

Terms of Reference: LEAP4Peace Consortium

Colombia research paper

1. Background to LEAP4Peace

The [Women Leadership and Participation for Peace \(LEAP4Peace\) programme](#) is a consortium of organizations from Burundi, Colombia, Myanmar, the Netherlands and the UK. The Consortium was formed with the specific goal of advancing the role that women play in peacebuilding and political processes in the three target countries – Burundi, Colombia and Myanmar – and promoting that role at a global level.

The LEAP4Peace Consortium addresses the structural underrepresentation of women in peacebuilding and politics and supports women's political leadership and the participation of women in decision-making processes. The Consortium has identified four barriers to meaningful participation and the empowerment of women in peacebuilding:

1. Persistent patriarchal and exclusionary power structures that reproduce social norms and perpetuate gender inequality.
2. Ignorance, the lack of willingness and intended and unintended barriers for women with regard to political participation and decision-making processes.
3. Inadequate and exclusionary legal and policy frameworks in post-conflict settings.
4. A diminishing space for civil society to advocate for gender equality.

LEAP4Peace recognizes the interconnectedness of these barriers and the importance of addressing all of them in order to deliver the strategic programme objective of achieving a conducive environment for the full and meaningful inclusion of women in political and decision-making processes so as to sustain peace in Burundi, Colombia and Myanmar.

The two long-term objectives the programme aims to achieve are:

- The meaningful representation of women in decision-making roles for peacebuilding.
- A supportive policy framework for women's rights and political participation in peacebuilding.

2. Context

Since the adoption of UN Security Council Resolution 1325 in 2000, the importance of women's participation in peacebuilding has been both recognized and widely defended. However, in practice, over the past 20 years women and women's rights and women-led civil society organizations have not been included in high-level decision-making forums and their participation has not been meaningfully supported by international and national actors.

Through our work as part of the LEAP4Peace Consortium and research and partnership with civil society organisations in Myanmar, Colombia and Burundi, we have seen a number of barriers to meaningful participation and the empowerment of women in peacebuilding. When we talk about barriers we need to think about the initial barriers to participation, but also what happens for women when they do become involved in these processes. As was demonstrated in the first L4P Knowledge Product '[Pillars for Peace](#)' there are multiple barriers that stop women from participating in the first place, but beyond this, when women are able to participate in these spaces, the systems and structures of these processes, and wider societal pressures and expectations don't support their participation. The approach of 'add women and stir' to existing peace processes and peacebuilding activities will not be able to achieve the

full, equal and meaningful participation of women in decision-making. Such systems and structures must therefore be transformed and alternative approaches sought.

3. Purpose of research & output

This consultancy is for the research and writing of a paper focused on women's participation in peace processes in Colombia that will be a useful resource to use to advocate with decision-makers and national governments. This will complement separate papers that will be produced focused on Myanmar and Burundi, and all three will be featured in a global-level paper that collates the findings from all three papers and will highlight key examples, for advocacy with national governments and multilateral institutions.

The country-level paper will cover the overall theme and will provide relevant practical examples of work related to this theme and the specific sub-theme (identified below). The paper will use the findings from key informant interviews and focus group discussions to inform the lobbying and advocacy processes in country.

Through desk-based research and consultations with 8-10 stakeholders including women human rights defenders (WHRD), women's rights organisations (WROs), civil society organisations (CSOs), women leaders, women's rights movements & networks, and women in politics in Colombia, the paper will:

- Set out the context of peace, peacebuilding, women's rights and political structures in Colombia.
- Briefly summarise the work undertaken by the L4P Partners (NIMD Colombia), and the experiences of NIMD Colombia's implementation of the L4P programme.
- Share the findings from the consultations and desk research
- Identify best practices and innovative solutions in grassroots peacebuilding activities (including links to politics) and provide recommendations on how to support such practices through at least one significant case study (or more)
- Include the perspectives of women peacebuilders and their thoughts and experience on what solutions and approaches work to improve women's participation.
- Provide analysis on the current systems and structures, capturing lessons on what works, including identifying tangible action points for sustainability of the results resulted to these specific examples.

4. Themes

The overall theme of the global paper will be **innovative and transformative approaches to systems and structures of peacebuilding, with a focus on a bottom-up approach from local and community women peacebuilders**, framed through the role of women human rights defenders and women political leaders (at all levels).

The Colombia country paper will cover the overall theme, with a related sub-theme. This will be identified and agreed between the consultant, country leads and GAPS and may be clarified following the research process; the theme will be reflective of the work in each country, will allow strong case studies to be showcased in the paper and will complement the themes of the other countries. The questions for the key informant interviews and focus group discussions will have questions on the overall theme and follow up with more specific questions to bring out findings.

The suggested sub-themes for each country are as follows (to be confirmed):

- **Colombia: engaging in the NAP 1325 process, violence against women activists**
- Burundi: grassroot multi-party networks, successfully changing legislation in Burundi.

- Myanmar (both NIMD & GEN): the protection and empowerment of women human right defenders, building women's networks at local levels and connecting women's networks with global networks.

The global paper will draw on the content of the country papers to collate the findings on the overall theme and use the findings from each country as tangible examples to illustrate this, in order for the paper to be used effectively by the international WPS sector in their policy and programming.

5. Draft structure

The paper will be 4-6 pages and will include an introduction, overview of the context & project, case studies and example of best practice, findings and analysis from the consultations, and lessons learned. A suggested structure is detailed below.

1. Introduction
 - a. Country context: history of peace and political structures/opportunities for women's participation in peace and political structures
 - b. Short summary on work under LEAP4Peace Consortium
2. Findings and analysis from consultations: highlighting women's voices/perspectives on the best practices
3. Lessons learned from the findings and tangible recommendations/action points based on case studies
4. Brief description of methodology, bibliography & sources

6. Methodology & responsibilities

The LEAP4Peace Consortium will contract an independent consultant who will undertake the research and write up of the report. The consultant's work and remit will reflect the content of the Terms of Reference document.

The consultant will have experience of research and policy analysis in Colombia, with a background or focus on women's rights, gender equality, conflict and/or politics.

The consultant will undertake desk-based research to gain an overview of the country context and review of women's participation in peace and political structures in Colombia.

They will consult with 8-10 stakeholders through key informant interviews or focus group discussions. The consultant will draft a list of potential stakeholders to consult, which will get input from the L4P partner and GAPS, to ensure that the list is achievable and covers the range of stakeholders discussed in the 'Purpose' and 'Research principles' sections of this TOR. The final list of stakeholders will be approved and shared in an annex. The consultant will carry out the key informant interviews and/or focus group discussions with the stakeholders identified and follow appropriate guidance around consent, anonymity and confidentiality where required.

GAPS and the L4P Partners will draft a list of guiding questions for the consultations that have questions relevant to all countries and specific to Colombia. The consultant can amend them or add questions based on their experience and understanding of the context. The final questions will be approved and shared in an annex.

The consultant will write up the findings of their research into a paper. The consultant will produce a high-quality paper, following the draft structure laid out in the TOR, with sources cited. This will include an analysis of the findings and recommendations for the intended

audiences as stated in the TOR. The paper will be in either English or Spanish and will be translated into all three languages of the L4P Consortium (English, French & Spanish) for the final product.

All stakeholders consulted for the research will have the opportunity to review the final papers and join a validation meeting prior to the publication of the report to ensure that it reflects their input.

The consultant will report to either the L4P partner or GAPS and will maintain a record of working hours and days. The consultant will liaise closely with the assigned focal point to determine the content, structure and implementation of the research. GAPS can support with the review and editing of the paper at all stages. The consultant will inform the L4P team if any delays or problems occur that may affect the completion, quality or focus of the assignment or breach the terms of the TOR.

7. Research principles

Any research undertaken will follow guidance in the Beyond Consultations tool produced by GAPS (<https://beyondconsultations.org/>), which is available in English, Spanish and French.

Where possible the key informants will cover a range of backgrounds including women politicians, women leaders, women human rights defenders, women peacebuilders, women from women's rights organisations or women-led civil society organisations, women's movements and women's networks. The group of key informants should also be intentionally intersectional, in order to represent a diverse group of women with a variety of intersecting identities including by not limited to: age, class, disability, religion, sexual orientation, gender identity, ethnicity, region of the country.

Full consent of those participating will be explicitly sought and recorded. All participants will have the opportunity to review the papers and join validation workshops prior to the publication of the paper to ensure that they are content with it and understand the plans for dissemination.

8. Validation and dissemination

Validation and review will happen initially with LEAP4Peace Consortium partners – the draft report will be shared with them and feedback and comments will be invited ahead of a final revision process by the consultant. Following the final version being shared, the paper will be shared with all stakeholders and research participants through validation workshops to ensure that their contributions were accurately represented.

The paper will be then disseminated in events targeting the intended audience within Colombia. The three country papers will also be disseminated alongside the global report during national & international events focusing on the global report. The dissemination plan will be developed by the L4P partners.

9. Planned timeline

No	Activity	Deadline	Lead
1	Recruitment of consultant	26 th January	GAPS & L4P Partners
2	Desk based research	9 th February	Consultant
3	Case study collection & key informant interviews/focus group discussions	23 rd February	Consultant
4	First draft of report submitted	8 th March	Consultant

5	Feedback with comments on first draft	22 nd March	GAPS & L4P Partners
6	Revision of first draft; final draft submitted	8 th April	Consultant
7	Validation process	26 th Apr	GAPS
8	Proofreading, translation & design	3 rd May	External
9	Publication of global & country papers	3 rd Jun	All

10. Budget

The budget for the work detailed in this document to be undertaken by the consultant will not exceed EUR 3000 (approx. 10 days total). This will cover the costs for the consultant and any local travel and incidental costs.

All other costs (translations, design, dissemination) will be covered by the LEAP4Peace Consortium separately.

11. Application

Considering the scope of work detailed above and the required competencies, if you are interest in undertaking this work, please submit a concise covering paragraph, outlining relevant skills and experiences, along with your CV, to Sangeetha Navaratnam-Blair at GAPS (sangeetha.navaratnam-blair@gaps-uk.org) **by 09.00 GMT on Monday 22nd January 2024.**

Applications will be reviewed on rolling basis. Early applications are encouraged.

We welcome applications in English, Spanish or French.