

Towards Gender Just Governance In Focus: Philippines

Terms of Reference for Authors

Claiming Power and Reshaping Governance: Towards Intersectional, Feminist, Inclusive and Transformative Approaches

Background

Gender just governance refers to **systems, structures, and policies** designed to address systematic injustices and power imbalances that perpetuate gender injustices. It acknowledges that governance is not neutral and offers an exploration of transforming how power is held, shared and exercised.¹ Unlike traditional governance, which often perpetuates patriarchal norms, **gender just governance actively incorporates feminist and intersectional perspectives to create inclusive and equitable outcomes**. When **gender transformative** strategies are embedded into governance systems, they ensure policies that reflect the needs and experiences of all.

The central element of governance is the question of power. When governance is looked at from a gender justice perspective, it usually focuses on increasing women's representation in formal political and decision-making spaces. This is an important step towards building gender responsive governance. However, in order to transform the deeply entrenched patriarchal, colonial and exclusionary systems that shape governance structures, it is important to go beyond the numbers. Gender transformative governance system requires exploration of who holds the power, how power is claimed, contested and reshaped.

The recently held Philippine national and local elections presented a continuing uneven representation in governance, with only one woman for every five candidates nationwide. Despite women comprising more than half of the voters, gender issues have not been given significant spaces during campaigns. Interestingly, three out of the four increasingly prominent names for the 2028 national elections are women. Looking forwards, putting gender transformative governance at the center of political debates is going to be both an opportunity and challenge among the progressives.

Against this background, **the FES Gender Justice Competence Center Asia-Pacific (GJCCAP) in cooperation with the FES Philippines Office is commissioning a policy paper** that goes beyond seeking quantitative representation and explores what gender just governance would look like.

¹ Brody, Alyson (2009). Gender and Governance: Overview Report. Available at https://www.genderequalityinnovations.org/wp-content/uploads/2020/01/Governance_OR_final.pdf.

Objectives of the policy paper

The policy paper is aimed at providing a forward-looking direction for a transformative gender just governance systems and structures. The paper should:

- Interrogate existing governance structures and their limitations through a feminist and intersectional lens.
- Explore how governance spaces and structures can center equity, inclusion, and justice.
- Highlight strategies, models and practices that challenge dominant power structures and create spaces for transformative change
- Offers actionable policy recommendations aimed at policymakers, policy innovators and thought leaders

Methodology and approach

The policy paper should:

- Be rooted in feminist, intersectional, and decolonial frameworks.
- Apply a gender transformative governance framework (continuum) as an analytical lens
- Be evidence-based, incorporating analysis and case studies or examples from Philippine context
- Draw from both academia and lived experiences
- Be written in engaging language with minimal use of technical jargons suitable for policy audiences

Deliverables

- A detailed outline of the paper (approx. 2-3 pages) for feedback and alignment.
- A draft policy paper of maximum 8,000 words (excluding the references) for review.
- A finalised policy paper incorporating 3 rounds of feedback
- A 1-2-page summary of key insights and policy recommendations

Timeline

Submission of the proposals	11 th August
Selection and contracting	25 th August
Submission of first draft	30 th September
Submission of second draft	15 th October
Finalisation of the paper	31 st October
Copyediting, layout and design	1 st November – 14 th November
Finalisation of the publication	14 th November
Launch in website and social media channels	End of November

Payment terms

- 30 per cent of the contracted amount to be paid after the submission of the detailed outline of the paper
- 70 per cent of the contracted amount to be paid after the finalisation of the paper

Expected qualification and profile of authors

- The author(s) should be a Philippine national.
- Must have at least 3 years of experiences working closely on the intersection of gender and governance.
- Have a strong background in feminist theory, political science, development studies or related fields.
- Demonstrate experience in writing analytical and policy-oriented papers.
- Understanding of intersectionality and power, and a commitment to social justice.
- Experience of working with FES is an added advantage.
- Excellent command in English language.

Application guidelines

Interested author(s) are invited to submit the following by email to renee.tumaliuan@fes.de.

- **A detailed proposal** outlining their approach to the policy paper, including a proposed content outline (max. 3 MS Word page document, Calibri font 11 and single line spacing).
- **Two writing samples** (preferably on relevant theme and format). Please submit as a pdf attachment.
- **An updated CV** highlighting relevant experience
- **Financial proposal** (including cost breakdown and number of working days)

Kindly note that the copyediting, layout and design cost will be borne separately by FES.

Deadline for submission

The deadline for submission is **11th August, 11:59 pm Manila time.**

Evaluation criteria

Proposal will be evaluated based on the following criteria:

40 per cent

Strength of the proposal

- *Clarity of proposed argument/focus [10 points]*
- *Use of feminist, intersectional, decolonial themes [10 points]*
- *Ability to explore power structures [10 points]*
- *Methodological approach [10 points]*
- *Strength of the proposed outline [10 points]*

- *Feasibility with timeline and scope stated in the ToR [10 points]*

30 per cent

Cost

Percentage of cost is calculated as follows:

[lowest quote of the proposed quotes] x 30 / proposed quote

30 per cent

Experience, expertise and qualification

- *Demonstrated experience of working on the intersections of governance and gender justice [15 points]*
- *Strong background in feminist theory, political science, development studies or related fields [10 points]*
- *Demonstrate experience in writing analytical and policy-oriented papers [10 points]*
- *Understanding of intersectionality and power, and a commitment to social justice [10 points]*
- *Excellent command in English language [5 points]*
- *Previous experience of working with FES [10 points]*

Contact person

Contact person for the project

Renee Magpantay-Tumaliuan

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