



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

CALL FOR APPLICATIONS EXTERNAL CONSULTANT – TEAM OF 2 GENDER MAINSTREAMING TRAINERS

Are you experienced with building the capacity of political actors? Are you experts on gender mainstreaming and have already developed and implemented a training on the topic? Do your previous projects show your commitment to intersectionality? Do you want to contribute to a project equipping EU political parties to adopt a gender sensitive approach in their programmes and political agendas? If yes, this opportunity is for you!

The **European Women's Lobby (EWL)** is the largest umbrella organisation of women's associations in the European Union, gathering over 2000 women's associations. The EWL has members in 26 EU Member States and three of the candidate countries as well as 17 large European-wide women's organisations. The EWL campaigns for a feminist Europe, which promotes women's rights and equality between women and men in the European Union in line with our organisational strategic framework "[Women Changing Europe: Building a Feminist Vision for the Future of Europe Strategy 2022-2026](#)".

The EWL is looking for a team of 2 trainers to develop a training module to improve gender mainstreaming on the political agenda of the European Union.

As a feminist organisation, we are seeking to build a feminist Europe that represents Europe in all of its diversity. As such, people/women of colour and from ethnic minority groups, people with disabilities, people from the LGBTQI+ community and people coming from marginalised groups are especially encouraged to apply.

1. Background

Women's under-representation in decision-making positions is a serious democratic deficit and a threat to the legitimacy of our political systems. It is crucial to ensure that the needs and experiences of the whole population are accounted for when designing, implementing, and monitoring policies – only then will true democracies be achieved. It is critical to ensure that women, in all their diversity, have equal opportunities to influence policies and political outcomes and that women's interests are on the political agenda. Achieving this goal requires that gender equality be mainstreamed throughout the whole policy cycle. To do so properly, it is essential to take into account women in all their diversity. Intersecting forms of discrimination lead to women and girls undergoing different disadvantages based on their socio-economic status, ethnicity, religion, age, sexuality, if they are women with disabilities, etc.

In view of the 2024 EU elections, the EWL aims to share its expertise and the knowledge of its membership with EU political parties to raise their awareness on the issue, support them in mainstreaming women's rights in their manifestos, political agendas, and legislative work.

2. Purpose, Focus and Task

To design and carry out a training module to equip EU and national political parties to effectively include diverse women's perspectives in decision and policymaking and to mainstream gender equality in their manifestos, political agendas and legislative work.

The training will primarily be delivered online but should also be adaptable to be used in-person. The training will be given to EU political parties and actors.

The training module will pay particular attention to intersectionality and accounting for women's diversity.

The training module will align with the broader policy and advocacy work of the European Women's Lobby, as well as with [EWL's Strategic Framework](#) and upcoming 2024 EU elections manifesto. It will embody our values: equality between women and men, diversity, peace, dignity, justice and respect.

3. Scope of Work, Methodology

We, therefore, expect **the team** of trainers to:

- Read carefully the documents mentioned in this call to make sure the EWL key principles are integrated into the content of the training;
- Be available for regular exchanges with the EWL team to define the needs and requirements of the project throughout the collaboration's duration;
- Take into consideration and include the feedback of EWL when developing the content of the training and through out the length of the collaboration;
- Be ready to work on this project from the notification of selection (approximately end of May 2023) to December 2023;
- Be available to facilitate online trainings for a total of 150 people end of November 2023;
- Carry out individual evaluations of each training sessions and use participants feedback to improve the remaining training sessions until the end of the project;
- Carry out a final evaluation of the training sessions and use these data to produce a final report on the project by beginning December 2023;
- Train at least one member of EWL Secretariat so that they can give the training themselves after completion of the project (December 2023).

4. Results and Deliverables

1. To develop a gender mainstreaming training for EU political parties usable online and in-person by end August 2023;
2. To train around 150 participants online by end November 2023;
3. To train a member of the EWL Secretariat to enable them to give the training after the completion of the project;

4. To develop a toolkit on gender mainstreaming for participants to receive after attending the training by end August 2023;
5. To carry out individual evaluations of each training sessions and use participants feedback to improve the remaining training sessions until the end of the project;
6. To carry out a final evaluation of the training sessions and use these data to produce a final report on the project by beginning of December 2023.

5. Duration and reporting of the research

The final first version of the training module and the toolkit are to be submitted to EWL no later than **end of August 2023.**

The final report is to be submitted to EWL **by beginning of December 2023.**

The team of trainers will coordinate with and report to Jérôme Andolfatto, Policy and Campaigns Officer at the European Women's Lobby.

6. Profile, essential skills and attributes

We are looking for a **team of 2 trainers.**

This team should have experience and be able to demonstrate the following:

- ✓ Deep knowledge of gender mainstreaming in European policies;
- ✓ Solid experience in developing and implementing training for political actors and adopting engaging and interactive ways to do so;
- ✓ Ability to synthesise training content into more digestible products like a toolkit;
- ✓ Ability to produce reports that showcase results in an engaging way and within a deadline;
- ✓ Ability to work efficiently and respectfully within a multicultural environment;
- ✓ Experienced communicator, including in a digital environment;
- ✓ English; fluent – both oral and written;
- ✓ Flexibility and reactivity;
- ✓ Strong commitment to intersectional feminism and women's rights;
- ✓ Deep respect for diversity, and demonstrated commitment to the promotion of a diverse and inclusive Europe.

7. Details of consultant fees and agreements

The details for entering into agreement for consultant fees, tasks and responsibilities, accountabilities and binding agreements will be discussed during the application process and are to be entered into contract between the European Women's Lobby and the selected candidates with an attached Terms of Reference (ToR).

8. HOW TO APPLY

Interested candidates are requested to submit an application to the European Women's Lobby via email to andolfatto@womenlobby.org along with a:

- copy of the CV of each team member – maximum 2 pages per CV;
- 2-page proposal for how this work will be carried out, including collaboration as a team and detailing the timing and the methodology (please specify the details of costs, especially between the conceptualisation of the training and the implementation of the training sessions);
- A sample of previous work for instance a previous training developed and implemented, a toolkit linked to this training etc. (for both members of the team).

Please include in the e-mail subject line:

“Application - External Consultant: Gender Mainstreaming Trainers - YOUR NAMES”.

Closing date for applications is **28 April 2023** at midnight CET.

Applications not respecting the instructions will not be considered.

Interviews of shortlisted candidates will be held the week of **9 May 2023**. Interviews through Skype are possible. The ideal team should be able to start as soon as possible.



**Funded by
the European Union**