

Consultancy: Assessing use of gender-sensitive conflict analysis

Terms of Reference

1. Background

UK-based peacebuilding organisations Conciliation Resources, International Alert and Saferworld are working together on a three-year programme, funded by the UK Department for International Development's (DfID) Global Security Rapid Assessment (GSRA) mechanism, to provide evidence-informed policy and programming lessons and recommendations to DfID to inform its Building Stability Framework, as well as to other parts of UK Government and peace, security and development actors. The programme, called the [Peace Research Partnership](#) (PRP), started on 1 May 2017 and will run until March 2020.

Under the PRP, Conciliation Resources is focusing on developing research and evidence on how best to support transformative and inclusive peace processes. It asks what kinds of external support and engagement can help the shift from short-term power-sharing to longer-term political inclusion. It seeks to help DfID and other policy institutions to think and act beyond the state, at sub-national and cross-border initiatives, and assess how best to partner with civil society.

One sub-theme examines how to support peace and transition processes to deliver inclusive outcomes. Included in this is an analysis of the way in which Conciliation Resources and its partners have used gender-sensitive conflict analysis.

Conciliation Resources developed a Toolkit for Gender and Conflict Analysis in 2015, and since that time has been working closely with policymakers and practitioners to integrate new tools and guidance to undertake gender-sensitive conflict analysis.

Conciliation Resources is seeking a consultant to conduct a survey or series of structured conversations with practitioners and policy actors on their understanding and experiences of undertaking gender-sensitive conflict analysis and integrating the analysis into programming and policy-making in conflict contexts. The consultant will then draw conclusions from these consultations to feed into a short findings paper, policy workshop and a subsequent practice paper on how to improve gender-sensitive conflict analysis in peacebuilding practice.

The consultant should have a strong knowledge of the gender, peacebuilding and conflict prevention fields, and have a track record of employment by, or engagement with INGOs and government/multilateral institutions with a focus on addressing conflict and insecurity in fragile and conflict-affected contexts.

2. Conciliation Resources' approach to gender and peacebuilding

Support to inclusive peace processes lies at the heart of Conciliation Resources' approach to gender and peacebuilding. We understand gender to mean the social constructions of masculinity and femininity. Masculinity refers to the qualities, behaviours and attitudes associated with or deemed appropriate for 'men'; femininity being used for characteristics linked with 'women'. Gender is produced through interactions with other power systems such as age, ethnicity, ability, faith and class, resulting in a multiplicity of 'masculinities' and 'femininities'. Gender is about power and ordering relations among people and activities.

Conciliation Resources integrates gender into conflict analysis with the aim to increase the inclusivity and effectiveness of peacebuilding interventions. It does this by enhancing the understanding of underlying gender power relations and how these influence and are affected by armed conflict and peacebuilding. It sheds light on the drivers of conflict, (potential) agents and opportunities for peace, as well as practices of exclusion and discrimination including in peacebuilding interventions themselves.

3. Scope: research on the integration of gender-sensitive conflict analysis

Building on Conciliation Resources' toolkit and approach to gender-sensitive conflict analysis, the overall research aims to draw practical lessons on if, why, how, and under what conditions, international non-government organisations (INGOs), local civil society organisations (CSOs), multilateral organisations, and international and national donors and policy-makers have used gender-sensitive conflict analysis to support inclusive and transformative peace outcomes. We want to investigate the added value of undertaking gender-sensitive conflict analysis. The research will focus on contexts where we work (Philippines, Colombia, Kashmir, Nigeria, Papua New Guinea, Kenya, Democratic Republic of Congo and Central African Republic) to ask:

- How can policymakers and practitioners better apply gender-sensitive conflict analysis to examine complex violence and power in conflict-affected contexts and what are the benefits for inclusive peace practice of doing so?
- What are the sticking points / challenges or potential / opportunities in this work?
- What analysis methodologies and tools (particularly participatory methodologies and intersectional approaches) can be used to build greater competency and skills and more effective programming?

We will also consider:

- How external donor governments and institutions, such as DFID, currently support gender-sensitive conflict analysis and how they seek to integrate this approach into their policies and programmes so that they contribute towards inclusive peace outcomes.

4. Consultancy Support

We are seeking an external consultant to conduct a series of interviews and potentially an online survey and draw conclusions relating to the following question: *How can policymakers and practitioners better apply gender-sensitive conflict analysis to examine complex violence and power in conflict-affected contexts and what are the benefits for inclusive peace practice of doing so?*

The consultant will report to Conciliation Resources' Senior Adviser, Gender and Peacebuilding and work in collaboration with them and the Director of Policy and Learning.

The consultant will deliver the following outputs in the following time-frame.

5. Tentative Work Plan

Timeframe	Activity
November - December 2018	Inception meeting with Conciliation Resources to identify policy actors for consultation, and to agree guiding questions
November 2019 -February 2019 <i>(Estimated number of days needed in this phase –6 days)</i>	Undertake consultations with selected practitioners and policy actors (by skype or in person - to be decided with Conciliation Resources dependent on location and availability); Produce concise and accurate notes from each consultation, including brief preliminary reflections; Discuss preliminary findings with Conciliation Resources staff by skype/ phone, and agree structure for the findings paper; and Produce summary findings paper (approx. 2000 words) offering structured insights on the use, of gender-sensitive conflict analysis.
February 2019 <i>(Estimated number of days needed in this phase - 2 days)</i>	Policy workshop with Conciliation Resources' staff and partners in London (present summary findings paper, facilitate elements of workshop with Senior Adviser, Gender and Peacebuilding)
January-March 2019 <i>(Estimated number of days needed in this phase - 2 days)</i>	Input and finalise short practice paper which will draw together learning survey / the consultant's interviews, workshops with partners and the subsequent policy workshop.

6. Person specification

- Sound knowledge of the gender, peacebuilding and conflict prevention fields (essential)
- Experience of conducting semi-structured interviews, online surveys and facilitating group discussions (essential)
- Ability to produce high-quality, concise and clear written outputs in English (essential)
- Experience of employment by and/or engagement with INGOs and government/multilateral departments with a focus on supporting peaceful outcomes in conflict-affected contexts (desirable)
- Sound knowledge and understanding of gender-sensitive conflict analysis (desirable)
- Strong network of contacts with donor actors (such as UK, EU and EU Member States, African Union and Member States, United Nations) (desirable)
- A sound understanding of industry safeguarding standards, the consultant will be required to, at all times, comply with Conciliation Resources safeguarding policy and code of conduct for the duration of the contract.

7. Instructions for applications

To apply for this consultancy, please submit a proposal, including:

- (i) short narrative (2-page maximum) detailing your suitability for and approach to delivering the consultancy requirements;
- (ii) an estimated budget, including estimated number of days to fulfil the consultancy, a proposed day rate (inclusive of VAT) and any other anticipated reasonable expenses*
- (iii) your CV (2 A4 pages maximum).

All proposals should be emailed to CR's recruitment email address at recruitment@c-r.org with the title 'PRP – gender analysis consultant application'

The deadline for receipt of proposals is 17.00 BST (London) on 13 December 2018..

* As a guide, we anticipate that this consultancy may require between up to 10 work days. Consultants who have recently undertaken similar work on behalf of Conciliation Resources have been paid a day rate of between £250-£500, inclusive of all taxes. All relevant and chargeable expenses will be reimbursed against supporting original paperwork. We do not advance expenses to consultants.