

Terms of Reference – Gender Equality and Social Inclusion (GESI) Specialist

Purpose

The specialist contractor terms of reference (ToR) is a document that sets out the specialist contractor's contribution to the task. The template is designed to set out the aims of the task and what the contractor is responsible for in order to achieve those aims.

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Consultancy role title: Gender Equality and Social Inclusion (GESI) Specialist

Location: Philippines

Apply by: 22 May 2024; 11:59 PM Manila Time

1. Background and context about the project

A. Overview of the British Council

We support peace and prosperity by building connections, understanding, and trust between people in the UK and countries worldwide.

We uniquely combine the UK's deep expertise in arts and culture, education, and the English language, our global presence and relationships in over 100 countries, our unparalleled access to young people and influencers, and our creative sparkle.

We work directly with individuals to help them gain the skills, confidence, and connections to transform their lives and shape a better world in partnership with the UK. We support them to build networks and explore creative ideas, to learn English, to get a high-quality education and to gain internationally recognised qualifications.

We work with governments and our partners in the education, English language, and cultural sectors, in the UK and globally. Working together we make a bigger difference, creating benefit for millions of people all over the world.

We work with people in over 200 countries and territories and are on the ground in more than 100 countries. In 2021–22 we reached 650 million people.

B. Background to the Programme

The Government of the Republic of the Philippines with the support of the European Union is implementing the Justice Sector Reform Programme: Governance in Justice II (GOJUST II). GOJUST II builds on and continues the work of the predecessor programme, GOJUST that was implemented from April 2016 to September 2020. GOJUST II is implemented in joint co-financing with the Spanish Agency for International Development Cooperation. The overall objective of GOJUST is *to contribute to inclusive and sustainable socio-economic development through improved access to justice for all in the Philippines. Specifically, it aims to develop more responsive and accountable justice services.* It includes two components focusing on justice and human rights, respectively. The programme is being implemented from December 2020 to June 2025.

GOJUST II seeks to achieve four major result areas, as follows:

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| Result 1 | Justice sector coordination mechanisms are improved |
| Result 2 | Strengthened institutional efficiency and effectiveness in the delivery of justice services |
| Result 3 | Increased access to the justice system for vulnerable groups, including women |
| Result 4 | Justice policy and practice is informed by evidence and responds to justice needs |

Justice and Human Rights policies are at the heart of the Philippine Development Plan 2017-2022, which for the first time includes a dedicated chapter on justice, chapter 6, titled “Pursuing Swift and Fair Administration of Justice”. The chapter enshrines the principle of coordination as a mechanism for bringing about long term and sustainable justice sector reform. The focus is on the enhancement of “civil, criminal, commercial and administrative justice” and the improvement of sector efficiency and accountability while also directing the Commission on Human Rights (CHR) to intensify its efforts to facilitate access to justice by improving, monitoring and evaluation, empowering the people living in poor and marginalised situations to seek response and remedies for injustice, improving legal protection, awareness and aid, enhancing civil society and parliamentary oversight, addressing human rights violations in the justice sector and, strengthening linkages between formal and informal justice providers.

The justice component will continue and expand some previous GOJUST activities such as improved coordination between and within the justice sector agencies and case management automation interventions to strengthen capacities to decongest overburdened courts, prosecution offices, and reducing pre-trial detention. GOJUST II will also focus on new result areas such as increased access to justice for vulnerable groups and evidence-based policy research and advocacy to inform policy making for improved justice outcomes.

The programme is managed by a Programme Steering Committee (PSC) headed by representatives of the Supreme Court, Department of the Interior and Local Government, and the Department of Justice. A Programme Director has also been appointed to be the main focal point and point of coordination for the smooth implementation of the programme.

In line with the Direct Management component of the Financing Agreement, a Pillar-Assessed Contribution Agreement (ACA/2020/ 418-821) for the provision of *Technical Assistance for the Justice Sector Reform Programme: Governance in Justice II (GOJUST II)* was awarded to the **British Council** on 7 December 2020 for a period of implementation of 54 months. The PACA contract requires the provision of a Technical Assistance Team consisting of four (4) key experts that will be responsible for

the four (4) result areas (justice sector coordination, effective institutions of justice, access to justice by the disadvantaged groups, and evidence-based policy research). In addition, the contract also includes the provision of 3,200 working days of non-key experts that will support the work of the key experts in the delivery of results under the programme.

2. About the role of the specialist contractors

GOJUST II has been designed to give due consideration to issues of gender equality and social inclusion, conflict sensitivity, human rights, as well as environmental management.

Building on the recommendation of a Gender Equality and Social Inclusion (GESI) Assessment Study conducted under GOJUST I and a further GESI study that was conducted during the inception phase of GOJUST II, this mission aims to ensure that GESI is mainstreamed in the GOJUST II Programme.

Global Objective

The Gender Equality and Social Inclusion (GESI) Specialist will provide technical support to the programme team and partners in mainstreaming GESI in the GOJUST II programme.

Specific objectives

- Integrate GESI in the indicative log frame to ensure that the programme reflects GESI results.
- Integrate GESI in projects and activities from project identification until monitoring and evaluation.
- Integrate GESI in programme communications and visibility.
- Capacitate programme teams and partners in mainstreaming GESI in the programme.

Requested services, including suggested methodology

GESI strategy and operational plans

- Ensure coherent understanding of mainstreaming GESI in the programme, using the GESI Framework as a launch pad.
- To continuously monitor the status of integration of GESI in the project development cycle of the different result areas, in the programme communications and visibility, capacity development, and in the Monitoring, Evaluation and Learning (MEL) Framework, in consultation with the programme team.
- Lead on developing the GESI Action Plan completion report to be annexed to the GOJUST II Programme Completion Report, which will include (a) a preliminary GESI analysis of the disaggregated data collected by partner agencies during the programme period; (b) analysis of the empowerment outcomes at output and outcome levels resulting from the GESI Action Plan programme interventions; and (c) recommendations for future actions.
- Participate in regular programme meetings to ensure GESI considerations are addressed during implementation and recommend policy and programmatic actions to improve GESI mainstreaming in the programme.
- Conceptualise and organise at least one annual gender-related activity.

Capacity development and technical support

- Provide specific and contextual technical assistance and capacity development support to the programme teams to support the integration of GESI in the different results areas, including extending such support to partners, whenever necessary. This may also entail

creating a pool of GESI experts that could support such specific and contextual capacity development needs.

Reporting

- Support the MEL Lead in monitoring and reporting the implementation of the programme, through monitoring GESI indicators and results, as well as emerging GESI issues and challenges that may affect the achievement of programme results; harvest lessons learned and good practices arising from programme implementation towards knowledge sharing, communications, and visibility.
- Produce an annual assessment report detailing the programme’s annual progress on GESI-related issues and indicators, for submission by the final quarter of calendar years 2024 and 2025. These should provide recommendations on how GESI in the programme can be further improved, with the aim to provide input to the annual work plan that will be designed and approved at the end of the calendar year.

Relationship management

- Lead on collation and documentation of results, achievements, and lessons and, in conjunction with relevant colleagues, support the reporting and dissemination of outputs, outcomes, and impacts of GOJUST II interventions, with due consideration for diverse audiences.
- Build and maintain relationships with stakeholders and partners, which enhance programme delivery, ensuring the programme acts on feedback from the client, target groups, and partners.
- Build and maintain productive relationships with the GESI Specialists of other relevant programmes, particularly the European Union Delegation and justice programmes.
- Provide timely information about the results of GOJUST II to British Council colleagues who have responsibility for reporting on all British Council activity.

3. Timeline

Activity	Date / time
TOR is posted	14 May 2024
Deadline for submission of Expression of Interest	22 May 2024; 11:59 PM Manila time
Final Decision	04 June 2024
Contract Period	10 June 2024 – 30 June 2025 Level of Effort: 9 days per month

4. Fee & expenses

Please submit a Pricing Approach using the template in Annex 1.

5. Reporting and communication

The GESI Specialist will report directly to the GOJUST II Programme Team Leader.

The GESI Specialist will be required to provide the services in the Philippines, including remote working, as may be prior agreed between the parties in writing from time to time.

6. Qualifications and experience required

Qualifications

- Advanced university degree preferably in law, gender studies, gender and development, public administration, development studies or a combination of these disciplines
- Proven ability to analyse the content of development programmes as they relate to gender inclusive results.

General Professional Experience

- Minimum of 10 years of relevant professional experience, five of which must be in developing countries, in the area of law and development, gender programming, gender studies, and the like.
- Proven experience in providing expert advice to various government agencies in the areas of law, gender inclusion, gender-responsive justice sector frameworks, and others.

Specific Professional Experience

- Proven knowledge and experience in the analysis of access to justice, human rights, and rule of law programming for gender fair content and enhancing women's access to justice.
- Proven experience in designing and implementing capacity building curricula for government actors and other stakeholders on gender, justice and/or human rights.
- Proven experience in analysing, monitoring and/or evaluating gender projects.
- Strong preference will be given to candidates with prior experience working in the Philippines.

7. How to apply

Send your cover letter, CV, three character references, and Pricing Approach to Lalaine.Alfaro@britishcouncil.org by 22 May 2024, 11:59 PM Manila time.

8. Criteria for evaluation

Criteria	Weighting
Qualifications and skills	25%
General professional experience	25%
Specific professional experience	30%
Pricing Approach	20%