



Project Title	Defend Her Rights-Championing Women's Empowerment
Type of Assignment	CALL FOR EXPRESSION OF INTERESTS FOR A GENDER AND SOCIAL NORMS EXPERT TO PROVIDE COACHING AND MENTORSHIP SERVICES TO GENDER CHAMPIONS IN JONGLEI STATE
Location	Bor, Jonglei State
Expected Delivery Date	22 nd November – 10 th December 2021

Introduction

The government of the republic of South Sudan has enacted a variety of policies and legislations to protect the rights of women and girls in the country. This action is part of government's commitment to promote gender equality and the empowerment of women and girls. Some of these policies and legislations include: The CPA, the transitional constitution of the republic of South Sudan, which emphasizes equal rights of men and women and sets a 25% representation of women at all government agencies as a form of affirmative action. The parties to the revitalized agreement on the Resolution of Conflicts in South Sudan signed in 2018 have raised the Women's quota in leadership up to 35% from 25%. Government has also ratified a variety of regional and international legislations protecting the rights of women and girls including the Convention on Elimination of all forms of Violence against women (CEDAW). At local level, the local government Act also has entrenched provisions which protect the rights of women and girls.

Problem Statement

Despite the existence of these protective policies, laws and guidelines, implementation and enforcement of such policies has to a large extent not been realized particularly in Jonglei State. The main reason espoused for the failure to implement already existing women's rights protective legislations is that: communities in Jonglei and generally South Sudan are patriarchal. They keep very strict gender norms and rigid gender roles. Disputes on marriage, property and inheritance are judged according to customary laws often unjust to women and girls and contradict existing national legislations. Patriarchy also limits women's participation in leadership and decision making at key levels of government.

To mitigate the above cultural norms and barriers that have perpetually limited the implementation of already existing women's rights legislations, ZOA wishes to use part of the grant from the European Union Trust Fund (EUTF) funded 3 years program titled: Defend Her Rights – Championing Women Empowerment in Jonglei, South Sudan to hire the services of a highly consultant to mentor and coach a cohort of 40 Gender Champions (12 women and 28 men) from within the project community including: church leaders, teachers and chiefs to engage their peers on cultural norms which negatively impact on women's abilities to enjoy their individual liberties already protected by existing national, regional and international legislations.

About the mentees:

The participants we have selected as gender champions are influential Pro-Women's rights leaders in their respective communities who are committed to step up beside women, and drives the adoption of actions across to transform cultural practices and norms negatively influencing women's abilities to exercise their rights.

Mentorship Objective

The main task of the coach is to facilitate an understanding of the social and cultural constructions of gender, and gender norms that shape the experiences of women and men in Jonglei and engage mentees to critically identify which of such norms and practices are harmful, limiting the implementation of legislations on women's rights. The aim is to make the cohort of 40 gender champions sensitive to existing gender discriminatory practices and empower them with engagement skills to create and disseminate positive social norms that values the rights of women and girls to their peers in their receptive categories and communities.

Expected Outcomes

- Create an understanding of *what gender norms are*, and how they are experienced. Drawing from the findings and analysis of the recent baseline survey particularly on existing cultures, customs social norms, how such norms function and how they relate to power inequalities and the enjoyment of individual liberties. Help participant to understand, appreciate and articulate to their peers (Knowledge, Attitudes and Practices) how such dynamics perpetuate gender inequality and affect the implementation of already existing legislations on women's rights.
- Coach and equip mentees with skills to be able to analyze and identify actors and structural forces within their context that create conditions in which gender norms and practices either are entrenched or can change in a more gender sensitive direction that creates an environment that facilitates the promotion and implementation of women's rights.
- Assist mentees to draw, consistent messages and plans of action to be used while engaging their peers and public awareness in the course of championing the promotion of women's rights and mobilization for advocacy for the implementation of women's rights legislations and the empowerment of women and girls in their communities.

Specific tasks

- Assess knowledge attitudes and practices of prospective mentees regarding women's rights and existing positive cultures, customs and legislations.
- Train and coach mentees to understanding, appreciate and articulate to their peers how some cultural norms perpetuate gender inequality and violate women's rights and equip them with practical skills to champion sensitization campaigns for the implementation of already existing legislations on women's rights.
- Train and coach mentees to analyze and identify patriarchal actors and structures in the community and equip them with the relevant skills, tools and strategies to engage with such institutions to appreciate women's rights and enforce existing legislations protecting the rights of women and girls.
- Equip mentees with skills to engage with patriarchy using logical reasoning and reality in the promotion of the appreciation of women's rights building an awareness of the conflict sensitivity surrounding discussions on such entrenched customs and practices.

- Facilitate mentees to draw, consistent messages and plans of action to be used while engaging their peers and in creating public awareness on the rights of women and girls and the need to enforce women's rights protective legislations in their communities.
- Guide gender champions on the procedures of accessing justice within the current justice delivery framework, along with the whole appeals process to enable them use such information in assisting victims and survivor of rights violations in their respective communities.
- Coach Gender Champions on how to plan and implement sensitization, awareness creation activities of the negative and harmful cultural practices violating women's rights (such as early and forced marriages, denial of property inheritance, wife inheritance, removal of lower teeth, scarification of forehead, tattooing etc.).
- Provide some orientation of the legal framework, particularly on the existing national laws and policies that protecting women's rights to enable them disseminate information and educate their peers that those who violate the rights of women and girls are breaking the law and are liable to prosecution.
- Prepare a mentorship programme and report after the mentorship highlighting progress of the mentorship exercise

Expected Deliverables

The consultant is expected to deliver the following deliverables;

- Prepare a coaching programme for the 40 mentees
- Coach 40 Gender Champions in 3 Payams of Makuach, Anyidi and Kolnyang of Bor County
- Submit progress and detailed final report of the training

Qualifications or Specialized Knowledge/Experience Required

- Must have a degree in social and political sciences, Gender and the Law, human rights or related field
- Dedicated person with passion of promoting equity and equality between men and women, boys and girls

Experience & Competencies

- Must have work experience of 2–3 years with NGOs and/or humanitarian agencies
- The candidate shall have a knowledge of gender and conflict sensitivity
- Knowledgeable of South Sudan legal frameworks and core international instruments
- Knowledge of the local context, especially Bor Communities
- He/she must be well acquainted with cultural and traditional practices of Bor communities
- Previous experience in conducting similar or related trainings.
- Knowledge of local Dinka language is required
- Excellent written and verbal communication in English.
- Good interpersonal skills.
- An analytical mind with creative problem-solving abilities
- Good time management and organizational skills.

Payment Schedule:

Agreed payment schedule and percentages will be contained in the detailed contract. Payment of professional fees will be based on the quotation

Location of the Assignment:

This assignment will be conducted at the ZOA field sites of Bor, Jonglei State. The Consultant will meet with the Project Manager or his designate in Bor to discuss on the modalities and approaches prior to commencement of the exercise.

Interested Candidates must submit the following to qualify

1. Cover Letter explaining why you are the most qualified for this consultancy including dates of availability.
2. Most updated Resume/CV.
3. Detailed technical proposal explaining how the coaching consultancy will be done with a work plan that corresponds to the maximum 7 days provided for the consultancy.
4. Detailed financial proposal with all related costs including professional fees and living allowance.

Please send your Proposal to: recruitment.southsudan@zoa.ngo and copy m.kamya@zoa.ngo . with "Consultancy on Training of Gender Champions, EUTF-Defend Her Rights " in the subject line no later than **18th November 2021** or Hand delivered in sealed envelopes to **ZOA Bor office** located at **Lambar C area, Bor Town** or to **ZOA Country Office in Nyakuron West, Juba – South Sudan**.

Defend Her Rights