Terms of Reference (TOR)
To Recruit External Consultant to carry out "Assessment on Women's Rights in Armed Conflict Affected Areas: the Case of Women's Housing, Land and Property (HLP) Rights in Tigray Region

1. Background:

The Ethiopian Human Rights Council (EHRCO), the lead organization, is a non-governmental, non-profit-making, non-partisan, and membership-based organization legally registered by the Ethiopian Civic Society Authority with registration number 1146 and is currently working as a human rights civil society organization. It was established in October 1991 by 32 founding members from academia, business, and other professionals. EHRCO is an organization that strives for the establishment of a democratic system, the prevalence of the rule of law, and respect for human rights. EHRCO works in situation monitoring, investigating, and reporting on Ethiopia's human rights situation at its core. Furthermore, EHRCO investigates, documents, and reports on (often serious and widespread) human rights violations and has specialized in targeted monitoring such as prisons, trial proceedings, free legal aid, and election monitoring. Additionally, EHRCO is involved in various projects and programs focusing on issues related to human rights. In recognition of EHRCO's contribution over three decades of human rights work in the human rights arena, it has been awarded different awards at national, regional and International levels. Recently, EHRCO received the 2022 International human rights award from the German section of Amnesty International.

The Consortium of Ethiopian Human Rights Organizations (CEHRO), the co-implementer of this project , is a CSO registered under the Civil Society Organization (CSOs) Proclamation No. 1113/2011, Registration No. 3932 and a consortium of 18 CSOs, including EHRCO, working on human rights, democracy and peace-building. The consortium is working to promote the protection of human rights by creating a common platform for CSOs to have their voices heard and to initiate evidence-based advocacy. It is also working to strengthen the capacity of existing and new Human Rights organizations.

This ToR, thus, sets out the conceptual and technical details of a research assessment task which aims to zoom in on the status of women's rights, particularly, in regards to their Land use, Housing, and Property rights, post-conflict in the cases of Tigray region; but also following the signing of the "Agreement for Lasting Peace through a Permanent Cessation of Hostilities between the Government of the Federal Democratic of Ethiopia and the Tigray People's Liberation Front (TPLF)" on 22 November 2022, in Pretoria – South Africa

Hence, the aforesaid conceptual and technical details are elaborated as follows.

2. Context Analysis

Human Rights are rights granted to all humans based on the virtue of our humanity. As such, they are granted to us naturally, without relying on a specific political context for their *raison de'tat,* thus also being indivisible to the human person and dignity. Moreover, human rights are, inherently, applicable to all humans, indiscriminately, thus irrespective of their geographic, demographic, or else, socio-economic,

as well as political background, making them our universally shared values. Lastly, and part and parcel to the aforesaid points, human rights also apply indivisibly and interdependently, implying the vitality of the respect, protection, and promotion of the 'part,' to the larger 'whole.' This, on the one hand, implies the vitality of seeing to the respect of each indivisible right, as a necessary measure to the realization of human dignity in a holistic fashion. On the other hand, it underlines the vitality of the respect, protection, and promotion of one's human right in one corner of the world, as a critical part of the realization of the human rights of others in another as members of the human species.[1]

Having the totality of the aforesaid principles in mind, it is thus apparent that women's rights are indeed part and parcel of human rights. This follows the justification that, firstly, women too, are naturally entitled to them.[2] Secondly, it recalls the fact that women's rights which are enshrined in seminal international,[3] regional, and national (pursuant to the Ethiopian context) legal instruments. Be that as it may, women '...across the globe many women and girls still face discrimination on the basis of sex and gender'[4] As an instance women are very much deprived of the Socio - political and economic rights, and their needs are often neglected, in post conflict situations, yet women and children are disproportionately affected by conflicts. It is a moral obligation to respect the rights of women to Housing, Land & Property (HLP), post conflict. . But they also have a concrete interest in upholding such rights.

In communities torn by conflicts, women almost invariably constitute a majority of the population. Many have become heads of household. Disregarding their ownership rights to HLP marginalizes them, thus depriving a large part of the community of its means of livelihood. This creates underdevelopment and violence continues, affecting not only the welfare of women and of their families, but also the peace, stability and economic prosperity of entire societies, and of countries and regions. The respect of this fundamental human right - the right of women to inherit land and their own property post-conflict - is therefore an important element of stable, peaceful and socially just society.[5] In urban and rural areas, most women economically depend on men and their contribution in the subsistence of the family is under recognized ownership rights to land and properties is practically favoring men. In rural areas of Ethiopia, farmers are given a possessory right or holding privilege which include the rights to use and enjoy, rent, donate and inherit the land. Even though it is the government which controls land ownership, rural farmers are guaranteed a lifetime "holding" right that gives all rights except sale and mortgage. However, women face challenges to hold equal rights that are provided by law due to the socio-cultural position of women. They are not empowered to confront men-favored social structure though the law stands equally.

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1 United Nations Human Rights Office of the High Commissioner, 'What are Human Rights?' https://www.ohchr.org/en/what-are-human-rights#:~:text=These%20universal%20rights%20are%20inherent,work%2C%20health%2C%20and%20liberty

2 Amnesty International, 'Women's Rights,' https://www.amnesty.org/en/what-we-do/discrimination/womens-rights/#:~:text=These%20include%20the%20right%20to,basis%20of%20sex%20and%20gender

3 Global Fund for Women,https://www.globalfundforwomen.org/womens-human-rights/#:~:text=Women's%20rights%20are%20the%20fundamental,a%20fair%20and%20equal%20wage

4 Amnesty International, 'Women's Rights.'

5 Sadako Ogata, UN High Commissioner for Refugees, Opening Statement at the Inter-Regional Consultation on Women's Land and Property Rights in Situations of Conflict and Reconstruction, 16-19, February 1998, Kigali, Rwanda, cited in Peace for Homes for Peace (Summary Record of Proceedings).

As it is known, internal conflict and war has undergone for many years specially in the northern region of the country. This, coupled with the existing socio-cultural disadvantage, women as a breadwinner of a family fall into complicated subsistence problems that affect family economic sustainability. There are also many cases of partners or young men who were responsible for the household economy, and lost their life in conflict or war. Moreover, the deceased family lost their land and related property rights which were previously registered by the lost partners or young men. The local land administration and some political authorities, mostly take advantage of the situation to transfer the land rights to other individuals in the locality. To intervene in solving such problems a comprehensive research that clearly shows the current women's HLP rights post conflict must be done.

Thus, pursuant to such critical and multi-layered challenges, EHRCO (lead organization) and CEHRO (co-implementer) has determined to set out to recruit and hire an external consultant to contribute and engage in the current research project detailed as follows.

3. **Objectives:**

The current research project will have the following general and specific objectives.

General Objectives:

- Exploring the status of the realization of women's HLP rights in Ethiopia, post conflict with a focus on the Tigray Region.

Specific Objectives:

- To explore legal and structural challenges and impediments which curtail the realization of women's HLP rights post-conflict in the Tigray Region,
- To analyze the implications as well as results of the political and security risks and challenges faced by women, in terms of their HLP rights in Tigray,
- Revisit the socio-cultural barriers and their implications *vis-a-vis* women's HLP rights within the Tigray, as well as
- To expound upon alternative and well-tailored alternative redress mechanisms which see to the empowerment of the female agency and effective multi-stakeholder partnership within the Tigray.

4. **Research Questions:**

Pertinent to the subject matter under study, this research task will seek answer to the following questions (see section 6) of the current research project intends to cover the following key research questions:

- What are the legal, political, security, and socio-cultural elements that are key in regards to women's HLP rights in the Tigray region post-conflict?
- What has been the level of engagement and effectiveness of the redress mechanism towards promoting women's HLP rights in the Tigray region?
- How would the realization of women's HLP rights help synergize local women's voices for a sustainable peace process in the country?

5. Expected Outcomes

In sync with the aforementioned points, this research endeavor will have the following key outcomes:

- Awareness raising and collaborative advocacy on reforms and redress *vis-a-vis* possible legal, political, security as well as socio-cultural challenges and gaps which impend or else, challenge the realization of women's HLP rights in Tigray regions,
- Determination of a well-tailored, and well-rounded redress mechanism through effective multi-stakeholder partnership, and
- Synergizing the voice of local women as a critical input for current national peace-building and reconciliation projects in the country.

6. Research Methodology and Limitations

The proposed research project whilst having its specific technical details yet to be determined *via* the deliberation of the research team (see section 8) will during preliminary deliberations, it, however, proposes the following suggestion for consideration:

- Qualitative study conducted in Tigray region including IDP camps where the research team can get critical target respondents. Moreover, local administrative bodies and CSOs in the area will be considered as a source of data. In addition, EHRCO will take advantage of existing women networks to help identify potential participants. The research team is expected to propose criteria for and the focus districts, for the final decision of the management of EHRCO and CEHRO, and the funding partner.
- A reliable sample size of target participants consisting of young women, IDP women and girls, aged 15-24 years, achieved through purposive sampling.
- Utilization of secondary data gathered through desk review, in addition to (FGDs) focus-group discussions, key informant interviews (KIIs) and semi structured questionnaires to gather primary data.

Due to the scope and purpose of this study (including human capacity and financial resources), the sample size will not be statistically representative of the richly diverse population of the target area population. However, the data gathering process should ensure that sufficient data are collected from respondents taking into consideration the diversity and saturation level of responses. Thus, it is expected that the results of this study will provide an important indication of the range of views and types of issues that should inform future women and girl -related research as well as programs/policy development.

Taking these to serious consideration, the entirety of the research endeavor will abide by the basic tenets of research ethical standards, alongside, key safeguarding and human rights principles, primarily, the cardinal 'do no harm,' and of the latest, 'doing good' principles.

7. Work Scope:

The Research team, here technical experts from EHRCO (lead organization) and CHERO (co-organization) alongside external consultants, is expected to work in this research project. With this said, the following key components are envisioned in the research endeavor:

7.1. Inception Report to include:

a) **Stakeholder consultations with selected government bodies and key CSO partners:** an inception meeting at Mekelle, Tigray will be conducted by the research team with selected government bodies and key CSO partners. This would be in support of the research team to identify relevant persons that can provide background information on the topic of women and girls inequality in the target area context.

b) **Design, development and finalization of the research methodology**: The research team, in consultation with the EHRCO's program team will determine on the field research methodologies to help build capacity on research methodologies, the research consultant will be expected to design a research methodology best suited to meet research objectives.

c) **Development of research protocol**: The consultant with the research team will develop a research protocol, including confidentiality/consent form for the research, to facilitate the process of implementing the project in an effective, culturally appropriate, gender-sensitive, and ethical manner.

d) **Literature review**: The consultant will collect relevant literature amongst themselves reviewing most critical written documents and providing a summary of all relevant documents. The literature review should consider the following to be reviewed as related to women and girls: research reports done commissioned by governmental, civil- society, non-governmental and international organizations; legal and policy documents including the national as well as regional legal instruments as well as policy documents; latest survey data and issues on women and girls from different media sources, and so forth.

e) **Outline of final report:** The consultant will also produce the outline for the final report that will contain at least the following: executive summary of the research findings (max 3 pages; with reference to: Purpose of the research, methodology used, findings, recommendations), Background, Key findings, Recommendations and Annexes (District and gender/ ethnicity specific assessments, Tools used for KII, FGDs, List of stakeholders consulted/interviewed and sites visited, Confidential agreement signed by the respondents)

7.2. Implementation of the research project

The research team will manage and oversee the process of data collection *via* research groups with the view to building the capacity in data collection methods, providing technical oversight, and ensuring quality control.

7.2.1. Data analysis and reporting:

The consultant will produce a first draft report including recommendations, based on the analysis of the data in close consultation with a research team set up by EHRCO & CEHRO. To support the first draft, the consultant will produce translated and transcribed notes of the FGDs, KIIs observation checklist including preliminary analysis of data collected.

7.2.2. Final report:

The consultant will be responsible for producing the final report, with substantial contributions and decisions by the research team/committee. Therefore, the team will review the final report to see if the additional inputs gathered from the validation workshop and separate stakeholder's views are incorporated. Finally, EHRCO and CEHRO will provide the final endorsement.

8. Research Team Composition and Requirement

The current research project will be conducted solely by a consultant with close guidance and supervision of a research team comprise from EHRCO and CEHRO. And pertinent to the former, the consultant researchers must:

- Have a master's degree, preferably in the field of: Law, Human Rights, International Relations, Gender and Peace and Securities studies or social sciences.

- Have at least 6 years' work experience in the field of social science research, including data collection, analysis and report writing. published research is an advantage.
- Have proven knowledge of and experience in implementing research methodologies including quantitative and qualitative data collection methods such as FGD and KII, including at the local level.
- Be fluent in local languages (Amharic & Tigrigna) and English language.
- Have proven experience working as part of a research team; experience of collaborations with international researchers/ international research projects an advantage.
- Demonstrable networks with women and local youth networks in the research areas is an added advantage.
- Strong personal commitment to and training and/or work experience of human rights, gender equality ,safeguarding principles, and peace-building,

9. **Preliminary Time Schedule and Deliverables**

Activities	**Month one**	**Month two**
Conduct first meeting with EHRCO and CEHRO management and establish a research team as well as roles and responsibilities- (in-house)	October 3	
Procurement and recruitment process for external consultants	October 13-31	
Conduct an office meeting of the research committee with the selected researcher to review the inception report		November 7
Data Collection		November 13-20
Translation and Transcription of data collected		November 21-24
Post-field work meeting with EHRCO, and CEHRO, to see the data collected, and the way forward		November 21
Data Analysis and Report Writing (First Draft report)		November 24- December 10
Final endorsement of the research report by key stakeholder consultation and EHRCO and CEHRO management team		December 10-14
Conduct final meeting as a close out task		December 15

*** Duration: two month starting from __September _30____ to __December 15, 2023_____
*** The research will conducted in selected areas of Tigray Region

10. Deliverables

This research endeavor will have the following key deliverables:

- Report on Stakeholder consultations: To inform the inception report and validate the research findings, consultation meetings reports inputs/agendas raised.
- Transcription and translation of FGDs, KIIs and Survey Instruments: Including a preliminary analysis of data collected. This will inform the first draft of the report, and
- Final research report.

11. Consultant selection criteria

The consultant selection criteria include:

- **Education and experience**: The consultant should have the necessary education and experience to complete the task successfully.
- **Skills and knowledge**: The consultant should have the skills and knowledge necessary to complete the project. This may include technical skills, industry knowledge, and project management skills.
- **Understanding of the organization and its mission**: The consultant should have a good understanding of the organization's mission, vision, values, and goals.
- **Proposed methodology and approach**: The consultant should have a clear plan for how they will complete the task. This should include the team composition, the timeline, and the budget.
- **Cost**: The consultant's fees should be reasonable and competitive.

12. Application Process and Submission Guidelines

Qualified and interested consultant is expected to submit her/his application to the email address:___info@ehrco.org and cc- gelilagalileetafe@gmail.com_____stating "Assessment on Women's Rights in Armed Conflict Affected Areas: the Case of Women's Housing, Land and Property (HLP) Rights in Tigray Region" in the subject within 7 (seven) days from this announcement date.
The following documents are required for application:

- A maximum of one page letter of interest,
- A maximum of 3 pages CV,
- A detailed technical proposal clearly demonstrating good understanding of the ToR,
- A financial proposal with a detailed breakdown of costs (including all applicable taxes) for the study quoted in ETB, and
- Legal renewed license including TIN certificate (If applicable).

NB: EHRCO is an equal opportunity organization, and Women and Persons with Disability applicants are highly encouraged to apply. Furthermore, this call is solely for the above-mentioned activities; it is not permanent employment. Lastly, EHRCO can amend this TOR at any time if it is necessary before reaching an agreement.