

Terms of Reference

For

Consultancy Services required to Develop Position Papers on contemporary ISSUES of Girl Child, Working Women, Women in Politics, and Climate Change and Women in Pakistan

BACKGROUND

The 12 women right organizations (WROs) working on gender equality and women's empowerment issues across four provinces of Pakistan came in contact with each other under Women's Voice and Leadership (WVL-P) Project of Oxfam to strive for the common change goal to transform their organizations into more gender just organizations by putting women and girls at centre of everything they do. The overarching goal of WVL-P is to increase the enjoyment of the human rights of women and girls and advance gender equality in Pakistan. To enhance and strengthen networking of small scale / emerging grassroots WROs, it was important to engage them with existing provincial and national networks so as to sustain and scale up their collective footprints.

While stepping towards the last year of the project, WVL partners (12 WROs and 05 women right alliances) formed a FEM Consortia to continue their struggle to attain gender justice supporting women rights beyond project life by converging attention to women folk in Pakistan, in four thematic areas. It includes **(1) girl child, (2) working women, (3) women and politics, and (4) Climate Change (Impact on women and girls)**. Though these have been prevailing issues in Pakistani society but still needs to be understood in a modern digital aera where women and girls are having exposure to electronic devices and are liberating in terms of their information and networking with the external world. It needs to be understood how some changing forms of **VAW** are emerging in the larger context of changing patriarchal structures around them. Similarly, the climate change has impacted our agriculture pattern linked to reduced options for livelihood as well rural urban migration. The same has also created food security issues adding on further to raise poverty and its fall outs especially on the working women. It also needs to be understood that "working women" is not just one category of women folk but entertain different categories of women including home based workers, domestic workers, factory women workers, sanitary worker women etc etc. The attention of course is to understand the contemporary issues of the working women falling under poverty and facing manifold violence linked to their economic and social vulnerabilities. Furthermore, the changing politico-legal context is directly impacting the lives of women and girls in terms of safeguarding women's rights by addressing structural causes of gender equality. Some other linked structural issues with regard to the assuring women/girl's literacy, health and decision making include budgetary allocations by the governing structures and processes.

The technical services are therefore required to explore the above context and enable FEM Consortia to take a fresh stock of the subject issues and build understanding to set forth purposeful strategies to work

ahead in collective spirit of 12 WROs and five women right alliances gathered under the platform of WVL-Pakistan.

SPECIFIC OBJECTIVE OF THE ASSIGNMENT

The objective of this work assignment is to explore current situation on the issues of girl child, working women as well women in politics and climate change to develop four position papers by integrating the role of women and girls in Pakistan to understand some new challenges of these focused women groups.

HOW THE POSITIONS PAPERS ARE GOING TO CONTRIBUTE

The position papers aim to produce fresh perspectives about the issues of the above focused women groups and contribute FEM Consortia in following regards.

- Promoting collective actions of WROs and women right networks to leverage their combined footprints to amplify their voices from local, national as well as regional level.
- Strengthen collective policy inroads and influencing for pro women and girls' legislation and their encouraged role in decision making in political governance structures.
- Help grassroots consortia of small scale WROs to formulate their positioning around focused thematic areas and develop purposeful strategies as way forward.

KEY ASKS / REQUIREMENTS

The consultant / firm is required to produce three position papers by considering following key aspects as part of the exploratory process.

- 1. Comprehensive Analysis:** Conduct and provide an in-depth review and analysis of the current situation of women and girls by consulting the available body of knowledge.
- 2. Consulting the key audiences/stakeholders:** Identify and engage with the key stakeholders to integrate their insights and suggestions around the mentioned themes / focused groups.
- 3. Legal Framework:** Assess legal framework related to women and girls in the context of Pakistan's commitment to ratified conventions on gender equality / women empowerment as well as SDGs and its relevance to three focused groups / themes, indicating some clear lines of collective influencing / follow up (recommendations).

It is important to mention that one consultant/firm should apply only for one position paper based on their core expertise and skills. The information taken from other sources should be provided with proper referencing / citations. In case of any mention of existing case study must have been taken a prior consent by the writer. Any use of graphs, diagrams or pie charts must be provided with data source. The consultant / firm may use any supplementary materials that support the position paper's content with due acknowledgements.

A comprehensive position paper should include an executive summary, operating context, factual and compelling reasons / comparisons to establish the key findings, analysis and recommendations. In the light of provincial autonomy for legislation, the position paper should present some comparative analysis of province specific issues / challenges of the focused women groups.

TIMELINE

The consultancy is expected to be awarded by 15th November 2023 with the date of completion of the assignment and delivery of final position paper by 4th January 2024.

The consultant/firm is expected to submit a workplan attached to timeline as part of their technical proposal submission. The financial proposal is also desired as separate piece of work preferably in XLS.

SUBMISSION of PROPOSAL

*The deadline for the submission of technical proposal along with financial proposal and detailed workplan is **23rd November 2023**. The proposals should reach*

To balochsadia@hotmail.com

CC igraqulzar245@gmail.com and mahnazrh@gmail.com

With subject line "Consultancy to develop position papers on contemporary issues of women and girls in Pakistan (Selected theme)". Please attach relevant documents (Cover Letter, CV, CNIC, NTN, Reference) along with technical and financial proposals. NOWCommunities may request some additional documents when and if needed. Selection of a proposal is subjected with the decision of evaluation committee.

Note: NOWCommunities (being the secretariate holder for FEM Consortia) is advertising these ToRs for FEM Consortia.