

ANNEX I



Empowered lives.
Resilient nations.

ETHIOPIA

TERM OF REFERENCE FOR THE RECRUITMENT OF INDIVIDUAL CONSULTANT TO CONDUCT COMPREHENSIVE ASSESSMENT ON THE ROLE OF WOMEN IN PEACE AND RECONCILIATION IN OROMIA AND SOMALI REGIONAL STATES

GENERAL INFORMATION

Services/Work Description:	National Consultant to Conduct Comprehensive Assessment on the Role of Women in Peace and Reconciliation in Oromia and Somali Regional States
Project/Program Title:	Women in Peace Building
Post Title:	National Consultants (NCs)
Consultant Level:	Level B (Specialist)
Duty Station:	Addis Ababa
Expected Places of Travel:	Selected Districts of Oromia and Afar Regions of Ethiopia
Duration:	30 working days
Expected Start Date:	Immediately after Signing the Contract

I. BACKGROUND

Ethiopia is facing multiple social and economic challenges exacerbated by the ongoing conflict in the country. Competition over resources, border disputes among regional states, ethnic tensions, requests of autonomous statehood, youth demand for economic and social freedom are recognized as some causes of conflicts in the country. Violent conflicts that change their nature and magnitude from time to time have claimed lives and properties of citizens. Consequently, a significant number of people have been displaced from their localities.

In response to this, the Government of Ethiopia (GoE) has been working with communities and stakeholders to deescalate the situations and, facilitate peaceful conflict resolution as well as safe return of displaced people back into their localities. As the government continues to work with stakeholders and communities towards de-escalation and restoration of peace and stability in the affected regions, the role of women in the peace process is crucial and would yield positive impacts on the lives of the most affected and most vulnerable population groups. This requires efforts to meaningfully engage women (particularly women leaders at regional and national levels) in the peace building and conflict resolution efforts.

The experiences of women and men in conflict situation is significantly different. It is well recognized that women are often vulnerable to gender-based violence such as the terrible crimes of rape, forced pregnancy, and sexual slavery. They are also excluded or confined to a marginal role in the conflict resolution and reconciliation efforts. Thus, ongoing government initiatives must place women at the centre of conflict resolution and peace building efforts and should involve not only women victims but also decision makers in order to bring sustainable and lasting peace and stability. At this stage however, there is no documented evidence or conceptual model that provides framework on how to engage women in peacebuilding and conflict resolution efforts including the level and nature of involvement of women. Although women are the most affected during conflict, they are in many cases neglected from efforts and

decisions made to resolve conflicts. Thus, providing concrete evidence on the role and experience of women in conflict resolution and peace building efforts is timely and crucial to practically engage women in the process, protect them from the consequences of violent conflict, and empower them to contribute to quality and durable peace building efforts in the country.

In view of the above background, United Nations Development Programme (UNDP) initiated a short-term project being implemented in Oromia and Somali Regional States focusing on Women in Peace in response to the recurring and emerging conflicts in Ethiopia. The project aims to empower senior women leaders to play significant roles in conflict prevention, management and mediation processes contributing towards durable peace and stability in Ethiopia. The project overarching outcome is empowered women groups, actors and institutions with commitment to resolving recurring or emerging conflict in Oromia and Somali regions towards building sustainable peace and stability in Ethiopia.

Among its major interventions, the project will also contribute to addressing some of the challenges related to evidence on women's role in peace and security in Ethiopia by supporting evidence-based knowledge and conflict analysis demonstrating the root cause of the conflict and how it affects women, children and other vulnerable and minorities groups in the two regions. In order to accomplish this, a comprehensive assessment of the role of women in peace and reconciliation in the two regions is planned to be conducted in collaboration with the Ministry of Peace; Ministry of Women, Children and Youth (MoWCY) and their regional counterparts in Oromia and Somali Regional States.

UNDP is therefore seeking to engage competent consultants to undertake a comprehensive assessment on the role of women in peace and reconciliation in Oromia and Somali Regional States. Specifically, two national consultants are required with wide comparative experience in Ethiopian political and conflict dynamics. The two consultants are expected to work collaboratively to deliver the tasks and will be held jointly responsible.

The overall objective of this assignment is therefore to produce knowledge/evidence on the role of women in peace and reconciliation in the contexts of Oromia and Somali Regional States thereby the key stakeholders working on peace building initiatives could proactively empower women groups, actors and institutions to become voices against conflict and to take initiatives to maintain peace and social cohesion in Ethiopia in general and in Oromia and Somali Regional States in particular.

II. PURPOSE AND SCOPE OF THE CONSULTANCY

The purpose of this assignment is, based on desk review, stakeholder consultation and primary data collection from selected community members, to systematically identify role of women in promoting conflict or in stabilizing and searching for peace before, during and after conflict in the contexts of Oromia and Somali Region. Specifically, the assignment is expected to:

- Identify the root causes of the conflict and how it affects women, children and other vulnerable and minorities groups in the two regions;
- Identify the important elements of the socio-cultural settings/value systems of communities in selected districts under study that are related to conflict and indigenous conflict resolution mechanisms;
- Explore the cultural systems of conflict resolution in selected districts of Oromia and Somali Regions, and women's representation in the system;
- Identify women focused community-based peace structures and institutions working in peace and reconciliation within and with other neighboring regional states;
- Identify the role of women in the peace and reconciliation processes of the cultural and statutory conflict management systems;

- Explore and present ways on how women can effectively engage in peace and reconciliation process at both regional and National level.

III. SCOPE OF THE WORK

The comprehensive assessment is expected to focus on selected districts of Oromia and Somali Regional States. The districts will be selected in consultation with Ministry of Peace (MoP) and Peace and Administration Bureaus of the two regions.

To carry out this assignment, the Consultants are expected to accomplish the following tasks:-

- Hold initial consultation with UNDP and the MoP to understand expectations from the assignment;
- Develop an inception report outlining mainly the assessment methodologies and data collection instruments in addition to the basic outlines of such a report;
- Present the inception report on the consultation workshop to be organized with key stakeholders;
- Conduct Desk review;
- With support from UNDP, MoP, MoWCA and regional counterparts, organize and embark on primary data collection with key federal and regional stakeholders and selected relevant community members;
- Based on outcome of the desk review and primary data produce synthesis report;
- Submit final documents to the UNDP for onward transfer to the MoP and MoWCY.

IV. EXPECTED OUTPUTS AND DELIVERABLES

No.	Deliverables / Outputs	Estimated Duration to Complete	Review and Approvals Required
1	Inception report	5 Working days	Governance Unit/UNDP
2	Presentation of the inception workshop	1 Working day	Governance Unit/UNDP
3	Draft synthesis report	20 Working days	Governance Unit/UNDP
4	Final Report	4 working days	Governance Unit/UNDP
Total		30 Working Days	

V. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

- The consultants will be engaged by UNDP and will be directly accountable to the UNDP. However, the consultant will consistently liaise with the Ministry of Peace and UNDP and will be supervised on the day to day by the Governance Unit of UNDP;
- The consultants will meet regularly with the UNDP Programme Specialist and other members of the team as well as the MoP to review progress and make joint decision on any issue;
- The cost of consultations with stakeholders will be borne by UNDP.
- The consultant is responsible for all the costs of travel /flights/, road travel, accommodation, per diem to deliver the full package for the assessment to and from all the assessment sites**

VI. DURATION OF THE WORK

The assignment is estimated for **30 calendar days**

VII. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR (IC)

a. Education:

- Advanced university degree (Master's Degree or above) in Conflict Prevention and Peacebuilding, Gender studies, Political Science, Sociology, Law, Public Administration, or related Social Sciences field

b. Experience:

- A minimum of Ten (10) years of research and publication experience in conflict analysis, peacebuilding;
- High level of skill in facilitation and managing political stakeholders, women at the highest level;
- Solid experience and understating of peacebuilding and reconciliation processes within the statutory and cultural systems including detailing and sequencing of strategic steps initiating a robust peace process that engage women;
- A proven track report of producing high quality reports;
- A proven track record of managing politically sensitivity involving national, political actors, stakeholders and interlocutors at national, regional and community level;
- Good understanding of Ethiopian political and governance landscape;
- Experience in mainstreaming gender equality and human rights in analysis and reports;

c. Language:

- Excellent knowledge of Oromifa, Amharic and English languages including the ability to set out a coherent argument in analysis and interaction with communities;

d. Functional Competencies:

- Ability to build strong relationship with clients, focuses on impact and results for the client and responds positively to the feedback;
- Approaches the work with energy, positive and constructive attitude;
- Demonstrates openness to change and ability to manage complexities;
- Ability to anticipate and manage the needs and interests of multiple stakeholders and balance often contradictory expectations from stakeholders and actors;
- Conversant with conflict and peacebuilding frameworks and dialogue processes and experience in engaging diverse group (civil society, women's and youth groups, people with disabilities and other excluded groups) while gathering conflict sensitive data;
- Excellent public speaking and presentation skills;
- Computer skills: full command of Microsoft applications (word, excel, PowerPoint) and common internet applications will be required

e. Core Competencies:

- Demonstrates integrity by modelling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favoritism;
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

VIII. PAYMENT MILESTONES AND AUTHORITY

The qualified consultant shall receive his/her lump sum service fees upon certification of the completed tasks satisfactorily, as per the following payment schedule:

Instalment of Payment/ Period	Deliverables or Documents to be Delivered	Approval should be obtained	Percentage of Payment
1st Instalment	Inception Report; Presentation of the inception workshop	UNDP and MoP	30 %
2nd Instalment	Develop, finalise and submit a synthesis report	UNDP and MoP	30 %
3rd Instalment	Final Report	UNDP and MoP	40 %
Total			100%

IX. RECOMMENDED PRESENTATION OF TECHNICAL PROPOSAL

Interested consultants should submit cover letter expressing their interest and outlining their qualification and motivation for the consultancy together with CV and brief proposal on the methodology and approach and Financial quotation for the assignment to the UNDP.

Proposed Table of Contents

Page

TECHNICAL PROPOSAL COVER PAGES

Cover Page

Cover Letter

SECTION I. TECHNICAL PROPOSAL SUBMISSION FORM

1.1 Letter of Motivation

1.2 Proposed Methodology

1.3 Past Experience in Similar Consultancy and/or Projects

1.4 Implementation Timelines

1.5 List of Personal Referees

1.6 Bank Reference

SECTION II. ANNEXES

Annex a. Duly Signed Offeror's Letter to UNDP Confirming Interest and Availability (use the template hereto)

Annex b. Duly Signed Personal CV's

X. 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. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP.

Evaluation Criteria

Criteria	Weight	Max. Point
Technical Competence (based on CV, Proposal and interview (if required))	70%	70
Understanding the Scope of Work (SoW); comprehensiveness of the methodology/approach; and organization & completeness of the proposal	50%	
Relevant academic background (qualification)	20%	
Financial (Lower Offer/Offer*100)	30%	30
Total Score (Technical Score * 70% + Financial Score * 30%)		