

## **Terms of Reference:**

### **Gender-transformative development policies and practices in Poland**

#### **Short-term consultancy**

One World Action and the KARAT Coalition seek a short-term consultant to research the extent to which the EU commitment on women's empowerment and gender equality<sup>1</sup> has informed Polish development cooperation policies, programmes and processes. Research findings will support awareness-raising and capacity-building within Poland and at the European and Member States levels. This project is part of a joint One World Action and KARAT initiative: *Connect! East/South/West Women for development* which aims at supporting CSOs in engaging with policy-makers and the public for gender sensitive development cooperation.

#### **Background:**

Enlargements to the membership of the EU in 2004 and 2007 extended to New Member States the Union's responsibility to reduce poverty and address women's empowerment and gender equality through development cooperation. Over the past 15 years, the EU established strong commitments to gender equality and women's empowerment and with the Amsterdam treaty, the integration of equality between women and men into all Community policies and activities<sup>2</sup> became a legal requirement. In the development arena, this commitment was translated in the EU Consensus on Development cooperation, the Gender Communication and more recently the Gender Equality Action Plan. In joining the EU, NMS became politically and legally bounded by these commitments. During the accession process the lack of clarity from the EU with regards to development cooperation (ref.) lead to discrepancies between commitments and practice, a gap which is heightened when gender equality and women's empowerment is considered.

The NMS are key players to contribute to the EU commitment to poverty reduction and achieving the MDGs: Their experiences both as aid recipient and donor can lead the way to innovative approaches to development and the creation of an enabling environment for CSOs-donor engagement. However, expertise in the area of women's rights in development is somewhat limited and political will inconsistent. This piece of research propose to explore the extent to which gender equality commitments were appropriated, owned and contributed to shape development policies and processes in Poland.

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<sup>1</sup> These commitments include: The Development Consensus on Development (2005), The Gender Communication (2005) and the EUGender Action plan (2010)

## **Objectives:**

1. Gather solid evidence about how NMS policy commitments to gender equality in development cooperation are being translated into action
2. Ensure that recipients of Polish Development Cooperation in the Global South express their views on what needs to be done to ensure that gender equality policies are fully implemented.
3. Formulate sound recommendations to push for gender equality to be at the centre of the NMS development cooperation and strengthen an enabling environment for CSOs to deliver on gender equality in Polish development cooperation

The output of this analytical work will be presented in a case study format which will support awareness-raising at the Member State and EU levels.

The research findings will be presented at the two national dialogues (Czech Republic and Slovakia) within the frame of the *Connect! East/South/West Women for Development* project and at the final regional conference in Warsaw during the European Development Days (parallel event).

## **Rationale for country selection:**

The research will focus on two of the new EU Member States - Poland and the Czech Republic - and three aid recipient countries - two in Sub-Saharan Africa (to be determined) and one Eastern country (possibly Moldova). Both Poland and Czech Republic recently initiated institutional changes to their development cooperation and aid systems – from development legislations to the establishment of development cooperation agencies and centralising the coordination of overseas development aid, as well as developing clear strategic plans. Most of these processes are undergoing or being initiated, thus allowing significant possibility to influence development practice to ensure attention to women's rights and gender equality. Concurrently, these experiences can serve to inform the approach of other new Member States, such as Romania and Bulgaria, and further down the line, candidate and potential candidate states to the EU.

## **Methodology:**

The consultant is expected to work closely with KARAT Coalition and One World Action (if it is required also with Gender Studies from Czech Republic). Information will be collected through desk research and interviews (face-to-face interviews in Poland and telephone/skype interviews in sub-Saharan Africa).

**Desk research:**

Critical review of the institutional framework for development cooperation and gender equality at the national level: development priorities, gender policies, strategic and operational plans and human and financial resources for women's rights. International documents, commitments, strategies, etc are also core documents for this review.

**Interviews in Poland and partner countries:**

1. Polish Policy-makers and civil servants (around three) closely involved with the projects analysed and/or championing gender in the both Polish Development departments in Ministry of Foreign Affairs (MFA). Ideally a cross section, both junior and senior in Poland and in partner countries.
2. Civil Society Organisations (at least three) varying in size and strength working in different areas (service-delivery, policy-change and advocacy, women's organisations and CSOs) in partner countries
3. Polish Civil Society Organisations (at least three), implementing programmes and projects funded by Polish Development Cooperation/ Aid.
4. National government policy (at least two), civil servants (i.e. working in health care, finance, education, national women's machineries, agriculture) in partner countries.
5. If time allows the consultant could also interview members of the EU delegation and Academics active on gender issues, democracy and human rights.

**Focus on a Polish-funded project/programme:**

The consultant will select three or four of the priority projects funded and managed by Polish Development Cooperation. To the extent that this is possible, a long-term project should be chosen, focusing on mainstreaming gender into a large-budget project rather than a women-focussed project. All aspects of these projects should be examined, from the call for proposal, selection criteria, mainstreaming of gender in project cycles, gender impacts of the project, use of sex disaggregated data and indicators, and gender analysis etc. The diversity of the projects should be a key factor in selection (e.g. implemented by different actors – not only CSOs; existing/non-existing gender component; lack of gender issues even if it is applicable etc.)

**Outline of the case study:**

The researcher will be provided with the outline of the case study report with approximate length of each section. The outline will be finalised in consultation with the researcher.

**Guidelines on collection and use of data:**

The case studies will be based on information collected through questionnaire and

previously documented evidence. All original sources of documentation must be provided. Summaries of foregoing data and research will be welcomed if it is applicable. Quotation material (including material generated through the interviews) must be fully referenced to the original author with their permission. The referencing system will be the Harvard style  
[http://workspace.imperial.ac.uk/library/Public/Harvard\\_referencing.pdf](http://workspace.imperial.ac.uk/library/Public/Harvard_referencing.pdf))

**Deliverables and timetable:**

The proposed work would start in July 2011 and be completed by the first week of October 2011. The consultant will report directly and on a monthly basis (time to be agreed) to Marta Gontarska ( [marta.gontarska@karat.org.pl](mailto:marta.gontarska@karat.org.pl) ) and will work closely with the project advisory committee.

30 days of research and writing is budgeted for, to be spread out and scheduled as appropriate

Suggested use:

- 4 days start-up and desk research
- 10 days interviewing
- 12 days to write-up (outline and draft 1)
- 4 days write-up of final draft

<b>Deliverables</b>	<b>Deadlines (days in the contract period)</b>
Start	July 2011
Schedule of meeting with the MS institutions	end of July 2011
Schedule of meetings for telephone interviews (government, international organisations and civil society)	July 2011
Interview questionnaire development	mid July 2011
Interviews	July - August 2011
Finalisation of the outline of the case study	August 2011
First draft of case studies	mid September 2011
Final case studies	first week of October 2011
Soft copies of background documentation used	first week of October 2011

**Profile of the consultant:**

The ideal candidate for this position will hold a Masters degree in a relevant field

(Development studies, Women's Rights and Gender Studies, Sociology, International Relation, Public Policy). Candidates with knowledge of the development cooperation context in the NMS (especially Poland) as well as the EU policy environment are strongly preferred. Strong gender expertise and analysis is essential. The candidate must have proven record of conducting primary and secondary research and be comfortable with using online communication tools for interviewing. Ability to work with minimal supervision is necessary. An excellent command of written English, as well as Polish is essential for this position.

Interested applicants are requested to e-mail their CV and cover letter to Marta Gontarska, project coordinator, KARAT Secretariat: [marta.gontarska@karat.org.pl](mailto:marta.gontarska@karat.org.pl)

Only short-listed candidates will be contacted.