



GENDER EQUALITY AND DISABILITY SOCIAL INCLUSION (GEDSI) CAPACITY BUILDING AND POLICY DEVELOPMENT

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Shaping a stronger Oxfam for people living in poverty.

Department Purpose

Oxfam/Inclusion Project Phase 2 (IP2) seeks to promote inclusive and sustainable management of water resources by working in partnership with partners and a wide range of multiple stakeholders: communities, networks, governments, private sector, academia and regional institutions. Inclusion is central to the sustainable development agenda; it is vital that no-one is left behind. The intersection of different forms of marginalization needs to be understood to ensure the inclusion of currently excluded people and voices in water-related planning, decision making and implementation, including women, indigenous people, people with disabilities, LGBTIAQ+ people, young women and women in rural areas.

Women, indigenous people, disabled people, LGBTIAQ+ people, and young people are routinely excluded from water governance decisions in the Mekong region which will have a dramatic and lasting effect on their communities and livelihoods. Inclusion is a priority because some stakeholders have power, and others do not. Most stakeholders restrict access to decisions as one of the key markers of the power they hold: power is practiced as exclusion.

Inclusion Project phase 1 focus on gender justice and women's leadership that has been achieved in building the knowledge and confidence of numbers of women and created the opportunity to engage in water governance dialogue and policy discussions. The project phase 2 reflects the gaps in phase 1 about the inability to consider inclusion of people living with intellectual disability because of required specialist skills to support partners to include PWDs in water governance decision making. In addition, the project envisions greater participation and leadership of young people to exercise their rights in natural and water resource management, particularly as they are open to new ideas, digital and media platform for voicing and actively seek information on issues of interest and active engagement in water resource governance. Moreover, the project will support indigenous peoples to exercise their rights to Free, Prior and Informed Consent (FPIC), promote indigenous women's leadership, and support CSOs that represent their interests. This includes ensuring access to information and decision makers at all levels. In order to include other social groups in water governance, LGBTIQI and PWDS are particularly seen as another social excluded group that has not been engaged in water resource governance.

Team Purpose

Oxfam in Cambodia's Inclusion/Inclusive Water Governance project promotes the inclusion of informed civil society and local communities in water resource governance and decision making toward more inclusive and equitable water resource governance and renewable energy development. This requires ongoing processes ranging from capacity building, inclusive policy development and practices among NGO partners and

stakeholders we work with. Aiming toward an inclusive water governance decision making engaging diverse groups, Oxfam/IP2 project is building capacity of partners and supporting its partner to develop Gender Equality and Disability Social Inclusion (GEDSI) policy to engage diverse group in water resource governance decision making process.

Job Purpose

The consultants are expected to facilitate and consult with (5) partners to review their existing GEDSI action plan, identify the capacity gap and provide them coaching support to implement GEDSI action plan and GEDSI policy development for their respective organization.

Expected Results

1. Review IP2's key GEDSI indicator and partners' work plan and improve GEDSI action plans based on GEDSI related IP2 project indicators.
2. Consult with partners to identify capacity gaps of their staff in implementing GEDSI action plan.
3. Provide (virtual or physical) coaching to partners' staff to enable them to deliver GEDSI action plan.
4. Facilitate with partners to develop GEDSI policy by reviewing Gender Policy, Disability Inclusion Policy and or other relevant policies.

Deliverables:

1. Partners' GEDSI action plans are improved and well aligned with GEDSI relevant IP2 indicators and partners' work plan.
2. Based on identified capacity gaps, provide at least two times of (virtual or physical) coaching session to partners' staff to be able to implement the GEDSI action plan.
3. GEDSI policy of 5 NGO partners will be developed.

Timelines

April – June 2022

The expected timing of this assignment is outlined below; however, it may be flexible adapting to the schedule of partners:

- Week 1 - 2 of April: Desk review of relevant GEDSI indicators of IP2 project and partners' GEDSI action plan and project work plan.
- Week 3 -4 of April: Consultation with partners to identify capacity gap, improve GEDSI action plan and harmonization with work plan.
- Week 1-4 of May: Provide at least two times of coaching to partners in implementing GEDSI action plans.
- May -June: Consult with partners to draft GEDSI policy.
- By June 20, 2022: GEDSI policy of 5 partners developed.

Other

- Required to adhere to Oxfam's principles and values ([click here](#)) as well as the promotion of gender justice and women's rights ([click here](#)).
- Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principles.
- Be committed to our **feminist principles**, and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."

Consultancy Requirements

Essential

1. In-depth experience and recognized credibility to provide coaching in gender and social inclusion.
2. Proven experienced in policy/guideline development related to gender, disability inclusion or IGBTQI.
3. Concrete experiences of working with marginalized groups including IPs, PWDs and IGBTQI.
4. Knowledge or experiences but not limited in natural resource management or water governance.
5. Ability to provide latest assignment report related gender and or social inclusion.
6. Extensive experience working with NGOs and civil society organizations in Cambodia.

Key Attributes:

- Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Ability to demonstrate an openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who come into contact with Oxfam are as safe as possible.

Organisational Values:

- Accountability – Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.
- Empowerment – Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen.
- Inclusiveness – We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences.

How to apply

The applicant is expected to submit:

- Detailed proposal and CV/company profile
- Estimated budget for this assignment in detail breakdown – the consultancy fee should be mentioned the net fee or the gross fee which is subject to 15% withholding tax for resident tax-payer or 14% withholding tax for non-resident tax-payer, including budget lines for expected travel and accommodation costs to those target provinces, Ratanakiri, Stung Treng and Kratie.
- Proof of experience in the advertise field.

Interested applicants should apply through recruitment website at <https://career2.successfactors.eu/career?company=OxfamNovibP> by **March 20, 2022 by 17:00pm.**

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED