Terms of Reference

Gender and Security Sector Reform Specialist

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Gender and Security Sector Reform Specialist</th>
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<tr>
<td>Department:</td>
<td>Governance and Human Rights</td>
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<tr>
<td>Activity:</td>
<td>Security Sector Reform</td>
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<tr>
<td>Time-frame:</td>
<td>Feb-June 2018</td>
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<tr>
<td>Contract:</td>
<td>Individual Contract (IC)/Detail</td>
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<tr>
<td>Location:</td>
<td>UNDP Country Office Banjul, The Gambia</td>
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I. Background

H.E. Adama Barrow on 12 September 2017 officially launched the Security Sector Reform process in the Gambia with a firm promise from the Government of the Gambia to ensure security institutions that were rule of law and rights based and people centered. Security and rule of law institutions in The Gambia face deep-rooted governance challenges as a direct result of 22 years of authoritarian rule. For over two decades, security provision was predicated largely on coercion and submission. Individuals and communities were subdued by an abusive state security apparatus, which was allegedly characterized by harassment, arbitrary arrests, torture, and extra-judicial killings. The core functions of the security sector were compromised under the previous regime. There was complete absence of adequate governance and oversight mechanisms over the security sector.

The reform of the security sector (SSR) is therefore key priority to stabilizing the newly elected government and volatile society in order to sustain peace in The Gambia. Security institutions in The Gambia include the armed forces, police, immigration service, customs, correction service, and intelligence service and drug and law enforcement. The overall objectives of SSR programmes – as defined by the state and international partners – focuses largely on improving service delivery, enhancing local ownership and ensuring the sustainability of security sector institutions.

However, the security sector in The Gambia has historically been male dominated. Overall female participation in the peace and security, especially in the security sector institutions in The Gambia, needs improvement – in particular in view of women making up over 51% of the Gambia’s population and with recent spike in illegal migration of mostly young men. Currently, women contribute less than 15% to the personnel in security institutions (exception being the Prisons Service with over 40%). In middle- and higher level hierarchy the underrepresentation is extreme with well under 5% women. A focused and deliberate approach and strategy to foster the promotion of opportunities for the equal participation of people of all genders in the security sector of the “new Gambia” is necessary. Therefore a gender specific approach, that takes into account the specific needs of men, women, boys and girls through gender mainstreaming, should be a core component of the Gambia SSR process.

An assessment of the security and defence forces and diagnostic/review of the entire security sector has already been undertaken involving women’s groups and the Women’s Bureau. Building on that, the Ministry of Interior and the West African Network for Peacebuilding (WANEP), supported by the United Nations, in pursuance of its “leave No One behind” policy would like to ensure robust and deliberate integration of gender issues and concerns within the on-going SSR process in Gambia.
To that end the United Nations and its partners are looking to retain the services of a Gender and SSR Specialist to i) foster the mainstreaming of Gender perspectives in the SSR process and ii) to strengthen the Women in Peace and Security agenda.

II. Scope of the assignment

The holder of the assignment is expected to support the SSR process and peacebuilding initiatives by providing gender specific advice input to the on-going security sector reform process and Women in Peace and Security agenda. More specifically, the holder of the assignment will:

1. Review, update and validate the National Action Plan (NAP) on S/RES/1325, including stakeholder consultations (e.g. women’s groups, female leaders etc.) to:
   o (i) assess current situation of women in the security sector in The Gambia,
   o (ii) investigate the reasons behind it,
   o and (iii) to develop the NAP as a blueprint for an agenda promoting the participation of women in peace and security in The Gambia (based on data collection/fieldwork and analysis of the collected data using a participatory and inclusive methodology with Focus Groups, Key Informant Interviews etc.)
2. Draft a working document outlining the challenges to women’s participation in the security sector in The Gambia and identifying possible responses to those challenges (based on the findings of fieldwork/analysis for National Action Plan);
4. Deliver – in collaboration with SSR experts – a one-week intensive training on gender-sensitive SSR (organised as retreat) to a group of people, drawn mainly from the security sector, but also from Civil Society, legislators, government representatives etc. This training will be the first of a series of consecutive trainings, held quarterly for the same group, with the aim to capacitate a core group of Gambian nationals in gender-sensitive SSR. NB: Following trainings tbd, and not part of this ToR, but need to be taken into consideration while planning.

The overarching objective to which the outputs of this assignment will contribute is to support the SSR process and the Women in Peace and Security agenda in The Gambia by informing the

- SSR strategy, of which a component will be an extensive gender audit of the security sector;
- Development of appropriate tools and methodologies for gender sensitive SSR
- Framework for female security personnel to identify gender specific concerns and highlight gender specific issues
- Review of the National Action Plan (NAP) on UN S/RES/1325
- Gender and SSR trainings for establishing a SSR Technical working group
- Capacity development of women’s groups and of civic groups active in rule of law and security issues
Collaboration/Reporting: During the whole duration of the assignment the consultant will closely collaborate with the PT (consisting SSR Advisor, Peace and Development Advisor, Gender focal point of UNDP Governance Team; Rights Based Organisations) on all content related matters, and with a Finance and Admin Officer (tbd) on administrative matters. All outputs are to be delivered to the PT, and progress updates are to be delivered upon request. The consultants will consult regularly with the PT in all phases of the assignment. The consultant will meet with the RC and UNDP Deputy Representative on regular basis to brief on SSR and Gender support and activities.

A national consultant/expert will support the holder of this assignment and the PT during data collection/fieldwork and analysis of the collected data, assisting with local expertise, interpreting/translation, facilitation and logistics.

III. Deliverables

Expected deliverables of the assignment are:

- Reviewed, updated and validated National Action Plan on UN S/RES/1325
- Working Document outlining the challenges to women’s participation in the security sector in The Gambia and identifying possible responses to those challenges
- Gender Audit of Assessment of Security Sector in The Gambia for lessons learnt

IV. Reporting Lines

Concerning the gender mainstreaming in SSR processes and, namely the working document on challenges to women’s participation in the security sector as well as the Gender Audit, the consultant will report to the SSR Advisor, and hold periodic reviews with Gender Focal Point who will lend oversight.

Concerning the Women Peace and Security agenda and, namely, the National Action Plan on UN S/RES/1325, the consultant will report to the Peace and Development Advisor, and hold periodic reviews with Gender Focal Point who will lend oversight.

V. Duration and potential phasing

The timeframe will be **32 days in April, May and June 2018**. Consultancy is based on coverage of the deliverables outlined in this ToR.

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<tr>
<th>Deliverable</th>
<th>Estimated Duration</th>
<th>Target due date</th>
<th>Payment Terms</th>
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<tbody>
<tr>
<td>Inception work plan (preparation, desk review)</td>
<td>2 day</td>
<td>April/May 2018</td>
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<td>Reviewed, updated and validated National Action Plan on UN S/RES/1325 based on intensive stakeholder consultations (i.e. raising awareness at the same time)</td>
<td>15 days (in-country)</td>
<td>May 2018</td>
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<td>Working Document outlining the challenges to women’s participation in the security sector in The Gambia and identifying possible responses to those challenges (recommendations)</td>
<td>4 days (in-country)</td>
<td>May 2018</td>
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<td>Gender review of the SSR assessment report including institutional assessment reports</td>
<td>3 days</td>
<td>May/June 2018</td>
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<td>In collaboration with SSR experts, one-week intensive training on gender-sensitive SSR [organised as retreat] to a group of people (drawn mainly from the security sector, but also from Civil Society, legislators, government representatives etc.)</td>
<td>8 days (in-country)</td>
<td>May/June 2018</td>
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[This training will be the first of a series of consecutive trainings, held quarterly for the same group, with the aim to capacitate a core group of Gambian nationals in gender-sensitive SSR. NB: Following trainings tbd, and not part of this ToR, but should be taken into consideration.]
VI. Required Qualifications

The consultant should fulfil the following minimum requirements:

- A minimum academic qualification of a Masters’ degree in any relevant field that equipped them with the theoretical, methodological and communicating skills that are required to successfully fulfil the outlined assignment and present its results
- At least 5-10 years of relevant work experience in dealing with Gender, SSR, post conflict recovery, peace building and working in a multi-cultural setting;
- At least 10 years of progressive responsibilities in defense restructuring/SSR management in Government;
- At least 5 years of working in a regional organization, the UN or at senior governmental level

VII. Application

Eligible candidates should submit their applications in one single PDF file (named “2018-04-DD_Name_Firstname”) to registry.gm@undp.org including:

- Cover Letter; and Curriculum Vitae
- Outline of relevant work/field experience regarding fulfilling the advertised assignment
- Detailed technical proposal / work plan outlining the proposed methodology, consistent with the preferred approach and principles laid out in the ToR, and including a timeline (max 10pp)
- Separate financial proposal
- Names and email addresses of two referees

The closing date of this call for applications is Monday, 09 April 2018, 08:00AM (UTC). Please be advised that we can only notify shortlisted candidates for an interview.

The Resident Representative
UNDP
5 Kofi Annan Street,
Cape Point, Bakau
The Gambia