

Consultancy: Facilitation of Workshops for Women Mediators

Terms of Reference

1. Background

The network of Women Mediators across the Commonwealth (WMC) brings together women from Commonwealth countries involved in mediation at various levels. The goal of WMC is to enhance opportunities and spaces for women's meaningful inclusion in peace processes. The network will create a community of practice and provide opportunities for women mediators to strengthen their existing capacities through peer-to-peer learning and targeted training.

WMC is funded by the UK Government. Conciliation Resources provides the secretariat for WMC, responsible for establishing the network and implementing activities. WMC plans for the next eighteen months include training and networking workshops across the Commonwealth; peer-to-peer mentoring, and advocacy on the role of women as mediators at international, national and local levels.

Conciliation Resources will bring members of the network together in four – five workshops over the next year. The first workshop will take place during 28 January – 01 February 2019. We are seeking a consultant to facilitate this first workshop. Participants of the workshop are women mediators from across the Commonwealth contexts/countries, such as Pakistan, India, Sri Lanka, Northern Ireland, Nigeria, Gambia, Zambia, Australia, Canada, the Pacific region and Cyprus. Their mediation experience ranges from grassroots mediation to mediating at the higher political levels – mediating various conflicts, such as armed conflicts, development conflict, electoral conflicts, land conflicts, border conflicts, etc.

The consultant/service provider should have a strong knowledge of the gender, mediation, peacebuilding and conflict prevention fields, and have a track record of employment/services by, or engagement with INGOs and government/multilateral institutions with a focus on mediation and process design and implementation.

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 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: Facilitating sessions on the integration of gender-sensitive conflict analysis and Peace process design.

Peace process design will be the main theme of the workshop supported by sessions on gender sensitive conflict/context analysis. This involves learning about tools, techniques and best practices for designing peace processes at various levels (international to community levels). Participants will practice these tools and knowledge through applying them to scenarios and application of the acquired knowledge to contexts/case studies.

Specific elements/aspects of the peace process or peace-building process design to address through this workshop will include;

- How to deal with difficult actors
- How to engaging parties of conflict in the process design and negotiations
- How to engaging with multiple levels / multiple tracks of peace process
- How to bring together various tracks of mediation.

WMC is about peer-peer learning platform for members, and the workshop also seeks to set the scene for long term peer-to-peer learning among members and developing a basic strategy for the future

development of network, through a 2-day formal and informal but facilitated interaction among members.

The structure of the workshops is as below.

- 1-day for introduction and training in gender sensitive conflict / context analysis (expert knowledge and facilitation led)
- 2-days for thematic training in a scenario format (expert knowledge and tools transfer and facilitation led)
- 1-day discussion on network development and strategy forward, including extended opportunities for peer-peer learning (Facilitation through activities)
- 1-day informal: structured and informal sessions and activities for building relationships among members and establish sustained and long-term peer-peer learning opportunities among members. (Facilitation)

4. Consultancy Support

We are seeking an external consultant to conduct training and facilitate the workshops. They will be held in different Commonwealth countries, and the chosen consultant must be available to attend all workshops. The consultant/service provider will report to Conciliation Resources' Program Manager (WMC), and work in collaboration with them and the Senior Advisor, Gender and Peacebuilding.

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

5. Tentative Work Plan

Timeframe	Activity
28 February 2019	Details of proposed workshop plan and content for CR feedback.
15 March 2019	Final workshop plan of activities and content

<p>Expected between 25-29 March 2019 (<i>Five days' workshop and additional consultant's days for travel and preparations.</i>)</p>	<p>Training workshop with at least 15 WMC members (present final report, facilitate and train with support from WMC team and Senior Advisor, Gender and Peacebuilding)</p> <p>Tentative location of workshop is West Africa.</p>
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6. Person specification

- Sound knowledge of gender, mediation, peacebuilding and conflict prevention fields (essential).
- Experience of conducting workshops on mediation and designing processes of peacebuilding and peace processes.
- Experience of working as trainer/facilitator, including with women mediators at various levels of mediation.
- Experience of employment by and/or engagement with INGOs and government/multilateral departments with a focus on supporting peacebuilding and mediation initiatives. (desirable)
- Sound knowledge and understanding of gender-sensitive conflict analysis (desirable)
- Direct working experience as a mediator. (desirable)

7. Instructions for applications

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

- (i) short narrative (two pages maximum) detailing your suitability for and approach to delivering the consultancy requirements including approach or plan for the workshop.
- (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 (two A4 pages maximum).

All proposals should be emailed to CR's recruitment email address at recruitment@c-r.org with the title 'WMC – Mediators Workshops 2019'

The deadline for receipt of proposals is **23 January 2019**. Interviews are expected to take place on **29 January 2019**.

Conciliation Resources reserves the right to hire one or more consultants for this piece of work. Selected candidates will be informed of the decision in the second week of February.