

Enhancing Gender Mainstreaming and Gender Responsiveness in Ghana Security Sector

Consultant

Terms of Reference

Timeframe: March, 2013-December, 2014

Introduction

From 2010 to 2011, the Women, Peace and Security Network – Africa (WIPSEN-Africa) held a series of roundtable discussions with 8 security sector institutions and civil society organisations. The objective of the series was to identify gender gaps and entry-points for supporting the implementation of United Nations Security Council Resolution 1325 (UNSCR 1325). The findings of the series highlighted that more than 10 years after the adoption of UNSCR 1325, the security sector in Ghana remains a male dominated institution which discriminates against female security sector personnel. Moreover, women's organisations are not able to play an oversight role due to their lack of technical expertise and lack of collaboration they have with female security personnel. Therefore WIPSEN-Africa is currently implementing a programme that seeks to address these gaps in 4 security sector institutions in 4 regions of Ghana through enhancing gender mainstreaming and gender responsiveness.

Objectives

1. To increase the capacity of senior ranking officials and commanding officers within four security sector institutions in Ghana;
2. To build the capacity of 20 national and local women's organizations in Ghana for effective civil society oversight of the security sector;
3. To increase the representation of female security sector personnel at decision making levels; and
4. To advocate for a gender review of security sector policies and procedures that discriminate against female security personnel.

Expectations

The consultant will be expected to deliver the following:

- A detailed assignment work plan- developed in co-operation with WIPSEN-Africa;
- Training facilitation (including the development of agendas, training materials/presentations/handouts etc) for four (4) two-day capacity building trainings with CSOs;
- Facilitation of one (1) one-day advocacy plan development workshop with CSOs;
- A draft advocacy plan for CSOs targeting discriminatory security sector policies and practices;
- Training facilitation (including the development of agendas, training materials/presentations/handouts etc) for one (1) one-day gender briefing seminar for senior ranking offices in four security sector institutions;
- Training facilitation (including the development of agendas, training materials/presentations/handouts etc) for one (1) two-day training workshop for commanding officers in gender mainstreaming strategies;
- Training facilitation (including the development of agendas, training materials/presentations/handouts etc) for two (2) two-day leadership and confidence building workshops for female security sector personnel;
- Training facilitation (including the development of agendas, training materials/presentations/handouts etc) for one (1) three-day advanced negotiation and advocacy workshop for female personnel and leaders of female staff associations;
- The creation of a validated, revised policy and procedures document for four security sector institutions;
- A monitoring and evaluation plan for all activities and necessary evaluations for each training; and
- A final report which details the results achieved, lessons learned and recommendations for follow-up. (The final report will be discussed at a one-day validation meeting.)

Required Skills and Experience

Suitable candidates must have the following knowledge and experience:

- University Degree in Political Science, International Security, Gender Studies, Public Administration, Management, Public Policy, or related areas;
- Demonstrated knowledge of UNSCR 1325 and its national implementation in Ghana;
- Demonstrated knowledge of the principals and practices of gender mainstreaming in the security sector, ideally within the context of the Ghana security sector;
- Advocacy experience related to UNSCR 1325 within the context of Ghana.

Please send applications and CV's to: The Administrative Officer, WIPSEN Africa. wippen@wippen-africa.org not later than March 8, 2013.