



ZIMBABWE GENDER COMMISSION

ADVERTISEMENT FOR CONSULTANCY

Gender Auditing of Political Parties

2020

1. Introduction and Background

The Zimbabwe Gender Commission (ZGC) is one of the five Independent Commissions established in terms of Section 232 and 245 of the Constitution of Zimbabwe and operationalised through the Gender Commission Act (Chapter 10:31). The Commission has the following specific functions:

- a) to monitor issues concerning gender equality to ensure gender equality as provided in the Constitution;
- b) to investigate possible violations of rights relating to gender;
- c) to receive and consider complaints from the public and to take such action regarding the complaints as it considers appropriate;
- d) to conduct research into issues relating to gender and social justice, and to recommend changes to laws and practices which lead to discrimination based on gender;
- e) to advise public and private institutions on steps to be taken to ensure gender equality;
- f) to recommend affirmative action programmes to achieve gender equality;
- g) to recommend prosecution for criminal violations of rights relating to gender;
- h) to secure appropriate redress where rights relating to gender have been violated; and
- i) to do everything necessary to promote gender equality

In pursuit of these functions and its overall mandate of ensuring adherence to gender equality provisions in the Constitution and other international and regional gender equality normative frameworks, the Zimbabwe Gender Commission with the support of HIVOS, Women Empowered for leadership programme is implementing a project titled ***Gender, Politics and Decision Making: Disrupting norms against women's leadership.***

The project aims at facilitating women's direct participation and increase their representation in spaces dominated by males focusing on politics and decision making. In addition, the project seeks to strengthen capacities of political parties to mainstream and institutionalize gender equality issues in the development and implementation of political party policies, constitutions and structures in order to ensure enhanced and active participation of women.

*In order to achieve this objective, the Commission seeks to engage a consultant to conduct gender audit of the **main political parties** with representation in the National Parliament.*

3. Objectives

The objectives of conducting gender auditing of political parties are:

- To promote accountability and strengthen gender mainstreaming capacity of political parties through institutionalization of gender equality and adherence to gender parity principles.
- To develop interventions through formulation of gender responsive model policy / guidelines for assimilation by political parties for addressing gender gaps in political institutions.

- To provide measures for adoption by political parties to enhance gender equality within party structures, processes, policies and activities.
- Influence reform of political party constitutions and policies towards gender parity in outcomes.
- To establish a baseline on status of gender equality within political parties

4. Deliverables of the Consultancy

Under the supervision of the Chief Executive Officer of the Zimbabwe Gender Commission, the consultant shall be expected to:-

- Develop an inception Report
- Develop tools for gender auditing of the political parties.
- Desk Review of political party constitutions, policies, practices and processes;
- Conduct interviews and consultative meetings with key persons in political institutions to solicit views.
- Draft a model gender responsive policy/guideline for political parties (The guidelines should define strategies and accountability mechanisms to address gender gaps in political parties, provide a reference point on instituting gender equality within political sphere and should document lessons and identify emerging issues relevant to women participation in political participation)
- Facilitate the validation meeting.

5. Methodology

ILO Participatory Gender Audit methodology to be used.

6. Qualifications and Experience

- A minimum of Master's Degree in Law, Development Studies, Gender Studies, Social Sciences or related fields, a PHD will be an added advantage.
- At least 8 years' experience in development work ideally in the area of gender and women's rights.
- Knowledge of ILO Participatory Gender Auditing
- Proven experience in research, policy or legislative analysis and drafting. Proof of experience in working with political institutions.

7. Composition of the Team

These can be individuals or a legally recognised consultancy organisation and should include women

8. Duration

40 days (starting 1 June 2020)

9. Submission of Application

Applications with detailed proposals should be submitted to the following email address not later than 25 May 2020;

info@zgc.org.zw