



A Regional Gender Policy for Judiciaries in East Africa A Call for expression of Interest

Introduction

The Kenyan Section of International Commission of Jurists (ICJ Kenya), working in partnership with East Africa Magistrates and Judges Association (EAMJA), has the excellent opportunity to develop a regional gender policy for judiciaries across the region.

This Gender Policy aims to set a standard for all judiciaries in East Africa to have gender sensitive and gender responsive structures and processes. The regional gender policy will apply to judges and judicial officers as well as court users. Therefore, this is a call for expression of interest to all gender policy experts for the development of a **Regional Gender Policy for Judiciaries in East Africa**.

All applications should be addressed to the Executive Director, ICJ Kenya- Abdul Noor Mohamed at info@icj-kenya.org; and copied to Alvin Wafula at alvin.wafula@icj-kenya.org on or before **COB Wednesday 9th October 2019**.

Terms of Reference

The consultant's tasks in the development of the Gender policy will be to: -

1. Conduct a contextual analysis of the historical context, socio- political norms and cultural context of gender equality in the Judiciaries in East Africa to build a case for the policy;
2. Document the journey of the East Africa Magistrates' and Judges' Association (EAMJA) Council journey up to the development of this policy, including supportive mandate of Council to develop the policy;
3. Analyze the legal, policy and institutional frameworks on gender at the international, regional and national level to support the development of the regional gender policy;
4. Conduct a situational analysis of gender sensitive and gender responsive provisions in judiciary policies and practices at the national level to form a baseline for the policy;
5. Develop a standard for a gender sensitive and responsive justice system using elements of justiciability, accessibility, availability and good quality;

6. Examine judiciary internal procedures, policies, practices and ways of engendering the same in order to create an enabling environment for all judicial officers;
7. Examine judiciary external procedures, practices, decisions, attitudes towards court users and ways of ensuring they are gender sensitive and responsive; and
8. Develop a monitoring and evaluation framework for ensuring periodic tracking of progress and implementation of this policy.

Required Qualifications

Education:

1. University degree in law or social/science with a bias in gender studies or public policy.
2. Post-graduate qualifications in gender studies and/ or public policy will be an added advantage

Skills:

1. Strategic thinking
2. Analytical skills
3. Ability to work in a diverse environment
4. Communication skills
5. Writing skills

Experience:

1. Demonstrated experience in gender policy development
2. Demonstrated experience in working in the region. It will be an added advantage working with judiciaries in the region
3. Knowledge of the work of the Judiciary and justice work.

Composition

The assignment will be carried out by one (1) consultant.

Outputs

1. Chapter by chapter work product based on the agreed outline- for review by ICJ Kenya and EAMJA Council;
2. A Regional Gender Policy for judiciaries in East Africa