



## **Terms of Reference for Consultancy Services**

### **An Analysis of the Existing Gender Gaps in the East African Community (EAC) and East African Legislative Assembly (EALA) Policy and Legal Frameworks**

#### **1.0 Introduction**

These terms of reference serve as guidelines for the consultant to review the existing gender gaps in the East African Community (EAC) and East African Legislative Assembly (EALA) policy and legal frameworks using gender transformative and feminist analysis. The study will offer an in-depth gender and feminist analysis of the EAC and EALA policies and laws and policy recommendations to ensure gender-responsive and transformative regional integration in the East African Community (EAC) through the East African Legislative Assembly (EALA). The study will also inform programming, implementation and monitoring by the EALA Women's Caucus and its partners in their collective effort to advance gender-responsive governance at the regional and national levels.

#### **1.1 About Akina Mama wa Afrika**

Akina Mama wa Afrika (AMWA) is a feminist Pan-African leadership development organization with headquarters in Kampala, Uganda. Our work is rooted in feminist principles and beliefs guided by the Charter of Feminist Principles for African Feminists which define our leadership development program and movement-building activities. We envision a world in which African women are politically, economically, and socially autonomous and are champions of change in their lives and society. Our thematic areas of focus include Women's Political Leadership, Sexual and Reproductive Health and Rights, and Economic Justice and Climate Action. The organization's work is advanced through feminist and transformational leadership development, feminist research and knowledge building, and policy influence and movement building. AMWA provides strategic direction in key Pan-African networks including NGO CSW Africa, Solidarity for African Women's Rights, and the Gender Is My Agenda Campaign. AMWA also has consultative status with the United Nations Economic and Social Council.

#### **2.0 Background**

The EALA Women's Caucus 2022 - 2027 Strategic Plan notes that women's status and welfare are influenced by the three dimensions of political, economic and social autonomy and therefore any interventions to achieve gender equality must address factors in all these areas. It

also recognises that the intersectionality of the barriers and challenges to women's empowerment and rights arise from multiple levels and obstacles in the private and public sphere, at local, national and macro levels of society, systems and structures. Therefore the EALA Women's Caucus is committed to "be proactive, bold and decisive in charting out a policy and legislative pathway for the region that ensures gender-responsiveness and inclusivity in participation in the process of building each pillar, as well as in the distribution of benefits to East Africans as citizens and stakeholders" (EALA Women's Caucus 2022 - 2027 Strategic Plan).

Articles 5, 3 (e); 6 (d); 121, and 122 of the Treaty for the Establishment of the East African Community (EAC), place gender mainstreaming and respect for women's rights at the centre of the EAC integration process. Other than obligating the partner states to enhance the role of women in cultural, social, political, economic, and technological development and recognise gender equality, and social justice; the Treaty also emphasizes and reinforces the role of women in socio-economic development and business as core to the cooperation and development of the partner states. Thus the EALA Women's Caucus (the Caucus) was established under the East African Legislative Assembly (EALA) to champion gender equality and women's political, social and economic autonomy as enshrined in the EAC Treaty.

## **2.1 Purpose and Objectives of the Study**

The purpose of the study is to enhance planning, implementation and monitoring to support the elimination of discrimination, the empowerment of women and the achievement of gender equality in the sub-region and hence allow users to understand how close each country is to gender equality and provide a snapshot of the regional legal and social frameworks. The study will include an intersectional gender analysis of power relations and how EAC and EALA policies and laws might be better organized to ameliorate, accommodate and redress the gendered gaps. Using feminist intersectional analysis, the study will explore how gender transformative policy and legal provisions can redress the systematic and structural gender and power inequalities that undermine women's rights, agency and dignity in EAC and EALA. The study seeks to provide evidence for the need to close the existing gender gaps in the legal and policy frameworks within the EAC. These affirmations will lay the ground for fostering gender-responsive integration and governance in the EAC. Ultimately the study will contribute to the advancement of women's political leadership, agency and voice in the region and member states and ensure inclusive democratic governance.

Below are the specific study objectives:

- a) To assess and analyze the extent to which the existing policies and laws at EAC and EALA are gender responsive and transformative
- b) To map out the gaps and areas of rectification to enhance women's rights, voice, agency and influence in the EAC, EALA and the regional integration process.
- c) To map out ongoing efforts, and establish the most effective strategies, spaces and issues for ensuring gender-responsive policy alternatives in the EAC and EALA.

- d) To map out key stakeholders, within member states and at regional levels that could contribute to advancing gender-responsive policies and laws at EALA and the EAC, and identify the existing and anticipated challenges and opportunities and establish proposed approaches to address these challenges.

### **3.0 Key Deliverables and Timeframe**

This assignment will be undertaken for 60 working days and will have the following deliverables;

- a) Inception report with a clear study methodology and tools to be used
- b) 1st Draft of Analytical Study Report
- c) Gender Analysis Policy Checklist/Tool
- d) Validation Workshop with stakeholders
- e) Final Study Report

### **4.0 Scope of Work**

The consultant will map out and analyse the existing gender gaps in the EAC and EALA policy and legal frameworks using gender transformative and feminist analysis. As part of the study, the consultant will also establish the following;

- a) Desk research and analysis of the EAC and EALA Policy and legal frameworks using gender transformative and feminist analysis
- b) Map out existing gender gaps in the policy and legal frameworks of the policies and laws and then make concrete policy recommendations for EALA and EAC
- c) Develop a gender analysis checklist or tool for EALA Women's Caucus to use to continually assess proposed bills and policies in the EALA and the regional integration process
- d) Adhere to confidentiality requirements in line with the AMwA data protection policy

### **5.0 Desired competencies, technical background, and experience**

The consultant shall have the following competencies and experience:

- Advanced university degree in Gender Studies, Development Studies, Policy Analysis, and Political Science or other related disciplines;
- Minimum of 7 years of practical and relevant experience in research and analysis on gender issues and the promotion of women's rights.
- You have proven knowledge and experience in research on gender frameworks and policy formulation.
- Proven background and experience at the international level of research or academic experience in the field of women's rights and gender equality
- Experience in conducting functional reviews and developing issue papers

- Strong interpersonal skills and proven ability to conduct and present research on sensitive topics in cross-cultural settings
- Demonstrable experience in working with civil society actors, including women's movements, networks or coalitions operating at national, regional and global levels.
- Competitive experience in documentation, reporting and multi-stakeholder engagement

## **7.0 How to Apply**

To apply, please send a cover letter, a copy of your C.V. (complete with two references), and one English- language writing sample to AMwA to the e-mail address below: [recruit@akinamamawaafrika.org](mailto:recruit@akinamamawaafrika.org) by 2nd June 2023.

AMwA is committed to offering fair compensation based on the successful candidate's experience and qualifications. Due to the volume of applications AMwA receives, only short-listed candidates will be contacted for scheduling of interviews. Thank you for your interest in AMwA's work.