



**PUBLISH WHAT  
YOU PAY**

## **PWYP global gender policy development Consultancy terms of reference**

- **Timeframe:** 1 November 2021 to 30 June 2022
- **Estimated number of days:** up to 20
- **Reports to:** Director of Member Engagement
- **Location:** Flexible (must have reliable internet and phone connection)
- **Travel:** none required
- **Languages:** English (French, Spanish, Arabic, Russian also desirable)

### **Introduction**

Publish What You Pay (PWYP) is a global movement of civil society organizations in over 50 countries making oil, gas and mineral governance open, accountable, sustainable, equitable and responsive to all people. Our vision is a world where all citizens benefit from their natural resources, today and tomorrow. PWYP works to address the negative impacts of a phenomenon known as the “resource curse”, where countries rich in natural resources tend to have worse development outcomes than those without abundant oil, gas or mineral resources.

PWYP is seeking a consultant to develop a gender policy for the global PWYP movement, with a view to adopting the policy at the PWYP Global Assembly in 2022.

### **Background**

At the Global Assembly in January 2019, PWYP members adopted a five year strategy, [Vision 2025: A people-centred agenda for the extractive sector](#). The four global goals identified in the strategy are for PWYP members to be informed, influential, heard and connected. The strategy makes explicit reference to the inclusion of women, indigenous communities and young people as a strategic objective in itself; and this aim is reflected in the PWYP Secretariat's [operational plan for 2020-2022](#), which aims to support inclusion and diversity among national PWYP coalitions and to collectively develop and adopt a global gender policy at the next Global Assembly (2022).

Over the past seven years, PWYP members, the Secretariat and the governing bodies (the Global Council, Africa Steering Committee and Board of Trustees) have increasingly recognised the need to make concerted efforts to understand and address the gendered impacts of the extractive sector, as well as the barriers to women’s participation not in governance initiatives, including the Extractive Industries Transparency Initiative (EITI) but also in the PWYP movement itself. As the global movement and the Secretariat have matured in both a programmatic and an institutional sense, those efforts have included:

- Developing with UN Women the [Extracting Equality guide](#), a gender responsive version of the Vision 2020 strategic framework (2014)
- Including gender as a cross-cutting theme in the Secretariat’s [2016-2018 business plan](#) (2016 - 2018)



## PUBLISH WHAT YOU PAY

- Adopting a revised [Governance Manual](#) with provisions for a gender-balanced Global Council (2019)
- Implementing a [pilot project to foster a gender-responsive EITI implementation](#) (2018-2020) and building on this project in 2020-2022
- Coordinating successful [advocacy efforts](#) in the lead up to the 2019 EITI conference for inclusion of gender provisions in the EITI Standard (2018)
- Developing a series of [model national action plan commitments](#) on gender and extractives at sharing these at the Open Government Partnership summit (2019)
- Implementing a [project on tax and extractives](#) in East and Southern Africa with a component on women's participation (2019-2021)
- Developing a set of [policy asks for a feminist natural resource](#) governance with the Gender Justice and Extractive Industries working group (2020)
- Reviewing the [PWYP Africa Charter](#) to factor in gender equality on the Africa Steering Committee (2021)
- Collecting information from national PWYP coalitions about gender balance and coalition diversity through the annual National Coordinators survey ([2020](#) and [2021](#))

### Objectives

The objectives of this consultancy are to:

1. Consult with PWYP members in national coalitions on their expectations of how PWYP integrates gender equality and women's rights into our structures and campaigns
2. Identify specific expectations from members about how gender equality is integrated into the governance (Global Council, Africa Steering Committee, Board of Trustees) and operational (Secretariat) organs of the global movement
3. Identify specific expectations from members about how gender equality is integrated within national coalition structures
4. Consult with experts and other networks
5. Summarise and share the feedback with members, Secretariat and leadership bodies and use it to inform a brief proposal about the structure and purpose of a global PWYP gender policy, and how it can be operationalised
6. Draft and finalise a PWYP gender policy which responds to the needs and expectations identified through the research/scoping phase

### Proposed approach and timeline

#### *Phase 1: Research and scoping*

- Desk research into relevant PWYP documents (see below) and policies of other networks (to be identified by the consultant)
- Design and run an online survey and produce a summary report of feedback
- Carry out semi-structured interviews with key members of the PWYP leadership, with PWYP members (including but not limited to those implementing projects on gender equality and women's rights in the extractive sector) and with other relevant experts and networks



## PUBLISH WHAT YOU PAY

- In light of the feedback, develop a proposal which outlines the structure and purpose of a PWYP gender policy, and how it can be operationalised

### *Phase 2: policy drafting and review*

- Draft a PWYP gender policy and share with leadership bodies, Secretariat and members for feedback
- Revise and finalise policy for endorsement

### **Key outputs**

- Summary of research/interview findings
- Brief proposal for a PWYP gender policy
- PWYP gender policy (standalone policy and/or annex to PWYP's Governance Manual)

### **Key PWYP documents**

- PWYP [Governance Manual](#), [Vision 2025 Strategy](#) and [2020-2022 Operational Plan](#)
- Letter from PWYP Asia Pacific constituency in September 2018
- PWYP reports: "[In it Together](#)" and "[Increasing Women's Voice and Participation in Extractive Governance](#)"
- See all links above in the Background section

### **Experience and skills required**

- Understanding and experience of undertaking research and/or projects to develop organisational gender policies
- Understanding of gendered impacts in the transparency, participation and accountability and/or anti-corruption fields
- Familiarity with the operations and dynamics of civil society networks/coalitions
- Experience or familiarity with issues of transparency and accountability in natural resource governance
- Excellent writing and communication skills
- Excellent critical and strategic thinker
- Excellent project and time management skills

### **To apply**

Please submit a CV, a cover letter detailing your experience and a proposal for undertaking the work outlined above by **Thursday, 21 October 2021** to Stephanie Rochford via [srochford@pwyp.org](mailto:srochford@pwyp.org).