



Terms of Reference

For

Consultant (s) to develop Advocacy Strategy for Intersex Asia

Position: Consultant for the development of Advocacy Strategy

Location: Home-based (Remote working)

Report to: Executive Director of Intersex Asia (IA)

Contract period: 30 Days (tentative)

Application deadline: 15 January 2025

Who are we

Intersex Asia (IA) is an autonomous regional network of intersex-led organizations and individuals from Asian countries that work to support, educate, and advocate for the rights and lives of intersex individuals and raise awareness on human rights violations and discrimination faced by intersex communities.

Intersex Asia was established when 14 intersex people representing organizations and communities from Hong Kong (China), India, Indonesia, Myanmar, Nepal, Pakistan, Philippines, Taiwan, Thailand, and Vietnam came together to attend the first Asian Intersex Forum, which took place in February 2018 in Bangkok, Thailand.

For more details about the Intersex Asia, please click [here](#)

Scope of Consultancy work

The hired consultant(s) is expected to develop a comprehensive advocacy strategy that aligns with the goals, vision, and mission of IA. Through establishing identified partnerships with stakeholders in human rights, health, and social justice sectors at local, national, and regional levels, this strategy should provide a well-defined framework for advancing intersex rights across Asia and relevant global platforms, incorporating specific and actionable steps that can be implemented to drive meaningful policy change and promote awareness and understanding of intersex issues in the region.

Objectives

- Developing a comprehensive advocacy strategy to promote the rights of the intersex community.
- Evaluating existing advocacy activities and suggesting improvements.
- Providing specific action plans for particular issues (e.g., legal reforms, public awareness campaigns).



1. Scope of work

The consultancy will involve the following key activities.

- **Desk Review:** Conduct a thorough review of the existing activities, literature related to Intersex, reports and publications developed by IA, legal frameworks related to Intersex, their rights, and existing advocacy efforts.
- **Key Informant Interviews:** Identify key individuals with significant experience of practical advocacy or academic research on intersex rights and conduct interviews to understand the relevant advocacy landscape for intersex rights.
- **Stakeholders mapping:** Identify key stakeholders involved in addressing the rights of Intersex communities, including Government agencies, NGOs, International organizations, and others.
- **Needs Assessment:** Assess the specific needs and challenges faced by Intersex individuals in Asia, including physical, psychological, legal, and social aspects.
- **Strategy Development:** Develop a comprehensive advocacy strategy for the next three years that outlines specific goals, objectives, and action plans to advance the rights of Intersex communities. The strategy should include clear timelines, progress indicators, and mechanisms for monitoring and evaluation.

(The strategy must specifically propose a distinct approach for undertaking advocacy at the national, regional, and international levels. With regard to intersex rights, the organisation supports the advocacy efforts of national-level intersex-led organisations. Further, the organisation is specifically keen on understanding the institutional and normative landscape relevant to intersex rights within Asia. Lastly, the strategy must include a specific approach with regard to engaging UN mechanisms as well as intergovernmental organisations such as Asian Development Bank, World Bank, World Health Organisation, etc)

(In addition to the above, the strategy must also identify the advocacy approach with regard to engaging key organisations within parallel human rights movements such as child rights, women's rights, disability rights, SRHR, Climate Change, Disaster Response, Civil Registration and Vital Statistics, Public Health.)

- **Capacity Building:** Identify capacity-building needs for organizations and individuals working on implementing advocacy initiatives to advance Intersex rights and develop recommendations for training and support programs.



- **Monitoring and Evaluation Framework:** Develop a framework to monitor and evaluate the progress and impact of the advocacy strategy, including indicators, data collection methods, and reporting mechanisms.

2. Expected deliverables and schedule

The consultant is expected to deliver the following deliverables:

- **Inception report:** A detailed report outlining the proposed approach, methodology, and work plan.
- **Draft advocacy strategy:** A comprehensive draft advocacy strategy for advancing Intersex rights, including a situational analysis report outlining current challenges and opportunities for advocacy. This strategy will outline specific goals, stakeholder matrix, actions, and measures to raise awareness, influence policy, and foster social change for the Intersex community.
- **Final advocacy strategy:** A revised and finalized advocacy strategy incorporating feedback received during the review process.
- **Capacity-building recommendations:** A report outlining recommendations for capacity-building programs and support initiatives for organizations and individuals working on implementing advocacy initiatives.
- **Present the strategy:** A presentation summarizing the strategy.

3. Duration

The consultancy contract will be in effect for a maximum of 30 days. The contract period is negotiable.

4. Academic profile, experiences, skills

To fulfill the requirements of this consultancy, the candidate should possess:

- At least a master's degree in law, international development, Social sciences, development studies, or related field.
- Demonstrated at least 5 years of experience developing advocacy strategies/frameworks, preferably in Human rights.
- Significant experience working with CSOs/NGOs.
- Excellent written and oral communication skills in English



7. Reporting

The Consultant will closely work with the Program Manager under the overall direction of the Executive Director of IA.

8. Application process

- a. A cover letter outlining how the candidate or firm meets the above qualifications.
- b. A maximum of 5 pages' Technical Proposal to Intersex Asia interpreting the terms of reference and elaborating the consultancy methodology and design, the level of effort required to fully deliver the assignment, and a work plan with timeline and budget (cost application) for undertaking the assignment.
- c. Resume.
- d. Copies of three similar assignments undertaken in the last 5 years and contact details of three referees from organizations that have recently contracted the consultant to similar or related work for the last 2-5 years.
- e. A finance proposal – detailed breakdown of costs, disclosing all relevant budget items for completing this assignment.

How to Apply:

Please send your complete application to program.manager@intersexasia.org no later than **(15 January 2025)** with the subject line "Application Advocacy Strategy Consultant."

Note:

- We kindly ask for your understanding that, given the large number of applications we receive, we will only be able to follow up with those candidates who have been shortlisted for further consideration. We are grateful for your interest in our organization and for taking the time to submit your application.

Intersex Asia's equal opportunities statement:

- Intersex Asia aims to ensure that all full-time and part-time employees, potential employees, and other individuals will receive equal treatment, including access to employment, training, and opportunities for promotion, regardless of any personal attribute, including but not limited to color, nationality, national or ethnic origin, race, gender, sexual orientation, gender identity, gender expression, domestic circumstances, marital status, pregnancy, trade union membership, gender reassignment, health status, HIV status, religion or belief, age, sexuality, sex characteristics, bodily diversity, and disability.



- We strongly encourage individuals who identify as intersex, as well as those from diverse ethnic and racial backgrounds, to submit their applications.
- We strive to make our recruitment process accessible to all applicants, including those with special needs. If you require any accommodations or assistance, please do not hesitate to inform us. We are committed to providing a fair and inclusive experience for all candidates.