

Consultant: IPPF Gender Equality Policy Review

Terms of Reference

Context

We live in a moment when the world is facing unbelievable challenges, instability, and turmoil. From conflicts, to looming climate crisis, continuous impact of the COVID pandemic, and concerted efforts to roll back on rights of women, LGBTI people, migrants, and other marginalized groups. We work at a time when SRHR has become a political lightning rod with legal shifts in many countries around the world. Ensuring a strong focus on intersectionality and having a community-centered approach have never been more critical.

IPPF's actions are guided by a set of policies on specific subjects. Those policies reflect the lived realities of those affected by an issue and are grounded within internationally accepted principles-of-best practice that IPPF wishes to bring to bear on an issue. IPPF policies should be expected to have a life expectancy of at least five years, but all policies need to be periodically monitored by volunteers and staff to ensure their continued relevance. It can then be decided to have some of the policies undergo a review and be updated.

The IPPF Gender Equality policy provides a set of guiding principles that reflect the Federation's commitment to advancing gender equality and the actions necessary to realize the goal. Gender equality mandates have emanated from core international human rights instruments in which IPPF's Declaration of Sexual Rights is grounded.

With the adoption of its "Come Together 2028" Strategy, IPPF has radically committed to social and gender justice. This means that through community dialogue and transformative feminist action, IPPF will address damaging social and gender norms that hold back women, girls and gender-diverse persons all over the world. By the time the strategy period has ended, we want to see an increase in societal support for prevention of sexual and gender-based violence, promotion of gender equality, as well as growth in inclusion and acceptance of gender diversity and rights. In the light of this, IPPF's Gender Equality policy is to be reviewed. Moreover, as IPPF works to implement the Strategy, we strive to be recognized as a champion for anti-racism with an intersectional approach to non-discrimination and equity.

The goal of the revision is for the policy to speak to the Strategy's intent to work beyond the gender binary and ensure that our understanding of gender keeps pace with society, provides creative space for celebration and defense of gender in all its diversities, for acknowledgement of the persistent levels of sexual and gender based violence against women, girls and people of diverse gender identities, as well as the role of men and boys in being a part of the solution. A revitalized position on gender is in part a response to a request that IPPF develops a clearer values position with emphasis on marginalized groups, so that Member Associations (MAs) and partners are not facing the opposition in isolation, but instead that solidarity is felt across the Federation including with other key stakeholders of our movement.

The process will be led by a Gender Equality Policy Working Group composed of a member of the IPPF Senior Leadership Team, members of the Gender Steering Group and representatives of a few IPPF MAs. The consultant will work in close coordination with members of the working group to write a Zero Draft, participate in subsequent consultations with stakeholder groups, write a revised draft incorporating stakeholder input, and finalize the paper for publication. The consultant will conduct a series of interviews with external stakeholders who would provide nuanced, diverse and expert-level input on gender equality, including from a decolonial perspective. A detailed timeline will be developed, but the process should start no later than May 17, 2024 and be finalized by January 31, 2025.

Objectives

- Write a Zero Draft of the policy
- Attend consultations with stakeholder groups during IPPF Regional Forums and draft a brief summary
- Conduct 10-15 interviews with key stakeholders outside of the Regional Forums
- Incorporate feedback from stakeholder consultations into a Revised Draft, in close coordination with members of the Working Group
- Incorporate any final changes into a Final Draft for formal approval

Consultant Profile

- Proven expertise on gender / gender equality, human rights, and sexual and reproductive human rights
- Experience in working with and applying intersectional approaches
- Expertise in policy development
- Prior engagement/experience with community-based organisations
- Strong command of human rights frameworks
- Strong writing skills in English
- Experience working with national, regional or international NGOs and/or social movements
- Candidates with diverse experiences that inform an intersectional feminist perspective desirable
- Strong organizational and time-management skills

Estimated consultancy period: 30 days

Deliverables

- Zero draft of the Gender Equality Policy Paper
- Summaries of stakeholder consultations
- Record of the main results from the interviews
- Revised draft of the Gender Equality Policy Paper
- Final Draft

Application Materials

- Cover letter
- CV
- Writing sample
- Daily rate

Deadline to apply: May 7, 2024. Application materials to be submitted to mgrzywnowicz@ippf.org