

Consultancy International Women's Rights Consultant

The Equality & Justice Alliance is seeking a consultant with women's rights technical expertise and experience of delivering women's rights civil society advocacy and research programmes. The consultant will help plan, deliver and oversee discreet components of the EJA's second year of the programme "Building fairer, more equal and more inclusive Commonwealth societies".

Background

During the Commonwealth Heads of Government Meeting in London in April 2018, UK Prime Minister Theresa May announced that the UK would support Commonwealth governments which want to reform laws that discriminate against women and girls and lesbian, gay, bisexual and transgender (LGBT) people. The Equality & Justice Alliance (EJA) - a consortium composed of international NGOs Human Dignity Trust, Kaleidoscope Trust, Sisters For Change, and The Royal Commonwealth Society - was formed to deliver this support. We have funding from the UK Foreign and Commonwealth Office of £5.6 million for a 2-year programme of work, and as a consortium bring expertise in advancing equality, addressing the structural causes of discrimination and violence against women and girls and LGBT people, and strengthening legal protections to build stronger and fairer societies for all.

The EJA programme is engaging with Commonwealth leaders, governments, officials, experts and civil society actors to advance equality through three distinct 'Outcomes' of programme activity:

1. Supporting Commonwealth civil society organisations to work intersectionally and conduct advocacy to encourage their governments to undertake legal reform;
2. Convening a series of regional dialogues to build a better understanding of international standards and best practice, strengthen policy exchanges between civil society, officials and experts and build the case for legal reform;
3. Provide a range of legal and policy research tools and technical legal assistance and expertise to Commonwealth governments seeking to reform discriminatory laws, combat violence against women and girls, eliminate hate crimes and increase access to justice.

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| Job Type: | Consultancy |
| Period of employment: | Aug 2019 – March 2020 |
| Employer: | The Royal Commonwealth Society (on behalf of the EJA) |
| Location: | Flexible, and open to overseas candidates (The Royal Commonwealth Society and Kaleidoscope Trust work to UK office hours) |
| Reports to: | The Royal Commonwealth Society and Kaleidoscope Trust as per the deliverables of the assignment |
| Number of days | 43 (with the possibility of extension to 50) |
| Start date: | Immediate start |



Description of Consultancy

The consultancy will appeal to a women's rights technical specialist with a passion for advancing the rights of women and girls by supporting civil society advocacy around legal and policy reform. The role requires someone who possesses a strong gender lens and demonstrable technical skills and knowledge in managing work streams pertaining to women and girls' rights, gender equality, movement building and intersectionality.

The Consultant will provide specialist women's rights input and support discreet activities linked to Outcome 1: 'Supporting Commonwealth civil society organisations to work intersectionally and conduct advocacy to encourage their governments to undertake legal reform'. The consultant will work closely with the programmes teams at Kaleidoscope Trust and The Royal Commonwealth Society in the execution of the deliverables.

Deliverables are as follows:

i. Ensure the delivery of high-quality research pieces commissioned by the Equality & Justice Alliance (16 days)

- Support the delivery of three large research pieces commissioned by The Royal Commonwealth Society on the subjects of:
 - i. intersectional movement building,
 - ii. intergenerational movement building, and
 - iii. the impact of 'backlash' on progressive movements
- Liaise with the external research consultants, ensure the research remains in line with the agreed Terms of Reference and deadlines via check-ins
- Provide expert feedback on drafts, including organising some peer-reviewing, to ensure high-quality final products

ii. Conceptualisation and delivery of a Commission on the Status of Women (CSW64) side-event (15 days)

- Undertake desk and literature review to guide how civil society and EJA partners may engage with CSW64, particularly around the theme of Beijing+20, with diverse audiences
- Undertake consultation over Skype or phone with civil society partners on engaging with CSW64
- Draft a concept note with recommendations to support EJA partners based on the above input on how best to amplify the voices of civil society on their journey(s) in building and/or strengthening intersectional movements between women's rights and LGBT+ organisations with diverse target audiences (e.g. civil society, donor community, states, the UN system, etc.)
- Liaise with external like-minded partners (international organisations, donors, think tanks, etc.) to explore potential collaboration in undertaking joint-activities around CSW64, including hosting a side-event
- Provide any support required to EJA civil society partner organisations to register for CSW64
- Support with executing any recommendations before or during CSW64



iii. Conceptualisation and support in delivery of global Commonwealth CSO convening (12 days)

- Undertake review of advocacy activities being implemented in EJA focus countries/regions
- Draft a concept note to support how best to engage CSOs in an end of year learning and sharing event (to be held in February 2020) to create cross-country and regional collaboration, including, any engagement at CSW64, CHOGM 2020 and any future pan-Commonwealth advocacy between civil society groups which will create the basis in which the agenda is created
- Provide recommendations on the creation of the agenda for the CSO convening
- Provide any support required to EJA partners in the delivery of this event, including on-site support

Key competencies

- A track record of supporting the delivery of women's rights civil society advocacy initiatives in the Global South
- Experience managing the delivery of external research commissions that focus on intersectional women's rights issues.
- A postgraduate degree in a related discipline – such as human rights or international law, gender and development or related discipline
- Knowledge of international/regional women's rights frameworks and domestic laws on sexual offences, VAWG and equality legislation.
- Demonstrable experience of working effectively and sensitively with civil society in the Global South context
- Strong knowledge of intersectionality as it pertains to women with multiple identities, including sexual orientation, gender identity and others
- Strong knowledge and understanding of the complexities of movement building with diverse organisations and/or groups, including youth
- Experience in organising complex meetings and delivering workshops at country-level, including contributing to event conceptualisation and delivery.
- Demonstrable experience of building strong relationships and working with multiple stakeholders and cross-cultural networks and civil society organisations, particularly in the Global South.
- Willingness and ability to travel to countries in the Commonwealth Global South.
- High level of attention to detail and excellent organisational and time management skills, including the ability to juggle competing work demands.
- Excellent communication skills.

Equal Opportunities

We welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation, gender identity, age or any other status.

Applicants should a CV and a cover letter outlining their suitability for the consultancy to rory.evans@thercs.org



Applications will be reviewed on a rolling basis. Interested candidates are encouraged to apply as soon as possible and suitable candidates will be contacted at the earliest opportunity.

Final Deadline: Monday 9th September 2019