



**Job Opening:** Consultant for African Women Leaders in Government (AWLIG) Virtual Forum

**Expected Duration:** 8 February – 5 April (8 weeks)

**Location:** Remote

## 1. Background

Women account for more than 50% of Africa’s combined population, but in 2018 generated only 33% of the continent’s collective GDP, overall, progress towards gender equality has stalled. Although some countries in Africa have achieved movement in the right direction on some aspects of gender inequality. In 2019, Africa’s gender parity score or GPS was 0.58, indicating high gender inequality<sup>1</sup>In politics and government male leaders outnumber female leaders by considerable margins with stereotypes and bias among leading obstacles to women’s leadership.

Despite advances towards recognition of women’s political, economic and social equality with men during the twentieth century, there is a continuing lack of women leaders to determine the political, economic and social progress of humanity. Women are largely absent from national and international institutions that govern our lives. There is growing recognition of the untapped capacity and talents of women and women leadership.

Women’s meaningful participation in politics and government affect both the range of policy issues that are considered, and the types of solutions that are proposed. Research indicates that a legislator or government institution leader’s position has a distinct impact on corporate sustainability thus making it critical that women need to be present in politics and at high governmental positions to represent concerns of women, children and marginalized citizens and help impose the responsiveness of the private sector sustainability strategies to prioritize issues that impact health , education, economic empowerment and quality of life issues.

Many development interventions that aimed to promote the empowerment of women focused on women’s leadership at household and community level, for example countless development projects aim to promote women’s participation in decision-making at community level, while others focus on the economic empowerment of women leaders, however, very little comparatively have been done to increase the chances of women attaining leadership positions in democracies, and would be women leaders are in fact much less likely to be elected, since political parties and parliaments have cultures, systems, and procedures that are biased in men’s favor. In spite of the barriers and bias, the African continent have recorded notable women leaders in the highest political and government offices of their countries- they include Eileen Shirleaf-Johnson of Liberia, Rose Rugendo of Tanzania, Charity Ngilu of Kenya, Inonge MbikusitaLewanika of Zambia and Margaret Dongo of Zimbabwe. Specioza Wandira-Kzazibwe, from Uganda is the first woman to ascend to the second highest political position in the land: a true rarity in Africa, and across the world. Despite this, African women remain grossly under-represented in the institutions

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<sup>1</sup> “The Power of Parity: Advancing Women’s Equality in Africa, November 2019 McKinsey Global Institute.

that make decisions for their nations. By the close of the last millennium, in only 17 African countries did women account for ten percent (10%) or more of parliamentarians.

While the degree of challenges faced by countries across the global community may differ, the aspirations are often the same. Maximizing the use of talent in the economy and society is critical to achieve inclusive growth and to foster national competitiveness. Equal access of both men and women to public and economic opportunities is part of a more equitable and sustainable economy and society. Gender diversity in decision-making contributes to improved trust in public institutions and favors more informed and inclusive policy making.

However, the following questions remain to be answered:

- I. Why are women leaders still marginalized from real power in politics and government, and what will it take to change this?
- II. What enables women's substantive voice and influence in decision making processes?
- III. Does women leaders' presence and influence in decision-making improve outcomes for women and advance sustainable development?
- IV. How can international actors better support emerging African women Leaders in government leadership and decision-making?

To answer these questions, the UNGC aims to conduct "An African Women Leaders in Government" Virtual Conference to capture stories, insights and wisdom from aspiring women leaders, governments and political leaders on what can be done to make "Gender Equality A Reality in Politics and Government".

## **2. Objectives of the Consultancy**

- a) To contribute to the regional discussion on power parity and advancing women's active involvement in political and government leadership in Africa.
- b) To provide insights and transformation at learnings on gender inequality in political leadership and government in Africa
- c) To identify and propose solutions to overcoming bias and barriers to women participation and leadership in African politics and government.
- d) To serve as a starting point for a series of regional dialogues on underrepresentation of African Women Leadership across sectors of society.

## **3. Scope of Work**

- a) African Women Leaders Profile - A total of twelve (12) profiles within twelve countries in Africa among current and former leading women will be developed and submitted.
- b) Interview Consultations- A structured questionnaire will be developed and will be used to conduct interviews among the twelve selected African women leaders in target countries to obtain relevant information on the constrains and recommended solutions to women participation in politics and government in Africa.
- c) Organize and Conduct five (5) virtual live highly interactive sessions viz West, East, South, Central and North Africa with pre-registered participants.
- d) Provide the virtual and human resource infrastructure needed for the execution of the project- AWLIG Virtual Live Forum

#### 4. Expected Outputs

- a) Inception Report - An inception report on the target countries, the proposed women leaders, the virtual infrastructure and the implementation agenda.
- b) Compiled Profiles - A detailed compiled bio-profiles of selected women leaders.
- c) Interview Consultation Report- A report of the interview consultations conducted with the women leaders.
- d) Registration List - A list of pre-registered participants.
- e) Virtual Session Recordings - An edited recording of the virtual sessions
- f) African Women Leaders in Government - A compendium report on insights, lesson learned and recommendations.

#### 5. Time Frame

The project should be completed within **eight weeks** of consultant's contract.

#### 6. Reporting and Working Arrangement

The consultant will need to work under the direction of Ms. Olajobi Makinwa, Chief of Intergovernmental Relations & Africa in implementing the project.

#### 7. Educational and experience requirements

- a) An advanced university degree in international affairs, business administration, management, economics or a related field.
- b) A minimum of 10 years of progressively responsible experience in international development, project/programme management, or related area is required. Experience with the United Nations system and Governments is desirable. Experience with gender and women empowerment is desirable. Experience with Africa is desirable.
- c) Written and verbal proficiency in English is essential.

#### 8. Application Process

Please include the following materials in your e-mail submission

**hrinquiries@unglobalcompact.org** with the subject heading “**Consultant for African Women Leaders in Government (AWLIG) Virtual Forum**”

- **Cover Letter** - Please explain why you would be the best candidate for the position
- **Resume/CV**

Deadline - Applications will be accepted until **Tuesday, 2 February 2021.**