



## TERMS OF REFERENCE

### **Consultant Gender and Diversity in Emergencies**

### **International Federation of the Red Cross (IFRC)**

## 1. **SUMMARY**

The social relations between men and women, including their diverse characteristics (age, sexual orientation, skills, disabilities, mental and physical health) determine cultural practices in every community. The way they are defined creates differences in the roles and responsibilities of men and women. It also leads to inequalities in their access to, and control over, resources and decision-making. The combined effect of these differences and inequalities means that women and girls, and men and boys face different types and levels of exposure and vulnerability to natural hazard risks and disaster impacts. Gender-based behaviors and stereotypes can further contribute to gender differences, sometimes with devastating economic, social, cultural and political consequences<sup>1</sup>.

Not all people affected by an emergency, experience it in the same way. Emergencies accentuate existing gender inequalities and the incidence of gender-based violence (GBV) often increases during and after emergencies. Gender and other social factors, including age, disability, health status, including HIV AIDS and other chronic illnesses, social status, ethnicity, etc. shape the extent to which people are vulnerable to, affected by, respond to and recover from emergencies<sup>2</sup>

From a gender-sensitive approach, understanding the differential risks and impacts of disasters on men and women is critical to achieving sustainable development and more effective recovery programs in communities affected by emergencies. Therefore, it is a mandate of the humanitarian organizations to adapt/modify their emergency services to consider the specific needs of the most affected, promote the empowerment of the stigmatized and discriminated populations, and the prevention, mitigation and response of sexual gender-based violence, among other key interventions to promote dignity, access, engagement and equality.

Following the IFRC Strategic Framework on Gender and Diversity 2013-2020 and the 2015 International Conference Resolution "Sexual and gender-based violence: joint action on prevention and response", the IFRC Americas Regional Office (ARO) is committed to ensure its actions are non-discriminatory towards people of all ages and backgrounds, and to promote gender equality and respect for diversity, and integrate prevention and response to gender based violence across operations.

In 2013 the Canadian Government and the Canadian Red Cross formed a strategic partnership to strengthen local Red Cross and Red Crescent societies in targeted countries and improve the regional and international humanitarian response capacity of the International Red Cross and Red Crescent Movement. The Capacity Building for Emergency Response in the Americas Project (CERA), the Strengthening Global Emergency Response project (SGER) and the Health in Emergency project are all part of this partnership and have

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<sup>1</sup> A practical guide to gender-sensitive approaches for Disaster Management. IFRC.

<sup>2</sup> Minimum standard commitments to gender and diversity in emergency programming. IFRC



three principal cross cutting themes - Gender Equality and Diversity (G&D), Violence Prevention and Protection (VP) and Community Engagement and Accountability (CEA).

The CERA project works to strengthen the emergency preparedness and response capacity of five Red Cross National Societies (NS) in the Americas: Nicaragua, Honduras, Dominican Republic, Jamaica and Haiti. The National Societies, with the support of Canadian Red Cross, have the aim to integrate the cross-cutting themes into their Disaster Risk Management (DM) policies, procedures, mechanisms and support systems, to save lives, promote respect for diversity, alleviate suffering, and maintain human dignity

With the support of the Strategic Partnership projects and in cooperation with the Canadian Red Cross the International Federation of Red Cross and Red Crescent Societies seeks to integrate gender and diversity in their Disaster Management actions.

## **2. JOB DUTIES AND RESPONSIBILITIES**

Under the guidance and direct supervision of CRC's Cross Cutting Themes Regional Advisor and in close coordination with IFRC's Operations Coordinator, Social Inclusion Senior Officer, and Program Coordinator, the Gender and Diversity Consultant is expected to perform the following activities:

CERA – 70%

- Provide guidance, technical assistance, and training to staff and volunteers of the CERA Red Cross National Societies in Nicaragua, Honduras, Dominican Republic, Jamaica and Haiti to integrate gender and diversity sensitive strategies into the design, implementation, monitoring, evaluation and reporting of their emergency programming
- Support the CERA Red Cross National Societies to develop specific mechanisms and actions that consider the distinct needs and safety risks that females and males of all ages, including those from marginalized groups, face in emergency settings; and promote the empowerment of stigmatized and discriminated populations.
- Develop informational, educational and communicative (IEC) materials for the CERA National Societies to guide and provide orientation to staff and volunteers on the IFRC's Minimum Standards of Gender and Diversity in Emergencies and other related topics, and mainstreaming gender and diversity in emergencies including gender-based violence and sexual gender-based violence in emergencies
- Support the CERA project in identifying appropriate and quality technical support from within the Red Cross Movement (IFRC, ICRC and National Society peers – including Canadian Red Cross) and from outside the Movement (public, private and non-profit sectors) for the NSs on mainstreaming gender and diversity in emergencies.
- Support CERA National Societies in developing a policy on protection from sexual exploitation and abuse
- Provide technical assistance and guidance to the CERA National Societies in planning, management, monitoring and reporting, mainstreaming gender and diversity into their Disaster Management activities.



## REGIONAL – 30%

- Support the IFRC ARO in rolling out the Minimum Standard Commitments to Gender and Diversity in Emergency Programming in the Americas Region and adapting the IFRC training module “7 moves: Minimum Standard Commitments to Gender and Diversity in Emergency Programming.”
- Provide technical assistance, coaching and guidance to IFRC’s Americas Regional Office staff to integrate gender and diversity into IFRC operations in accordance with the Minimum Standard Commitments to Gender and Diversity in Emergency Programming, including DREFs and Appeals operations.
- Provide technical support to incorporate gender and diversity in emergencies in the IFRC’s the Regional and National Intervention Team (RIT and NIT) training curriculum and other relevant training’s curriculums for emergency responders
- Provide training to select IFRC and CRC staff on mainstreaming gender and diversity in emergency programming
- Undertake other duties that may be assigned from time to time which are commensurate with the role of the Consultant.

The Gender and Diversity in Emergencies Consultant will be contracted by the IFRC’s Secretariat Zone Office in the Americas but will work under the direction of the Canadian Red Cross’s Program Coordination Office in Panama.

### **3. DELIVERABLES**

- Work plan for carrying out the activities of the consultancy (CERA and Regional).
- Roadmap for CERA NS with measurable actions to be taken to integrate gender and diversity sensitive strategies into the design, implementation, monitoring, evaluation and reporting of their emergency programming and develop specific mechanisms and actions that consider the distinct needs and safety risks that females and males of all ages, including those from marginalized groups, face in emergency settings.
- Roadmap for IFRC’s ARO with measurable action to be taken to integrate gender and diversity into IFRC operations in accordance with the Minimum Standard Commitments to Gender and Diversity in Emergency Programming, including DREFs and Appeals operations.
- Guidance, technical assistance and training provided to CERA National Society Staff and volunteers on gender and diversity in emergencies.
- IFRC’s “7 Moves: Minimum Standard Commitments to Gender and Diversity to National Societies” training module adapted to the Americas context and a regional training delivered.
- Updated NIT and RIT curricula to reflect a gender-sensitive approach
- Guidelines and IEC materials for gender mainstreaming in emergencies.
- Development and implementation of a training plan for IFRC’s Disaster and Crisis Department and the Canadian Red Cross CERA team
- Monthly narrative reports.



#### **4. EVALUATION CONSULTANT AND QUALIFICATIONS**

- University Degree, preferably Master Degree, in the field of women's studies, gender and development, social sciences or related studies.
- 5 to 7 years of strong technical knowledge and experience on gender-based violence, and gender mainstreaming in emergencies and complex situations.
- Proven experience producing high-quality research on gender issues and ability to absorb, analyze and synthesize large amounts of complex information.
- Experience in design, monitoring and evaluation of projects incorporating a gender and diversity approach.
- 3 to 5 years working experience for a humanitarian aid organization in the Americas and/or the Caribbean. RCRC experience will be treated as an added value.
- Experience with project planning, Results Based Management and project management. Ability to use Logical Framework approach.
- Experience in development of educational resources (guidelines, IEC materials), curriculums, policies and procedures.
- Proven leadership, mentoring, team building, relationship building, negotiating and influencing skills.
- Working knowledge of computer software applications (Windows, Excel, Power Point)
- Knowledge of the Red Cross Red Crescent Movement.
- Fluently spoken and written English and Spanish (essential). French (desired)
- The consultant is expected to have flexibility to travel 50% of the time (required).

#### **5. PAYMENT MODALITIES AND SPECIFICATIONS**

Monthly payment upon submission of monthly report and validation of CRC's Administrative and Financial Coordinator.

#### **6. APPLICATION PROCESS**

Recommended Presentation of Proposal:

- Curriculum Vitae
- Brief description of approach to work and financial proposal (max 1 page each)

To be considered, please submit a complete application package by June 23, 2017 at 12:00 PM (noon) to [evelyn.vallejosalcedo@redcross.ca](mailto:evelyn.vallejosalcedo@redcross.ca). Any incomplete submission will not be considered.