



## ASIA INDIGENOUS PEOPLES PACT FOUNDATION

112 Moo 1, Tambon Sanpranate, Amphur Sansai, Chiang Mai 50210, Thailand

Tel. No.: +66(0)53 343539; Fax no.: +66(0)53 343540

Email: [aippmail@aippnet.org](mailto:aippmail@aippnet.org) Website: [www.aippnet.org](http://www.aippnet.org)

### Call for ‘Expression of Interest’ for Consultancy Services

**Conduct gender analysis for the RISE-IUCN-supported project “Empowering Indigenous Women Environmental Human Rights Defenders to Fight Gender-Based Violence” in Thailand.**

#### **a) About Asia Indigenous Peoples Pact (AIPP)**

Asia Indigenous Peoples Pact Foundation (AIPP) was founded in 1988 and established its Office in Thailand with the conduct of its first General Assembly in 1992. At present, AIPP is described as an organisation of Indigenous Peoples’ movements in Asia with 47 member organisations from 14 countries. It is primarily set up to build solidarity on common issues and concerns as well as to create shared vision of Indigenous Peoples in the region. The steady growth of AIPP over the years reflects not only the growing recognition of AIPP as an organization addressing Indigenous Peoples’ needs and aspirations, but the growing self-identification of marginalized groups in Asia as Indigenous Peoples, which they see as a way to overcome discrimination and counter the violation of their individual and collective human rights and to realize their right to self-determination.

In addition, AIPP also coordinates and directly supports the following networks from several countries of Asia region:

1. Indigenous Peoples Human Rights Defenders (IPHHRD)
2. Network of Indigenous Women in Asia (NIWA)
3. Asia Indigenous Youth Platform (AIYP)
4. Indigenous Voices of Asia Network (IVAN)
5. Indigenous Knowledge and Peoples of Asia (IKPA)

#### **b) Project Information**

AIPP is seeking a consultant or a firm to conduct gender analysis for the RISE-IUCN supported project “Empowering Indigenous Women Environmental Human Rights Defenders to fight gender-based violence” in Thailand. The project empowers Indigenous women with dignity and confidence to be their own agents of change in the fight against gender-based violence (GBV) in their respective climate-vulnerable contexts. Indigenous women from selected communities in the Philippines, Indonesia, and other Asian countries will come together, forming a regional knowledge-sharing platform. This platform will serve as a catalyst for bolstering solidarity and support networks by facilitating the exchange of experiences, best practices, and the challenges they've faced while adapting to the impacts of climate change. Through this knowledge exchange, partners can collaborate effectively, identifying and addressing challenges requiring concerted lobbying and advocacy efforts. Additionally, the project empowers Indigenous women through capacity-building



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workshops on Indigenous Peoples' rights and supporting international mechanisms, including CEDAW, CSW, and initiatives under UNFCCC to address GBV in their communities. The project will also conduct research to understand gaps in environmental programming and GBV in Indigenous communities in the Philippines and Indonesia.

Furthermore, Indigenous Women Environmental Human Rights Defenders (IWEHRDs) will engage in participatory processes to increase their awareness and preparedness for safety and security to prevent and mitigate GBV. All partners will review their safety and security policies to ensure GBV prevention and response mechanisms are inclusive of IWEHRDs. A flexible emergency fund will be available to support IWEHRDs that have experienced threats or attacks in the target countries.

### **c) Objective of the assignment**

The main purpose of the assignment is to conduct to collect evidence and knowledge for a gender analysis of existing conditions and barriers to gender-based violence (GBV) in connection to environmental conservation, climate change, and the ground realities of Indigenous Women Environmental Human Rights Defenders (IWEHRDs) in Thailand. This study aims to explore the intricate connections between GBV, environmental issues, and the unique challenges experienced by IWEHRDs.

The specific objective of the assignment are as follows:

1. To provide benchmark information for measuring project achievements and impact. This will be achieved by establishing baseline values for each outcome indicator (as indicated in the project's results framework) that serve for before-and-after comparison with the different project evaluation terms.
2. To identify gender differences and gender norms including the root causes of gender inequality that could potentially constrain project achievements.
3. To provide gender-responsive recommendations on the overall project's interventions in terms of designing and planning the project's activities, with potential adjustments in interventions.
4. To review AIPP's Safety and Security Policy and Guidelines from gender perspective to integrate the component to prevent and mitigate gender-based violence particularly, concerning Indigenous Women Environmental Human Rights Defenders (IWEHRDs).

### **d) Scope of the assignment**

In alignment with the above-mentioned objective, the essential components of the assignment are as follows:

1. **Conduct Gender Analysis:**



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- a. Examine the current state of gender dynamics in the project area, considering both quantitative and qualitative aspects. This involves understanding the status, roles, responsibilities; control and access over assets and resources; and power dynamics between different women and girls, men and boys, and gender-diverse individuals within the community.
  - b. Identify and analyze the barriers that contribute to gender-based violence (GBV) within the context of environmental conservation and climate change. This includes an analysis of laws, policies, regulations, and institutional practices; cultural norms and beliefs; gender roles and responsibilities; access to and control over assets and resources; and patterns of power and decision-making between different women and girls, men and boys, and gender-diverse individuals within the community.
  - c. Based on the gender analysis findings, establish baseline values for project outcome indicator (as indicated in the project's results framework) that serve for before-and-after comparison with the different project evaluation terms.
- 2. Assess the linkage of GBV to environmental conservation and climate change context:**
- a. Assess how environmental conservation initiatives and climate change are impacting gender relations and exacerbating or mitigating instances of GBV. Explore connections between environmental stresses and the vulnerability of different genders.
  - b. Review existing policies and programs related to environmental conservation and climate change to identify gender-sensitive or gender-blind practices. Evaluate the effectiveness of these initiatives in addressing GBV concerns.
  - c. Measure project stakeholders' knowledge and attitudes in relation to GBV and the environmental context
- 3. Analyze the ground realities of IWEHRDs:**
- a. Investigate the specific roles that Indigenous Women Environmental Human Rights Defenders (IWEHRDs) play in environmental conservation and climate change efforts. Identify the challenges they face, including any gender-specific risks, discrimination, or violence.
  - b. Analyze existing support mechanisms, if any, for IWEHRDs in the face of GBV. This could include legal frameworks, community support, or organizational structures that aim to protect IWEHRDs.
- 4. Review AIPP's Safety and Security Policy and Guidelines**



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- a. Review AIPP's Safety and Security Policy and Guidelines and provide recommendations to ensure the prevention and mitigation of gender-based violence particularly, concerning Indigenous Women Environmental Human Rights Defenders (IWEHRDs).

### 5. Provide Recommendations:

- a. Based on the findings, propose specific interventions and strategies to address the identified barriers and challenges. This include policy recommendations, community-based initiatives, or capacity-building efforts.

### 6. Consider Intersectionality:

- a. Consider the intersectionality of factors such as the intersection of sex and gender identity with other characteristics (such as age, marital status, income, ethnicity, disability status, geographic location, sexual orientation, gender expression, or other socially relevant categories) in understanding the experiences of different groups. Ensure that the analysis captures the diverse and nuanced nature of GBV within the context of environmental issues.

### e) Responsibility of the Consultant (Firm)

**The consultant shall be responsible for carrying out the following tasks:**

- Conduct a desk review of project-related documents and other documents such as laws, policies, regulations, and institutional practices related to gender and women's issues, as well as USAID's Gender Equality and Women's Empowerment documents related to the study area, and AIPP's safety and security policy and guidelines.
- Design a baseline study protocol, including methodology, sampling strategy, sample size, data collection tools, an analysis plan, a fieldwork plan, and report outlines.
- Conduct tool piloting with some informants to test the appropriation of language, information flow, meaning of questions, and interview duration.
- Recruit enumerators (with a gender balance) for data collection.
- Conduct field visit for data collection under AIPP/IWP staff supervision.
- Check and ensure the quality of the data throughout the process of data collection.
- Conduct data mining and data analysis based on the discussion and approval of the analysis plan. Data need to be disaggregated by sex, age, disabilities, and any other social-economic categories where applicable.
- Develop the presentation of the main findings of the baseline study (gender analysis) in PowerPoint format and present it to the AIPP project team and partners.
- Prepare detailed and accurate reports (draft and final) as per the assignment objectives for IWP within the agreed timeframe.



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### f) Main Research Questions

Some of the major questions that need to be investigated during the gender analysis are as follows:

- Do women and girls in this community feel safe when engaging in [environmental activity]?
- Are there any specific security concerns affecting women and/or girls?
- Has there been an increase in security concerns facing women and girls in the last year?
- How freely can women and girls move or travel within your community?
- How freely can women and girls move or travel outside of your community?
- Do women and girls feel safe to participate in community decision-making?

### g) Methodology

To achieve the assignment objectives, the consultant or firm is expected to employ mixed methods for the study:

- A desk review of the project documents and local reports and documents to comprehend the project framework and local context and situation.
- Quantitative methods to capture the baseline value for each outcome level indicator.
- Qualitative methods such as focus group discussions and key informant interviews to delve deeper into the study area, gather additional information, and contextualize the data. The data collection tools and techniques should be participatory, gender-sensitive, and culturally appropriate, especially when engaging with key informants and beneficiaries.
- Ensure data reflect the intersection of sex and gender identity with other characteristics (such as age, marital status, income, ethnicity, disability status, geographic location, sexual orientation, gender expression, or other socially relevant categories) in understanding the experiences of different groups.

### h) Consultant Qualifications

The consultant should possess previous experience in the performance of similar assignments, as follows:

- A consultant should have a Master's degree in gender studies, sociology or anthropology, rural development, or related fields or equivalent work experience. Preference will be given to those holding a PhD in the relevant field.
- The consultant should have at least 7 years of work experience on gender and indigenous women issues, in particular issues of gender-based violence and IWEHRDs in Thailand and the context of Asia, and sound knowledge of international and national policy frameworks with a specific focus on key instruments such as CEDAW, the Beijing Declaration and Platform for Action, UNSCR 1325 and 1820.





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- The consultant must have a clear understanding of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the International Labour Organization (ILO) Conventions 169 and 190.
- Experience in conducting research, surveys, and gender analysis in the context of gender-based violence (GBV), and knowledge and understanding of interconnections between gender dynamics, environmental conservation, climate change, and the specific challenges faced by Indigenous Women Human Rights Defenders (IWEHRDs).
- Considerable experience in development and use of gender-analysis-Tools and Methodologies, Analysis and Quality-Reporting.
- Strong analytical and research skills, including the ability to process qualitative information, extract critical analysis and distribute it appropriately.
- Experience with qualitative data analysis tools and methodologies.
- Good knowledge of the local context, including language, socio-economic context, and cultural context.
- Excellent oral and written communication skills in English.

### i) Timeframe

The assigned consulting period is for 21 working days spread over February-March 2024. The consultant or firm shall submit an inception report with a detailed work plan including specific timelines, which will be reviewed and agreed upon at the beginning of the consultancy work. Meetings with the consultant or consulting team will be called as required.

A tentative list of tasks, deliverables, and duration is as follows:

No.	Activities	Deliverables	No. of Days
1	Desk Reviews	<b>Deliverable 1:</b> Review of project-related documents and other documents such as national laws, policies, and institutional practices related to gender and women's issues, as well as USAID's Gender Equality and Women's Empowerment documents related to the study area, and AIPP's safety and security policy and guidelines.	4



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2	Finalization of Methodology	<b>Deliverable 2:</b> Finalize scope and data collection tools, including sample size and population, interview structure, and questionnaires.	1
3	Field visit	<b>Deliverable 3:</b> 3.1. Field visit report based on the findings of observation, interviews, and discussions. 3.2. Meeting with AIPP Gender Action Team (GAT)	7+2
4	Draft Report	<b>Deliverable 4:</b> 4.1. A draft report on ‘Gender Analysis’ based on the findings of desk reviews and field visits. Presentation of the main findings of the baseline study (gender analysis) in PowerPoint format. 4.2. Recommendations on the Safety and Security Policy and Guidelines from gender perspective	4
5	Final Report	<b>Deliverable 5:</b> 5.1. Final “Gender Analysis” report after incorporating the AIPP and IUCN’s inputs. The final report should include baseline values, a conclusion, and a recommendation as well. 5.2. Incorporation of recommendations on the AIPP’s Safety and Security Policy and Guidelines from gender perspective	3
<b>Total Days</b>			<b>21</b>

### J. Application process

Qualified Consultant(s) are requested to send their Expression of Interest including CV, sample of previous work done (at least two), technical and financial proposal to [hr-aipp@aippnet.org](mailto:hr-aipp@aippnet.org) with the subject: “Application for AIPP/IUCN-Gender Analysis EOI” by February 16, 2024.

a) **A technical proposal should include:**

- Understanding of the scope of work.



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- Proposed methodology/approach and clear timeline with expected working days and deliverables.
  
- b) **A financial proposal should include:**
  - Total budget and detailed cost break-down of the assignment. These costs will cover the consultant's charges, as well as all other direct and indirect costs incurred by the consultant including the costs of transport, enumerators, documentation, and other costs for the assignment.
  - Tax element, if applicable.

Only shortlisted Consultant(s) will be notified. Priority will be given to indigenous consultant.