



## Terms of Reference

### Consultancy for Gender and TJR in BARMM

#### Operational Area: BARMM

#### BACKGROUND OF THE PROJECT:

The unanimous adoption of the Bangsamoro Transitional Justice Act (BTRJA) by BARMM parliament BARMM in January 2026 as well as the launch of the GPH-MILF Roadmap on TJR indicate that the Transitional Justice and Reconciliation (TJR) process in BARMM has been regaining momentum. Both documents explicitly provide for women's meaningful participation in the various policy- and decision-making bodies involved in the implementation of the regional TJR process (see e.g., Sec 6g BTRJA). In combination with the 2016 TJRC report's explicit acknowledgement that the armed conflict in the Bangsamoro affected men and women differently, the BTJRA and the GPH-MILF Roadmap on TJR contribute to a conducive legal and policy environment for a gender-responsive TJR process in BARMM to emerge, as demanded by Action Points 7 and 8 of the 2023-2033 Philippines National Action Plan on Women, Peace, and Security (NAP-WPS).

The recent movement in the regional TJR process provides an impetus to systematically review and reflect on women's role(s) and agency as well as gender-related topics therein. To this end, forumZFD is planning to organise two three-day in-person workshops with Mindanao- and national based women-led civil society organisations (CSOs) and CSOs working on gender, as well as individual women with expertise on gender and/or TJR to map the TJR-related work of women-led CSOs and CSOs working on gender at the national, regional (BARMM), and community (BARMM) level as well as unpack the meaning of and identify entry points towards the implementation of a gender-responsive TJR process in the context of BARMM. The workshops will build on the previous research work on gender and TJR in BARMM as well as the gender-related findings, recommendations, and action points presented under the 2016 TJRC report.

#### Scope of Work

The consultant will design and facilitate two 3-day participatory workshops on gender and TJR in BARMM for about 25-30 participants each (see above), applying inclusive and context-sensitive approaches to ensure meaningful engagement of diverse civil society actors and individual TJR and gender experts. The scope includes preparation of the workshop design and methodology, facilitation of capacity building and thematic sessions, as well as documentation of key insights. The capacity building and thematic sessions across the two workshops will cover the following topics:

- Mapping the TJR-related initiatives and work that women-led CSOs and CSOs working on gender have led on at the national, regional (BARMM), and community (BARMM) level, with special emphasis on their needs and gaps regarding their involvement in the process
- Key TJR concepts that are relevant in the context of BARMM, including the Dealing with the Past framework as well as core strategic and legal frameworks (see above), with particular emphasis on gender-related provisions therein
- Contextualizing "gender sensitivity" and "gender responsiveness" in the context of BARMM



- Gender-related priorities and needs regarding TJR, with particular emphasis on women (against the background of the contextualized understanding of what a gender-responsive TJR process in BARMM should look like)
- Stakeholder-specific recommendations towards enabling a gender-responsive TJR process in BARMM

While the two workshops described in this concept note are self-contained activities, they may pave the way towards systematic, action-oriented discussions among women-led CSOs and CSOs working on gender on how to push for a gender-responsive TJR process in BARMM in a coordinated manner.

The consultant is therefore expected to produce and submit two workshop reports that provide an extensive overview of the TJR-related initiatives and activities that women-led CSOs and CSOs working on gender have led on at the national, regional (BARMM), and community (BARMM) level, capture the key dimensions of workshop participants' understanding of "gender-sensitive" and "gender-responsive" in the context of TJR in BARMM, women's needs and priorities towards influencing the regional TJR process to realize this definition, as well as stakeholder-specific recommendations towards enabling a gender-responsive TJR process in BARMM. The reports shall also highlight entry points for strengthening the link between the strategic and legal frameworks that guide the TJR process in BARMM and women-led TJR-related activities at the community level towards a gender-responsive TJR process. forumZFD will draw on the workshop reports to draft and publish a comprehensive position paper entitled "towards a gender-responsive TJR process in BARMM". The paper shall inform ongoing efforts by women-led CSOs and CSOs working on gender to influence the implementation of the regional TJR bill in BARMM. Manila-based CSOs that advocate for the adoption of the pending national bill on TJR may also use the position paper as a source of reference.

### **Specific objectives of the assignment:**

#### **Workshop 1 – Mapping women's activities and agency regarding TJR at the national, regional (BARMM), and community (BARMM) level**

- Mapping TJR-related activities and initiatives that women in communities, women-led CSOs, or CSOs working on gender have been leading on at the national, regional (BARMM), and community (BARMM) level, including needs and gaps regarding their involvement in the Bangsamoro TJR process
- Mapping how women-led CSOs and CSOs working on gender understand and practice TJR at the national, regional (BARMM), and community (BARMM) level and what institutional bottlenecks they face in their TJR-related work
- Building a shared understanding of the relevant legal/strategic frameworks for TJR in BARMM, including the four DwP pillars
- Taking stock of TJR-related activities implemented by government agencies and non-state actors at the national, regional (BARMM), and community (BARMM) level so far
- Juxtaposing the comprehensive overview of women's TJR-related activities with existing "official" implementation initiatives regarding TJR to examine women's agency in the national and regional TJR process

## Workshop 2 – Contextualizing gender-responsiveness and identifying entry points towards realizing a gender-responsive TJR process in BARMM



The second workshop will contribute to the position paper mentioned above by focusing on

- Co-creating a context-specific understanding/definition of what a gender-responsive TJR process means in BARMM
- Identifying what gender-responsiveness would need to look like in the context of the TJR process in BARMM, including women's needs, priorities and perspectives (with reference to several specific topics under the four DwP pillars, e.g., historical injustice, HR violations, land dispossession, etc.)
- Identifying concrete entry points and milestones for making the regional TJR process more gender-responsive (building on women's ongoing TJR-related work at the national, regional (BARMM), and community (BARMM) level)
- Exploring which state and non-state actors in BARMM and at the national level have influence or responsibility around each entry point

## Consultations/FGDs with workshop participants – Formulating stakeholder-specific recommendations towards a gender-responsive TJR process in BARMM

Build on the identified entry points to:

- Formulate stakeholder-specific recommendations for advancing a gender-responsive TJR process in BARMM.
- Prioritize the most strategic recommendations/entry points.
- Identify areas that require further engagement, advocacy or follow-up.

| Deliverables                                                                                                                                                                          | Description                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| Inception report, initial preparatory meeting, and exploratory survey                                                                                                                 | Inception report with proposed methodology and agenda (including an initial participatory (online) meeting with involved forumZFD staff, outlining the proposed methodology, thematic scope, and agenda for joint discussion and refinement). Design, disseminate, and evaluate a survey among workshop participants before the first workshop to explore their TJR-related work as well as knowledge about the regional TJR process. |
| Prepare, facilitate two 3-day workshops (in person) <ul style="list-style-type: none"> <li>• Workshop 1: Second week of October 2026</li> <li>• Workshop 2: April/May 2027</li> </ul> | Workshop 1: Map TJR-related activities and initiatives that women in communities, women-led CSOs, or CSOs working on gender have been leading on at the national, regional (BARMM), and community (BARMM) level, including needs and gaps regarding their involvement in the national and regional TJR process as well as how they understand and practice TJR. Build a shared understanding of the relevant legal/strategic          |

| Deliverables                                           | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                        | <p>frameworks for TJR in BARMM, including the four DwP pillars. Take stock of and juxtapose TJR-related activities implemented by government agencies and non-state actors at the national, regional (BARMM), and community (BARMM) level so far with the comprehensive overview of women's TJR-related activities to examine women's agency in the national and regional TJR process.</p> <p>Workshop 2: Develop a robust definition and understanding of what gender-responsiveness looks like in the context of BARMM. Identify women's corresponding priorities and needs regarding a gender-responsive TJR process in BARMM. Identify entry points towards making the regional TJR process more gender-responsive (building on women's ongoing TJR-related work at the national, regional (BARMM), and community (BARMM) level) while strengthening synergies between the formal regional TJR process and community-level efforts to promote reconciliation, healing, etc.</p> |
| Consultations/FGDs with selected workshop participants | Formulate stakeholder-specific recommendations towards a gender-responsive TJR process in BARMM. Identify areas that require further engagement, advocacy or follow-up.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Final defined and validated outputs from workshop      | Two workshop reports that summarize the key insights that emerged from the workshops, with special emphasis on past and ongoing women-led TJR-related work at the national, regional (BARMM), and community (BARMM) level as well as gender-related priorities and needs regarding the implementation of a gender-responsive regional TJR process in BARMM. Overview of stakeholder-specific recommendations towards a gender-responsive TJR process in BARMM.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

The total number of workdays for this consultancy is 20.

forumZFD's support will include:

- forumZFD will provide timely access to all necessary background materials and other resources relevant to the design and facilitation of the sessions.
- Logistical and Administrative Support (assistance with travel and accommodation arrangements; as applicable).
- forumZFD will actively engage in the co-creation of workshop/session content and activities, ensuring alignment with program goals. They will also participate in the co-facilitation of the sessions where appropriate.

The consultant is expected to deliver the outputs within the agreed timeframe.



## Minimum Requirements

### Education

- a. Advanced university degree in peace and conflict studies, social sciences, political science, law, development studies, or a related field.

### Relevant Experience

- a. At least 8 years of relevant professional experience in transitional justice, gender, peacebuilding, governance, preferably in the Mindanao or similar conflict-affected contexts;
- b. Strong understanding of transitional justice and the role of gender therein, as well as conflict sensitivity, with the ability to translate these into policy recommendations;
- c. Excellent facilitation, documentation, and report-writing skills in English (knowledge of local languages in BARMM is an asset);
- d. Familiarity with the BARMM context, including key stakeholders, dynamics, and policy frameworks related to peacebuilding and transitional justice;
- e. Ability to work collaboratively, manage time effectively, and deliver high-quality outputs under tight timelines.

### Reporting

The consultant will report to the Research and Advocacy Advisor of forumZFD and provide periodic progress updates aligned with key milestones.

Please send your application letter, curriculum vitae including references and photo (any size) via email to: Hope Abayon, [abayon@forumzfd.de](mailto:abayon@forumzfd.de)

The subject title of the Email should be “Application: Gender and TJR in BARMM Consultancy”.

The deadline for applications is the **30th of September 2026**. Applications will be reviewed on a rolling basis. Only shortlisted applicants will be notified via email and / or phone and will be scheduled for a written test and an interview.

### Format for CV

Picture, anagraphics (name, surname, date of birth, place of birth and current place of residence), educational background, work experience. We recommend to keep it simple and clear, evidencing your experience, especially according to the requirements. It will be processed by international staff that might be not familiar with all local institutions, include appropriate clarification needed for a foreign reader.