Terms of Reference: Workshop Facilitator

Oxfam IUCN Gender and Women’s Leadership in Water Governance Workshop

A joint initiative from the Inclusion-BRIDGE programmes, 11-12 July 2016

1. Background

The Inclusion Project, funded by Australian Government’s Department of Foreign Affairs and Trade (DFAT), is a core project within Oxfam’s Mekong Regional Water Governance Program. The project aims to increase the inclusion of civil society in water resource governance and decision-making in the Mekong region. The project commenced in February 2014 and funding for the current period continues until June 2017. The project is implemented together with 22 partner organisations across the region, including in Cambodia, Myanmar, Laos, Vietnam and Thailand. Working through partnerships and networks, Oxfam delivers the Inclusion Project through three core components: (1) Gender, women’s leadership and water resources, (2) Strengthening civil society capacity to manage water resources and participate in water decision-making and (3) Convening and promoting policy dialogue on water resource management.

The BRIDGE (Building River Dialogue and Governance) programme is facilitated by IUCN (International Union for Conservation of Nature) and is financed by the Water Diplomacy Programme of the Swiss Agency for Development and Cooperation (SDC). BRIDGE is a multi-regional project being implemented in 14 river and lake basins, across three different continents. The programme aims to build water governance capacities through learning, demonstration, leadership and consensus-building for sustainable river basin management. In Asia, the BRIDGE project is working in the 3S Basins (Sekong, Sesan and Sre Pok Rivers) shared by Cambodia, Viet Nam and Lao PDR. The BRIDGE programme has been operational since 2011, and is currently in the phase 3 which started in January 2016. The BRIDGE programme in phase 3 will facilitate processes contributing to Gender mainstreaming in water policies and programmes in the 3S region.

Gender integration is recognized as an essential crosscutting theme within the Inclusion Project and the BRIDGE Programme. It is well recognized that by incorporating gender concerns into water related initiatives helps in creating a better understanding of the entire hydrological cycle and the interaction of water with other natural and socioeconomic systems. Through having enhanced gender awareness in water resource management greater participation, collaboration, and consensus can be achieved. By having a comprehensive gender-based analysis of local conditions, effective, equitable, and sustainable water policies and programmes could be developed.

Women’s roles as leaders in water resource governance within communities, civil society organizations and government are also recognized as of key importance in ensuring representative water governance forums and decision making. The Oxfam Inclusion Project seeks to promote and support both women who are already leading in water governance in their respective contexts, as well as create space for more women to take on leadership roles in this area.

Working in collaboration, the Inclusion Project and BRIDGE programme have identified current and potential leaders from government and civil society working for improving water governance in the 3S region that currently are or can in the future actively promote gender integration and women’s leadership in water related initiatives. A workshop for these leaders is planned for 11 – 12 July, in Phnom Penh, Cambodia. Oxfam and IUCN are seeking a facilitator to lead the planning and facilitation of this event.
This two day learning workshop will provide the space to develop leadership and capacity for gender integration in water governance initiatives, including an opportunity to hear from participants with experience in gender analysis and supporting women’s leadership in water governance, review how gender is integrated in national policy related to water governance, and develop knowledge of gender analysis tools and how to consider and integrate gender and women’s leadership in water and basin planning.

It is expected that the participants of this workshop already are or will become ‘gender champions’ who will apply their knowledge and influence in the national policy arena and in the implementation of water related programmes and initiatives on the ground.

2. Objectives of the workshop

The objectives of this event are to provide an opportunity for women and men leaders from government and civil society from across the 3S region to;

The objectives of this event are to provide an opportunity for women and men leaders from government and civil society from across the 3S region to;

a) Review and share analysis of gender integration in national policies
b) Reflect on gender and women’s leadership in practice, from the experience of participants
c) Share and build knowledge and capacity for gender integration in water governance policy frameworks and initiatives on the ground, with the interest to enhance gender integration in the current water governance frameworks and initiatives.
d) Strengthen the capacity, network and leadership for gender-related advocacy within government and civil society;
e) Identify and document a set of key priorities and recommendations to address gender issues and support women’s leadership within a common vision for the sustainable management of the 3S Basins.

3. Role and Responsibilities of Facilitator

The workshop facilitator will be the main facilitator for the 2 day workshop, as well as lead in the design and planning of the event, including:

- Plan and coordinate the preparations for the event, including communications to be sent to selected participants (e.g. any pre-workshop reading or activities)
- Design the workshop agenda and activities in consultation with Oxfam and IUCN
- Facilitate the 2 day workshop
- Provide a brief summary report of the workshop, with recommendations for follow-up activities and strategies to support gender integration and women’s leadership; based on the priorities and recommendations expressed by the participants

4. Qualifications & experience

- Demonstrated high level of skill and experience in facilitating participatory and empowering workshops and meetings with women and men from diverse backgrounds in Mekong countries
- Knowledge of existing gender tools (available globally and relevant to water governance) and understanding of the ways to mainstream these in existing water governance frameworks.
- Demonstrated knowledge and experience in gender and women’s leadership, and in the issues faced by women to participate and lead in civil society in the region
• Demonstrated high awareness and practical and inclusive facilitation skills in working in multi-cultural and multi-lingual workshop settings
• Experience and knowledge of water governance in the Mekong river basin
• Experience in planning and designing participatory workshops and consultations with engaging facilitation methods and activities
• Excellent communication skills
• Fluent in written and spoken English, and preferably in a Mekong region language

5. Timeframe and Key deliverables

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<thead>
<tr>
<th>Task</th>
<th>Indicative dates</th>
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<tbody>
<tr>
<td>Plan workshop with Oxfam and IUCN</td>
<td>20 – 23 June 2016</td>
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<tr>
<td>Workshop design and agenda finalized</td>
<td>24 June 2016</td>
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<tr>
<td>Facilitate workshop</td>
<td>11-12 July 2016</td>
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<tr>
<td>Workshop report and communications products</td>
<td>29 July 2016</td>
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6. Supervision and coordination

You will be working under the supervision of the Inclusion Project Manager and closely with the Inclusion Project Capacity Building and Networking Coordinator and IUCN staff for all aspects of the workshop planning and facilitation.

7. Application

Please submit your one page cover letter (highlighting your relevant experience) and CV to socheatak@oxfam.org.au by Friday 17 June 2016.