



Women and Law

in Southern Africa Research and Educational Trust - Swaziland

Swaziland Office:
Esser Street 142
Mandlenkosi building
Mantzini, Swaziland

P.O. 508, Mbabane, H100, Swaziland
wlsaswaziland@gmail.com
Tel: (+268) 2505 6343

Regional Office:
Plot No. 14022, Off
Katimalilo Road, Olympia
Extension, Lusaka, Zambia

Terms of Reference to undertake an After-Action Review for the Vote for a Woman Campaign implemented by WLSA

Period: **March 2019**

1. Background

The inclusion of women's participation in decision making processes was identified as one of the key advocacy points that the organization would focus on, building up to the National elections. Coming from the 2013 national elections results where only one female Member of Parliament was elected. WLSA was able to secure three separate grants (namely CAFOD, United States Embassy small grant and National Endowment for Democracy grant) to run a vote for a woman campaign, in line with her strategic and advocacy objectives. The **"Breaking Barriers: Enhancing Swazi Women's Participation and Representation in Decision Making"** project which sought to create a platform for women's political endeavors and roles in society and to equip them with knowledge and skills that enable them to participate actively in decision-making processes at all levels.

The overall objective of the project was to promote equal participation and representation of women and men at all levels of decision-making in Eswatini; and its specific objective was to strengthen the capacity and leadership skills of women to confidently claim their rights and effectively engage in decision making processes. As part of the project activities kick started with a qualitative research Baseline on barriers to women participation in leadership positions. This study looked at barriers and opportunities, it also made recommendations on measures that could be undertaken for women participation in leadership positions.

WLSA also facilitated workshops for women aspiring to be in decision making, female nominees and potential Members of Parliament. This created a platform for women leaders and has facilitated an on-going platform for these women, in which they are able to remain connected and support each other's campaigns throughout the country. A National Women's Agenda formulated during a women's convention, to be presented to parliamentarians, was drawn by women from all sectors of Eswatini; Legal, Socio Economic, Education, Health and youth. As well as civic education was conducted at community level by WLSA Paralegals.

It is imperative for the organization to review this campaign following that despite implementing the above-mentioned activities, the vote for a woman campaign yielded very low results, as only two (2) women were voted into parliament out of 59 constituencies; also only 14% women were elected for Bucopho and 8 Women for Indvuna Yenkhundla out of 59 constituencies. We propose to do an after-action review of the project which will also help to inform our advocacy strategy going forward, which we are currently reviewing.

1.1 Overall Objective: *To conduct a comprehensive After-Action review of the vote for a woman campaign and contribute to the strategic and advocacy plan of the organization.*

1.2 Specific objective(s): To evaluate the Vote for a Woman Campaign model of advocacy during the 2018 National Elections Period, identifying the desired outcomes compared to what the actual outcomes of the project were and coming up with a way forward.

1.3 Anticipated results:

Result 1: Vote for a Woman Campaign by WLSA reviewed

Result 2: Clear plan for future women participation in leadership interventions guide.

The above expected results will be realized through implementation of these key activities:

Outputs

- ✓ Interactive overview of the key milestones/decisions/context of the intervention
- ✓ Critical analysis of the strategic choices and decisions
- ✓ Critical analysis of the successes at the level of implementation
- ✓ Potential areas for learning
- ✓ Recommendations for the future advocacy where relevant

2. Scope and focus of assignment

The consultant is responsible for facilitating an after-action review process with WLSA staff members, and any other stakeholders that s/he may deem need to be consulted.

The review should focus on the appropriateness of the chosen strategies/approach and provide an analysis of the effectiveness of the intervention. The analysis should identify key learning areas based on examples of good and bad practice as well as make recommendations for possible future best practices which can potentially improve learning and strategies into the future.

The assignment is envisaged to chiefly assess on how the advocacy strategy was designed and implemented; addressing questions like:

- Were the existing strategies sufficient to address the advocacy needs? (Appropriateness)
- How did the advocacy strategy anticipate, adapt and change during the duration and evolution of the intervention? (Effectiveness)
- What were the main opportunities and constraints for implementing the strategy and meeting the resulting advocacy objectives? (Effectiveness)
- Were there any identifiable or measurable impacts from the advocacy response and what were they? (Impact)

3. Deliverable

- After-action review consultative meeting with WLSA staff members (including paralegals), civil society and women who were nominated candidates.
- AAR document to be presented to partners and key players in the women's rights movement.
- Reflections/learnings of AAR by facilitator (half a page)

4. Reporting and timeline

Consultant shall report to WLSA National during the duration of the assignment. The assignment is expected to last a period of 10 days commencing on 1st March 2019.

5. MINIMUM CRITERIA FOR SUBMISSION OF PROPOSAL FOR BID

Essential

The consultant(s) shall have:

- Extensive experience (at least 5 years) in strategic planning and organizational development.
- Demonstrate a strong understanding of gender, women's human rights and electoral processes.
- Demonstrated high level of professionalism and an ability to work independently and in high pressure situations under tight deadlines.
- Demonstrate substantial experience in undertaking advocacy evaluations; experience with AAR is an added advantage.
- Demonstrate strength in report writing.

Desirable

- Experience in developing and implementing advocacy strategies for human rights organizations.

NB: Please explain how you meet these criteria by writing a statement of interest that clearly addresses the bullet points and how your background and experience make you the most suitable candidate. Applicants who do not provide this information in the format we have requested will not be shortlisted for interview.

Send All applications to wlsaswaziland@gmail.com by 20th February 2019

-