



www.cmd-kenya.org

Call for Applications:

Consultancy to Offer Training Services to Political Parties at the National and County Levels

1.0 Background

The Centre for Multiparty Democracy (CMD-Kenya) is inviting applications from qualified individual consultants to facilitate training for political parties at the County and national levels on gender and inclusivity. CMD-Kenya is a membership organization of Kenyan political parties including all the parliamentary parties, the ruling Jubilee Party as well as those in the main opposition Coalition for Reforms and Democracy (CORD).

The levels of gender inequality and also dismal performance of women in Kenyan political leadership is a serious matter of concern both in policy and practice. Although policy and legislative frameworks for promoting gender equality and women's political empowerment is in place at both the national and political party levels, the provisions are only listed in political party constitutions, manifestos and election regulation rules as merely a requirement and hardly as a commitment, a core value or strategic objective. The organizational culture of most political parties in Kenya is male dominated; characterised by rhetoric and emergency interventions in an attempt to accommodate women, usually around election period. The largely male dominated political parties have a male perspective on the subject of gender equality and women's political empowerment that disillusion women.

Such were reflected in the weak performance of women during the 2013 general elections. Women were and continue not being elected because the structures of political parties, electoral systems and legislative assemblies often create systemic barriers to women's full and equal participation in government. Political parties in Kenya act as gatekeepers that decide which candidates are in and which are out.

The challenge for political parties in Kenya is not only in establishing legislations that ensure inclusion of the women but promote internal mechanisms that ensure realization

of inclusion and gender equality principles in line with existing laws, international conventions and agreements. Indeed, reorganization of political party policies and sensitization, while recognizing the contextual specificity within which the women candidates operate will be a realistic strategy for ensuring increased visibility and activity of women in political processes and leadership and in Kenya.

2.0 The Project

To address the low representation of women in political leadership in Kenya, CMD-Kenya, with the funding support from UN Women is implementing a project whose goal is to increase the representation of women in the National and County Assemblies in Kenya during the August 2017 General Elections. CMD-Kenya will work with political parties at the National and branch levels to adapt and strengthen their internal mechanisms, mainly those touching on nominations, to make them gender friendly. It will also seek to build networks between women leaders in political parties and their counterparts in the women movement for collective lobbying of establishment of gender quotas in political parties. The project will be informed by the **political parties' strategy on gender equality in candidates' nomination in Kenya**, a tool developed in 2016 by political parties to guide the process.

3.0 Consultancy

To this end CMD-Kenya is inviting application from individual consultants to facilitate the undertaking. The assignment will encompass the following:

- a. Facilitate cluster workshops with the leadership of political parties to discuss and domesticate the plans in the Political Parties' Strategy for Gender Equality in Candidates' Nomination in Kenya in their party instruments.
- b. Offer similar trainings to political parties' branch leaders in 6 Counties of Mombasa, Kisumu, Machakos, Uasin Gishu, Nyeri and Kajiado.

4.0 Consultant Profile

Consultants should meet the following minimum qualifications:

- a. A post-graduate degree in Gender and Development, Sociology, Law, Public Policy or related field.
- b. At least 6 years progressive experience in similar undertakings in the Civil Society sector with a bias on inclusive governance.
- c. Excellent written and oral communication skills.
- d. Willingness to travel to party branch levels to offer training services.

5.0 Application Process

Interested candidates should send a detailed CV, showing experience to conduct the training to info@imd-cmd.co.ke, copy range@imd-cmd.co.ke by close of business on **21st February 2017**.