



CALL FOR EXPRESSION OF INTEREST FOR CONSULTANCY FIRMS TO UNDERTAKE A GENDER AUDIT OF KENYA'S 2022 GENERAL ELECTIONS

ABOUT FIDA-KENYA

The Federation of Women Lawyers (FIDA) Kenya is a non-governmental, non-partisan, non-profit making organization established in **1985** with a mission to promote women's individual and collective power to claim their rights in all spheres of life. FIDA-Kenya is a membership organization with over **1,400** women lawyers and law students committed to the creation of a society that is free from all forms of discrimination against women in Kenya. The organization works towards addressing challenges facing women's access to their social, political and economic rights.

To address these challenges, FIDA-Kenya has two key programs: The **Access to Justice Program** focuses on providing Legal Aid, Public Interest Litigation and Alternative Dispute Resolution (ADR) in the form of Mediation as well as Psychosocial Support. The **Women and Governance Program** focuses on advocacy, policy engagement and transformation of formal and cultural systems to ensure that they are gender sensitive and responsive, uphold and respect women's rights.

BACKGROUND

Over the past several decades, there have been notable gains in women's leadership, with more women in decision-making roles in politics, businesses, and communities than ever before. While progress remains slow, limited, and uneven, the following policies, strategies, and initiatives have shown success in balancing power between men and women in leadership.

Women's share of parliamentary seats has increased by almost 0.6 percentage points each year since 2007, approximately doubling women's representation in parliaments since 1995. Globally, during the 2017 elections, women took approximately **5%** more seats than before.

Women are powerful agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are increasingly recognized in all spheres of society.

Women as leaders and decision-makers at all levels are critical to advancing gender justice and gender equality—and to furthering economic, social, and political progress for all. When women are meaningfully represented and engaged in leadership bodies – such as legislatures, courts, executive boards, and community councils – laws, rulings, and decisions are more likely to be inclusive, representative, and take diverse views into account.

- 1) Women's leadership within households, including decision-making over land and household income, improves access to education and healthcare for their families.
- 2) Countries with a greater proportion of women as top decision-makers in legislatures have lower levels of income inequality.¹ Peace agreements are 35% more likely to last at least 15 years if women leaders are engaged in their creation and execution.
- 3) When women hold more executive leadership positions, their companies are more profitable: companies in the top quartile for gender diversity on executive teams are 21% more likely to outperform the national average.
- 4) The case for balancing the power equation in leadership has never been more clear: elevating

women in decision-making benefits politics, businesses, and communities. Women's leadership is also intrinsically linked to achieving the Sustainable Development Goals—including and beyond Sustainable Development Goal 5 “Achieve gender equality and empower all women and girls.”

SCOPE OF CONSULTANCY

The **AWESOME** programme, (**Advancing, Women, Engagement and Strengthening Opportunities to Mobilize for Equality**) funded by the **Dutch Ministry of Foreign Affairs**, was launched in **2021** in the context of the COVID19 pandemic and various crises that exacerbated vast and multiple global inequalities. In the face of a challenging implementing context, characterized by lockdowns, restrictions in travel, technological and vaccine inequality as well as conflicts in the consortiums countries of operation, AWESOME partners bravely and boldly continued to work to strengthen the women's movement and create solidarity between Women's Rights Organizations (WROs) and Disability Women's Rights Organizations (DWROs) to collectively challenge the unequal power relations. The AWESOME partners worked to provide safe spaces for women's rights organizations to come together to increase collaboration and solidarity as well as support and advocate for crucial services affecting women and girls in their communities

The project has 4 outcomes which aims to:

- 1) *Promote women's rights*
- 2) *Assist women and girls at the community level seek redress and access justice in cases that are aligned to the achievement of SDG 5*
- 3) *Build a strong response mechanism for cases of sexual and gender based violence women and girls to enhance access to justice*
- 4) *Promote women's participation in the elections and appointive positions of governance*

FIDA-Kenya has been on the forefront in supporting this course. In reference to the Gender audit report of 2017, the findings necessitated FIDA-Kenya to come up with strategies in efforts to increase the participation of women in leadership and governance in the political field. In connection to this, FIDA-Kenya would like to Conduct a **Gender Assessment of the 2022 General Election**. This study will help both FIDA and partners audit to what extent the gender agenda in the just concluded general elections has been achieved. It is in this regard that the organization is seeking for the services of a suitable firm to undertake this assignment.

Overall objective of the consultancy

The overall objective is to conduct a **Gender Audit of Kenya's General Elections 2022**

Specific objectives of the assignment

1. Analysis of the two thirds gender rule and its effect on equality and equity;
 - I. What is two thirds gender rule?
 - II. An analysis of the impact of advisory by supreme court?
 - III. Role of women political caucus influencing two thirds gender rule, review and interrogate the policy/legislative framework that supports women political participation and leadership while considering the role of forums such as KEWOPA
2. Review and interrogate the 2/3rd Gender Rule – structural and legal barriers preventing its implementation
3. Milestones Kenya has made concerning the agenda.
4. Role of religion, cultural and societal norms/perceptions around the topic

5. Challenges facing female candidates during pre-during and post elections – accountability for discrimination and violence
6. Political party fund how two thirds gender rule has influenced political parties' compliance to having women in leadership in parties
7. Representation visa-vis the 2013, 2017 & 2022 general elections
8. Recommendations geared towards increasing more women in leadership positions – interventions to implement the Constitutional imperative of 2/3rd gender
9. The role of intersectionality (women, women with disability, intersex, gender versus tribe) in influencing nominations and appointments.

Methodology

The consultant will be expected to utilize both qualitative and quantitative participatory approaches to conduct the research. Among stakeholders to be engaged are FIDA-Kenya beneficiaries, including those from (FIDA-Kenya's Women Leadership Academy) and state and non-state actors instrumental in the electoral process. These may involve key interviews and FGDs with select stakeholders.

Indicative Time Frame

It is expected that the whole task should be completed within 30 calendar days.

Deliverables

The following are the deliverables:

1. Inception report detailing the methodology, work plan and budget.
2. Submission of all data collection tools for approval before data collection.
3. First draft research report.
4. Submission of hard and electronic copies of materials, data collected/analyzed and other documents.
5. A summary PowerPoint presentation highlighting main findings and recommendations.
6. Final report detailing the process and methodology, findings, lessons learnt and key recommendations.

The consultant shall report to **the Head of Programs and have direct communication with FIDA-Kenya's Monitoring and Evaluation team, and Senior Programs Officer-Women and Governance** during the execution of this assignment.

Expected Profile of the Consultant

1. Bachelor's degree in Social Sciences, Law, Research or Gender Studies. (Master's degree in the above will be an added advantage.)
2. A minimum of 10 years' experience undertaking research on human rights.
3. Evidence of undertaking similar work in the last five years.
4. Excellent analytical and report writing skills.

Requirements

Interested, companies or research firms should submit a detailed expression of interest (technical and financial proposal):

- The technical proposal should include an interpretation of the objectives of the consultancy, detailed

methodology and an elaborate work plan. Organization capacity statement, past experience and activities CVs of the consulting team and their roles in the achievement of the assignment; names, addresses and telephone numbers of three professional referees.

- The financial proposal should include a detailed budget proposal; a detailed profile of the firm including contact and physical address, telephone numbers and copy of registration certificate, VAT and PIN where applicable.
- At least one support evidence for gender audit work.

Interested applicants should send their expression of interest documents (in PDF format), clearly marked **“Expression of Interest –Gender Audit 2022 general elections** on or **before 5.00pm on Friday 10th February, 2023** to: **The Executive Director, Federation of Women Lawyers (FIDA-Kenya), Amboseli Road, Off Gitanga Road, Lavington. P.O. Box 46324– 00100, NAIROBI** or email to: procurement@fidakenya.org