



TERMS OF REFERENCE

CONSULTANCY TO DEVELOP A STRATEGIC PLAN FOR THE OPERATIONALIZATION OF THE NAMIBIA-INTERNATIONAL WOMEN'S PEACE CENTRE

1. Introduction and Background

On the 1st October 2000, the United Nations Security Council (UNSC), under the Presidency of Namibia, unanimously adopted resolution 1325, a landmark resolution that recognizes and affirms the crucial role women play in the prevention and management of conflicts as well as their roles in post-conflict peace-building. UNSCR 1325 on Women, Peace, and Security interlinks and mutually reinforces protection, prevention and participation. These so-called 3-p-pillars are critical in respecting human rights and dignity and in tackling the root causes of conflict to create sustainable peace. Resolution 1325 formally drew global attention to the unrecognized, under-utilized and under-valued contributions of women in preventing war, building peace and help rebuild societies after conflict. From then on, the community of nations under the umbrella of the UN acknowledge that protection of women, prevention of violence, notably effecting women and participation of women could no longer be left to men only. It further acknowledging the significance of the WPS Agenda, the UN Security Council adopted subsequent resolutions on WPS to promote the participation of women in peace and security processes and decision - making structures.

The landmark Global Study on the Implementation of Resolution 1325 (2015) highlights the large gaps that still needs to be filled towards women's effective influence to sustainable peace. It is particularly critical of the fact that women's participation is largely symbolic rather than substantive (i.e. geared to full acknowledgement of giving women influence in decision-making in their respective societies at all levels). UN Women highlights that, 'between 1990 and 2017, women constituted only 2% of mediators, 8% of negotiators, and 5% of witnesses and signatories in all major peace processes'. Also, UN Women acknowledges in the same study, that those peace processes, where women were given influence beyond numeric participation and representation in negotiations, those negotiations were more likely to come to an agreement. If women were even given participation and influence in the implementation of such agreements, they were in most of the cases more sustainably lasting.

2. Country Context and Rationale

UNSCR 1325 (2000) was preceded by the Windhoek Declaration on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations, adopted on 31 May 2000 and reflects the growing awareness of the role of women in peace and security following the Beijing Conference. By adopting UNSCR 1325 the international community acknowledged and agreed that women participation in peace processes is pivotal to the attainment of sustainable peace and security. The Government of the Republic of Namibia has repeatedly affirmed its commitments towards sustainable peace. Namibia's Vision 2030 notes that Namibia will be a "just, moral, tolerant and safe society with legislative, economic and social structures in place to eliminate marginalization and ensure peace and equality between women and men, the diverse ethnic groups, and people of different ages, interest and abilities". Namibia has displayed the political will to create gender equality, ensure gender mainstreaming in the security sector, and to prevent violence against women and children. "Namibia recognize the link between peace and gender equality because of the many years of struggle for independence in which women participated fully"- Deputy Prime Minister Netumbo Nandi-Ndaitwah, speaking at the UN Security Council in October 2015. There is a nexus between peace and development.

In an effort to strengthen regional and international innovation to advance the implementation of WPS Agenda, the Republic of Namibia as the initiator of the UNSC Resolution 1325 and an active international and regional stakeholder, proposed the establishment of an International Women's Peace Centre (IWPC) during the 3rd Meeting of the Women, Peace and Security Focal Points Network that took place in Windhoek from 10-11 April 2019.

The Peace Centre intends to become an institute of excellence for mediation, inclusive peacemaking and conflict prevention to support and ensure women's contributions within Namibia, Southern Africa, Africa and globally, to ensure that women, presenting more than half of the global population, are given adequate influence to contribute to humanity's fate. These Terms of Reference are geared towards the production of a Strategic Plan for the operationalization of the Namibia-International Women's Peace Centre (IWPC).

It is against this background that IWPC seeks the service of a consultant to develop a Strategic Plan informed by its mission, vision and core values as outlined in the Strategic Guidelines for the Namibia International Women's Peace Centre. The consultant / Consulting agency will also be required to compile options for the Center's more specific concept development and operationalization in the short, medium and long term; its internal institutional capacity and training needs; and potentially funding to further support women's influence for peace.

3. Objectives

The purpose of this consultancy is to lead and support IWPC staff, core team, partners and stakeholders through an inclusive and consultative process for the development of its five-year implementable strategic plan for the period 2022-2027 including a results and resources framework to ensure that the Centre fulfills its mandate.

4. Methodology

The consultant will conduct extensive desk reviews and engage IWPC staff and stakeholders through meetings/ workshops. IWPC will be responsible for organizing consultation related logistics such as venue. The consultant will quality check and ensure that the strategic plan meets a high standard including proper editing, clarity, and use of design and graphics.

Scope of work

- a. Review the vision and mission based on IWPC mandate
- b. Undertake stakeholder mapping and analysis
- c. Undertake a situation analysis of IWPC operations to date;
- d. Through a consultative process and application of an appropriate tool of analysis, identify focus areas and develop strategic objectives and key result areas for the same;
- e. Review the institutional capacity, organizational set-up, financial and administrative systems against the IWPC mandate and the identified strategic objectives and key result areas; and make recommendations, if any
- f. Propose a strategy for achieving the strategic objectives and key results
- g. Develop a Results and Resources Framework for the plan period
- h. Hold stakeholder meeting(s) to validate the draft Strategic Plan
- i. Finalize Strategic plan for submission

5. Timelines for Key Deliverables

Deliverables	Timeline
1. Inception report with a detailed work plan related to the consultancy including with detailed step by step process, methods, tools and timelines for development and validation of the plan	3 days
2. Agenda and Stakeholder consultative workshop report	2 days
3. Presentation and submission of a draft Strategic Plan including a results and resources framework with clear vision, mission, Theory of Change, and strategic objectives for review and feedback	10 days
4. Validation workshop report integrated inputs from stakeholders	2
5. Electronic and one hard copy of the final approved Strategic Plan with Executive summary, background (including SP development process), vision and mission statement, organizational values and guiding principles, strategic priorities, budget and SWOT Analysis and Operational plan.	10
6. Report on the process including stakeholder consultations and workshop	
Total	27 days

5.1 Deliverables and payment milestones

- Submission of final inception report (25% of total consultancy fee)
- Submission of the first draft of the Strategic Plan (50% of payment of the total consultancy fee)
- Submission of the final printed hard copy of the Strategic Plan (final 25% payment of the total consultancy fee)

5.2 Duration of the assignment

The consultancy will be for a period of (27 working days) starting on June 2022 –29th July 2022.

6. Supervision of the work and collaboration with IWPC

The consultant or team of consultants will work directly with IWPC and a core team composed of IWPC staff, relevant partners and shareholders.

7. Requirements

7.1 Qualifications

- A Master Degree or higher in relevant social sciences such as Gender / Development Studies, International relations or equivalent qualifications
- Expertise in Peace and Security (at least 10 years)

7.2 Experience

- Minimum of 10 to 15 years of work experience in relation to strategic plan development in social science field including human rights, justice, peace and security, gender and sustainable development. Experience in the area of women peace and security will be an asset;
- Prefer an individual consultant or consulting firm based in Namibia
- Track record and experience in policy development, strategic and annual planning, strategy planning and execution;
- At least 3 years of practical work experience in the area of gender equality, women's rights, and gender mainstreaming
- Sound knowledge and understanding of the gender equality context in Namibia and Africa
- Sound knowledge of the women, peace and security agenda and what it entails
- Possess cutting-edge knowledge and expertise in Strategic development and performance management;
- Have analytical skills and research capacity; interpreting, analyzing, complex international development issues and representing;
- Knowledge of the Namibia, regional and African's context in relation to Women, Peace and Security are an essential requirement for this assignment.

- Knowledge of the Namibia WPS NAP and SADC Regional Strategy on Women, Peace and Security
- Ability to work against tight deadlines.

7.3 Language and IT Skills

- Excellent writing and editing skills (Written and oral fluency in English is a requirement including good presentation and communication skills)
- Ability to use ICT as a tool and resource
- Fully literate in e-networking;
- Technical expertise to manage virtual interaction (online consultations).

8. Other terms and conditions

IWPC reserves a right to modify the terms of reference at any point as required.

9. Application process

Send an application responding to the Terms of Reference that includes a CV; a technical proposal including a methodology, an activity time schedule; an inclusive financial proposal/ budget; sample of previous experience of strategic development (maximum 5 pages) on Friday, 20th May 2022 at 17h00

Addressed to:

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