent)

- Educational qualification (10 %)
- Knowledge and experience on feminist theories and work (10 %)
- Experience working on pocketbook, handbook, or other similar materials (5 %)
- Knowledge of the regional context especially as it relates to HRDs/CSOs (5%)

B. Proposed Methodology (40 percent)

- Technical understanding of the scope of the work, conceptual framing, proposed method and timelines for all deliverables (20%)
- Draft outline of the content (10%)
- List of resources and materials (10%)

C. Financial proposal (30%)

- The best offer made and consideration of best value for money will be used in the financial evaluation.

8. APPLICATION FOR THIS CONSULTANCY SHOULD INCLUDE:

- A. The Applicant's profile (max. 1 page) focusing on what makes the applicant the right person for the work
- B. CV and relevant experience
- C. Detailed methodology and conceptual framework with expected deliverables and timelines,
- D. Financial proposal
- E. Applications should be sent to Africa@civilrightsdefenders.org before 20 June 2020 at 00.00GMT.