Terms of Reference

UNOY Gender Expert

2020
Section 1. Description of the terms of references

<table>
<thead>
<tr>
<th>Project Name</th>
<th>Enhancing Gender Sensitivity Throughout The Network</th>
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<tbody>
<tr>
<td>Project Coordinator</td>
<td>United Network of Young Peacebuilders (UNOY Peacebuilders)</td>
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<tr>
<td>Agreement type</td>
<td>Consultancy</td>
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<tr>
<td>Activity</td>
<td>Gender mainstreaming: support the development of strategies for a practical application of gender perspectives in the UNOY network</td>
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<td>Project Duration</td>
<td>October 2020 - May 2021 (8 months)</td>
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Background

UNOY Peacebuilders is committed to supporting gender-sensitive peacebuilding and the promotion of gender equality through its Gender Program. In 2011, UNOY initiated a gender mainstreaming process resulting in a Gender Toolkit and a Gender policy. However, competing priorities have made it challenging for UNOY to work on gender in a more structural and integrated manner.

Among UNOY members, there is a wealth of diversity in terms of commitment, capacities and resources to work on gender effectively. However, gender often remains a blurry container concept for many local development workers, let alone for youth active in peacebuilding. The transition from international frameworks and policies from the Women, Peace and Security agenda to youth on the ground is lagging. Youth peacebuilding organisations often have less (access to) knowledge and capital and less organisational experience and institutional knowledge to draw from. With a hands-on mentality and access to local youth however, they are great potential partners to reach out to youth on the ground with practical and accessible gender awareness and mainstreaming programmes.

Objectives

Therefore, this program is an opportunity to make gender a priority for both the International Secretariat (IS) and UNOY members by achieving the following objectives:

- Understanding what are the strengths and gaps in the way UNOY (IS and members) approaches gender at the organisational and programme levels;
- Further developing and updating the tools we already have to make UNOY’s work on gender more sensitive, informed and effective;
- Developing strategies to build the IS and members’ capacities to use these tools in their work;
- Make recommendations on steps for integrating a gender lens in UNOY and members programmes more consistently.

**Role description**

The Gender Expert will work closely with the Network Coordinator (based in the International Secretariat) and the Gender Working Group (composed by representatives from four UNOY members) in the following tasks:

1. Review the existing gender-related documents and members’ work on gender, and UNOY’s key processes and structures in order to identify gaps and define strategies:
   - *Deliverable 1.1:* an audit with recommendations is provided and presented to our teams. These recommendations will be the basis of work of the Gender WG;
   - *Deliverable 1.2:* a review of new strategic plan documents with a gender lens.

2. Lead implementation of selected recommendations for the revision of the Gender Toolkit and Gender Policy in order to improve how UNOY works with gender:
   - *Deliverable 2:* updated Gender Toolkit and Gender Policy.

3. Create and implement capacity development strategies to enable UNOY using the Toolkit and Policy (*i.e.: webinars, training modules, online resources, etc.*):
   - *Deliverable 3:* capacity development for UNOY on gender is implemented at IS and/or network level, depending on the needs.

**Total expected working days:** 20 days (8 days for task one, 6 days for task 2, 6 days for task 2)

**Support from UNOY and coordination**

The UNOY Peacebuilders International Secretariat will support the process. They will:
- Provide background documents and briefings as needed;
- Provide access to member organisations and other relevant stakeholders;
- Provide input and feedback on strategies provided through regular meetings.

Additionally, the International Secretariat will provide general project management support, IT and financial management.

**Profile of Facilitator:**

**Required**
- At least 3 years of experience working with gender in peacebuilding;
- Demonstrated experience in gender-sensitive peacebuilding;
- Demonstrated experience with capacity building through non-formal methodologies;
- Strong communication skills and intercultural sensitivity;
- Excellent written and spoken English.

**Desirable**
- Knowledge of the UNOY network;
- Experience of gender mainstreaming for networks and/or within youth organisations;
- Additional language skills (Arabic, French, Spanish).

**How to apply:**
Send a CV and motivation letter (2 pages maximum) to Ludmila Andrade (Network Coordinator): ludmila.andrade@unoy.org

**Deadline: 20 September 2020**