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**TERMS OF REFERENCE**  
**CONSULTACY TO DEVELOP THE 2022 SOLEMN DECLARATION ON GENDER**  
**EQUALITY IN AFRICA (SDGEA) REPORT**

## **1. BACKGROUND**

The African Union (AU) was established as a unique Pan African continental body, charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa. Its Headquarters is located in Addis Ababa, capital city of Ethiopia. The African Union Commission (AUC) is the secretariat of the AU and is the key organ playing a central role in the day-to-day management of the AU.

The vision of the African Union is that of "An integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the global arena". Through its various programmes and initiatives, the African Union works towards increased cooperation and integration of its member states to drive Africa's growth and economic development.

## **2. INTRODUCTION**

The Solemn Declaration on Gender Equality in Africa (SDGEA) was adopted after a special session on Gender Equality and Women's Empowerment during the third Ordinary Session of the AU Heads of State and Government Assembly in July 2004, in Addis Ababa, Ethiopia. The SDGEA is divided into six (6) thematic areas of action, namely: Health; Peace and Security; Governance; Human Rights; Education; and Women's Empowerment.

Two obligations stand out in the SDGEA:

Operative Paragraph 12 is a commitment by Heads of State and Government to report annually on measures taken to mainstream gender and promote gender equality. The Member States reports are meant to track progress on implementation, identify challenges and areas of improvement as well as provide a platform for sharing of best practices. The reports also serve as a form of peer review amongst Member States.

Operative Paragraph 13 commits the Chairperson of the African Union Commission (AUC) to submit an annual report for the consideration by the AU Heads of State and Government on measures taken to implement the principle of gender equality and gender mainstreaming.

During the 1st AU Conference of Ministers responsible for Gender and Women's Affairs in Dakar, Senegal in October 2005, two (2) documents were adopted that would facilitate the implementation of and reporting on the Solemn Declaration. These are: The Implementation Framework of the Solemn Declaration on Gender Equality in Africa and the Guidelines for Reporting on the Solemn Declaration on Gender Equality in Africa. With the adoption of Agenda 2063 and the development of the SDGEA Index, there is a need to review the documents and align them to the current realities in the AU's gender agenda.

The Women, Gender and Youth Directorate, (WGYD), which is the focal point for all gender-related activities within the AU, will prepare the 2022 Synthesis of the Reports submitted by AU Member States and AUC Departments and AU Organs on the implementation of the SDGEA and progress towards gender equality in Africa. In addition, it will mobilize and lend support to Member States to implement and report on the SDGEA.

A consultant will be commissioned to develop the 2022 SDGEA report.

### **3. OBJECTIVES**

The objective of this consultancy is to develop a 2022 SDGEA report by highlighting the achievements made, challenges uncouncted and future prospects for accelerating implementation of GEWE's commitments.

The specific objectives are to:

- Acknowledge steps taken by Member States to achieve SDGEA commitments and implementation;
- Identify achievements, best practices, gaps and challenges in the implementation of the SDGEA in 2022;
- Propose recommendations to improve the implementation of SDGEA.

### **4. SCOPE OF WORK**

Under the overall supervision of the Head of Women & Gender Policy and Development Division and the immediate supervision of the Policy Officer, the Consultant shall undertake the following tasks:

- Based on the submission of Member States reports, AUC departments, AU organs, Regional Economic Communities reports, develop a 2022 SDGEA reports (both Member States and AUC Chairperson reports) focusing on achievements, best practices, gaps, challenges and propose recommendations to improve the implementation of SDGEA
- Determine among others legal, policy and administrative recommendations to be made after the synthesizing and compilation of the report
- Liaise with national and regional experts to get input for the annual report

- Conduct online research and compile statistics and information from credible and acknowledged sources for the thematic chapter of the report. The statistics should be accompanied by a clear and concise narrative explanation of the current situation and recent trends in Africa, both at the national and regional levels. Cross-country and cross-regional comparisons should be included;
- Include sex disaggregated (male and female) data on Gender Parity in Government at the level of Ministers, the Cabinet and other top management; and at senior/decision-making levels in Parliament, the Judiciary, etc.;
- The report should support a peer review, while respecting the sovereignty of each Member State;

## **5. DELIVERABLES**

- ⇒ Inception meeting with WGYD
- ⇒ Submission of Inception report consisting of methodology, work plan, timelines and report outline
- ⇒ Liaison with Member States to receive reports and to clarify or verify information received
- ⇒ Liaison with AUC Departments/Directorates and AU organs for the AUC Chairperson' SDGEA report
- ⇒ Submission of 1<sup>st</sup> draft Member States SDGEA, AUC Chairperson Reports and Women, Peace and Security Reports
- ⇒ Submission of Final Member States SDGEA, AUC Chairperson Reports and Women, Peace and Security Reports

## **6. QUALIFICATIONS, EXPERIENCE AND REQUIRED SKILLS**

### **6.1 Education**

The consultant should have post-graduate qualifications in gender, policy analysis, law, human rights or other social science area. She or he should have at least 5 years of relevant working experience in organizations dealing with issues of gender equality, women's empowerment and women's rights. She or he should have experience of intergovernmental processes and international, continental and regional instruments on gender equality, women's empowerment and women's rights. Excellent analytical and report-writing skills are required for this consultancy.

### **6.2 Experience**

- Minimum 5 (five years of professional writing experience related to gender equality, women's empowerment, women's rights in particularly and human rights in general at national, regional and international level
- At least 5 (five) years of experience of working with or within the international or regional human rights mechanism.

- Excellent understanding of the Solemn Declaration on Gender Equality in Africa

### **6.3 Skills**

- Ability to work under pressure and under rapidly changing conditions
- Excellent interpersonal skills and ability to work in multi-cultural environments
- Excellent analytical and report-writing skills

## **7. LANGUAGE REQUIREMENTS**

Proficiency in English is preferred and any of the other four AU Languages i.e, French, Portuguese, Arabic and Spanish. Bilingualism in any of the languages will be an added advantage.

## **8. DURATION OF THE ASSIGNMENT**

This assignment is for thirty (30) days.

## **9. LOCATION OF THE ASSIGNMENT**

The assignment is home- based with regular on-line communication with WGYD and Member States as relevant.

## **10. TERMS AND CONDITIONS OF THE CONSULTANCY**

The contract is offered under the following conditions:

- The contract shall be for 30 days from the date of signing of the contract.
- The Consultant shall be paid a lump- sum of **\$ 6.000 (six thousand dollars)** at the end of the consultancy. This amount is inclusive of all related allowances.
- Either party may terminate the contract at any time by giving 5 days' notice or payment in lieu of notice.
- This contract is neither gratuity earning nor pensionable.
- The Consultant must be a citizen of a Member State of the African Union.

## **11. PROVISION OF MONITORING AND PROGRESS CONTROLS**

<b>Deliverable/ Activity</b>	<b>Timelines</b>
Beginning of Consultancy and Inception meeting with WGYD	<b>01 December, 2023</b>
Submission of Inception report consisting of methodology, work plan, timelines and report outline	<b>3<sup>rd</sup> December, 2023</b>

Liaison with Member States to receive reports and to clarify or verify information received	Ongoing during the duration of the consultancy
Liaison with AUC Departments/Directorates and AU organs for the AUC Chairperson' SDGEA report	Ongoing during the duration of the consultancy
Submission of 1st draft of report	16 <sup>th</sup> December,2023
AUC submit inputs and recommendations for amendments to the Consultant	23 <sup>th</sup> December, 2023
Revision of the draft report based on WGYD comments	23 <sup>th</sup> – 28 <sup>th</sup> December,2023
Submission of final report to WGYD	30 <sup>th</sup> December,2023

## 12. EVALUATION CRITERIA

The African Union Commission invites eligible **Individual Consultants** to indicate their interest in providing the Services. Interested candidate must provide information demonstrating that they have the required qualifications and relevant experience to perform the Service.

For evaluation of the expressions of interest the following criteria will be applied:

- a) General Education Qualification and Relevant Training (20 points);
- b) Demonstrated Experience Related to the Assignment (30 points);
- c) Technical approach and methodology (20 points)
- d) Work plan and draft report outline (20 points)
- e) Languages ( 10 points)

Interested candidates are requested to submit the following documents in addition to their CVs for AUC's consideration:

- a) Technical Proposal showing:
  - understanding and interpretation of the TORs
  - methodology to be used in undertaking the assignment
  - time and activity schedule
- b) Financial proposal, lump sum of **=6,000 USD/Lump Sum.**

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours EAT.

Proposal must be submitted to the address below not later than **15:00 hours EAT on 27<sup>th</sup> November 2023.**

**African Union Commission,  
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