

Call for consultants

GAP III Parallel Implementation Report

December 2022

CONCORD, the Confederation of European NGOs working on sustainable development and international cooperation, representing over 2,600 NGOs, is seeking to recruit a consultant to conduct research on the implementation of the European Union's Gender Action Plan (GAP III) in at least Kenya and the Philippines.

Background

The European Commission published its Action Plan on Gender Equality and Women's Empowerment in External Action 2021–2025 (GAP III) in November 2020. While it was an improvement from the previous GAP¹, it still remains to be seen what actual impact GAP III will have for women and girls in the EU's partner countries.

The real impact of GAP III will, however, be somewhat difficult for external stakeholders to track. The European Commission will not continue to publish yearly GAP implementation reports, but will perform only one mid-term review in 2023. In addition, an independent evaluation which accompanies the mid-term review will only focus on one of the thematic areas of GAP III, namely women's economic empowerment. This is clearly a missed opportunity **to address other potential shortcomings or gaps in the implementation of GAP III**. To address this, CONCORD Europe will produce a "parallel report" in which we take a more holistic look at GAP III implementation in at least two carefully chosen local contexts (Kenya and the Philippines), and one further country if the budget, methodology, and timeframe for the research allows.

Aims, objectives and scope

This GAP III parallel implementation report will build on the findings in CONCORD Europe's report "[Transforming lives? EU Gender Action Plan II from implementation to impact](#)" (2018). The scope and methodology will be adjusted to GAP III structures and priorities and provide examples of how GAP III is being implemented. We are particularly interested to understand how and to what extent the GAP III's two new core principles, the gender transformative- and intersectional approach, have been operationalised in the first half of GAP III implementation. CONCORD Europe has been deeply involved in advocacy activities around the design of GAP III and is now focusing on its implementation in order to ensure that all EU actors meet GAP III commitments.

The main objectives of the research are the following:

1. To investigate whether the **implementation of GAP III is leading to transformative change** for women and girls, men and boys, in all their diversity in EU partner countries, what the key enablers and barriers for change seem to be and what could be done to ensure greater impact in the remaining years of GAP III implementation.
2. To showcase **examples of how the EU is implementing GAP III**.

¹ See CONCORD Europe's analysis [here](#).

To achieve this, **we are looking for a consultant who will travel to Kenya and the Philippines to conduct one study visit per country.** These studies will help us analyse whether GAP III is having an impact on the lives of women and girls, men and boys, in all their diversity, in partner countries, and examine to what extent the European Commission and the EEAS have advanced on the application of a gender-transformative and intersectional approach in GAP III implementation. To do so, the consultant will have to **evaluate whether GAP III projects address root causes of gender inequality, and aim to transform agency as well as power relations and structures that reinforce gendered and other intersectional inequalities in partner countries.**

These case studies will identify positive progress, as well as gaps and challenges in the implementation of the GAP III, and will set the base for our recommendations to the European Commission and the EEAS, to move towards more impactful GAP III implementation, which responds better to the intersectional needs and interests of women and girls, men and boys in all their diversity in EU partner countries.

Methodology

1. Desk research for a brief overview of the implementation of GAP III by all EU Delegations, the EEAS and relevant DGs of the European Commission, and EU Member States.
2. In-depth desk research, field research and interviews for case studies in at least two case study countries (Kenya and the Philippines).

Specific duties and responsibilities :

1. Conduct extensive desk research, using multiple types of source information, into the issues outlined above.
2. Developing a methodology (e.g. a set of qualitative questions) to probe how GAP III projects address the aforementioned key elements of a gender-transformative-and intersectional approach.
3. Conducting interviews with:
 - a. EU Delegations in case study countries, including gender focal point;
 - b. International and local women's rights organisations, feminist movements and national, local and grassroots organisations working to advance gender equality, and other civil society organisations, as well as other key stakeholders if relevant;
 - c. Government officials in case study countries;
 - d. Embassies and development agencies of EU Member States.
4. Based on this, draft a report that evaluates whether the implementation of GAP III is leading to transformative change in the case study countries, and identifies areas of progress and gaps in the implementation of the GAP III, and develop recommendations on how to improve the implementation for redress in the GAP III official mid-term review.

Deliverables

The consultant(s) will produce the following tangible deliverables:

1. A draft report (+/- 15-20 pages).
2. Full bibliography of all resources consulted and people interviewed.
3. Transcripts of interviews.

Budget

The total consultancy budget cannot exceed **EUR 17, 000 including VAT**. This budget is directed to cover travel expenses, the research process and the drafting of the report.

If for safety or other reasons the study visit to a country is not possible, the budget would be adapted after deducting the days budgeted for the visit.

Considering that the consultant is an independent contractor, the consultant is solely and exclusively responsible for all social security and tax obligations, including V.A.T., related to the fees and/or any other amounts paid in virtue of this Consultancy Agreement. **These are by no means employment contracts.**

Indicative timeline (subject to adaptations)

January 2023	Selection of consultants; signing consultancy contracts.
February 2023	Desk research
March and April 2023	Travelling to at least two case study countries (Kenya and the Philippines) and drafting the report
End of April-May 2023	Consultant provides final draft of the report for CONCORD comments
End of May-Beginning of June 2023	Finalisation of the report

Skills and Qualifications

The consultant is expected to have:

Essential:

- Proven understanding and knowledge of:
 - Gender equality, intersectionality, gender-transformative change, gender mainstreaming;
 - EU international cooperation policies, programmes and funding, knowledge of cooperation policies of EU Member States would be a plus;
 - EU gender equality policies in international cooperation, specifically the EU Gender Action Plan III (GAP III);
- Willingness to travel to Kenya and the Philippines;
- Demonstrated experience with qualitative data analysis;
- Excellent English writing and synthesising skills; ability to write about complex issues in an engaging manner;
- Ability to manage information and to deliver accurate and concise reports in a timely manner.

Desirable:

- Excellent professional references.
- Proof of similar pieces of work conducted.
- Experience researching (EU) international cooperation programmes;

- Experience conducting case-studies and field research;
- Knowledge of the landscape of civil society organisations in Kenya and the Philippines would be a plus.

Application Procedure

To apply for this post, please upload to our website, and in one single PDF, the following documents by **Wednesday 11 January 2023, 23:59 Brussels time**:

- A CV outlining your relevant expertise for this assignment;
- A short proposal (max 1 page) on how you will undertake the research (work plan, methodology) and a price quote (budget);
- Professional references and/or proofs of similar consultancy work undertaken;

Interviews will be held in the **weeks of 16-20 January and 23-27 January 2023**.

If you have any questions, you may contact evaluna.maes@concordeurope.org.

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