

**Terms of Reference**  
**Policy Research – Beijing + 25**  
**February 2020**

**Introduction/Rationale**

The year 2020 marks the twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995). [Twelve critical areas of concern](#) for women globally were outlined in the 1995 agenda and include poverty; education and training; health; violence; armed conflict; economy; power and decision-making; institutional mechanisms; human rights; media; environment; and the girl child.

The UN Decade of Action was launched in January 2020 and with only ten years left to achieve the Sustainable Development Goals it is crucial that we accelerate our work to eliminate discrimination against women and girls and achieve equality in all areas of life (Goal 5).

Dóchas seeks to determine the progress made towards the Beijing Declaration and Platform for Action through policy research. The findings will be used to inform policy discussions and influence collective action in Ireland.

**Purpose and Objectives**

The overall objective of the research is to determine the successes and shortcomings of the global policy framework and blueprint for action since 1995 **from an Irish international development perspective**. The study will capture the Irish perspective on the progress made towards achieving the Platform for Action's promises and determine the areas of policy concern.

**Specific objectives**

- Capture Irish Aid's and Dóchas members' achievements in combating discrimination against women and girls, using the [Generation Equality Action Coalition](#) themes and cross-cutting issues as guidance

- Establish if the global policy framework and blueprint for action have influenced Dóchas members' work e.g. policies, goals, objectives, strategies
- Determine the areas whereby Dóchas members feel collective action is needed
- Capture ideas on how best to carry out collective action

## Methodology

Dóchas invites a consultant to carry out the policy research. It is anticipated that the following phases of work will be required:

### Phase 1 (approx. 2 days)

Carry out a desk review of available national and international policy documents and literature. Draw on findings to develop a questionnaire for circulation to Dóchas members.

### Phase 2 (approx. 5-7 days)

- Conduct a questionnaire with Dóchas members (supported by the secretariat)
- Conduct 5 to 7 interviews with Dóchas members
- Organise and facilitate one focus group discussion

### Phase 3 (approx. 2 days)

Write up findings and policy recommendations and submit a draft report for review

## Timelines

Submit a draft questionnaire for review (date TBC). A draft report will be expected in April (date TBC) for feedback and validation, with the final report due by the end of April at the latest.

## Outputs

A report outlining findings and recommendations (approx.10 pages long). Two members of the Gender task group will assist in managing this review, agreeing with the consultant the approach, timeline, outline of the specific outputs and budget.

## Skills and Experience Required

- Proven expertise in gender-related policy
- Proven research and facilitation skills
- Proven report writing skills including clear evidence-based recommendations for action

- Experience in the not-for-profit sector and knowledge of the international development sector

### **Terms and Conditions**

The total contract duration is for 7 to 10 days, to be completed by the end of April 2020 at the latest.

The exact fee and timescale are to be negotiated. Dóchas will not be liable for payment of PAYE, PRSI or USC in respect of this consultancy. Payment of all appropriate taxes remains the responsibility of the Consultant. Payment for days worked and expenses will be made on the production of an invoice when work is completed to the satisfaction of Dóchas.

### **Confidentiality and Data Protection**

A normal duty of confidentiality is expected in relation to Dóchas business, both during and after this consultancy. All documents (e.g. records, reports, plans, policies, papers, files) relating to work carried out in the course of this consultancy with Dóchas will remain the property of Dóchas at all times. The consultant will not retain copies of such records.

The consultant will not at any time either during the period covered by this contract or after its termination make use of or communicate to any unauthorised person/body any confidential information about Dóchas which may have been obtained during the course of this consultancy.

On termination of this contract by either party the consultant will deliver to Dóchas all records, documents, equipment etc. in their possession or control relating in any way to this consultancy.

### **Application process**

Please submit your expression of interest, including a brief outline of the methodology and timeframe you propose in line with this ToR, and a CV to [niamh@dochas.ie](mailto:niamh@dochas.ie) by **5pm on 26 February**.

Early applications are welcome and will be reviewed on receipt. Only shortlisted candidates will be contacted.