

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

<b>TERMS OF REFERENCE FOR GENDER JUSTICE ANALYST - National Consultant</b>	
Hiring Office:	Cabo Delgado sub-office
Purpose of consultancy:	<p><b><u>Context</u></b></p> <p>Cabo Delgado is the fourth most populated province in Mozambique, accounting for 8.4% of the country’s population. The province’s population is extremely young (65% aged less than 25) and rapidly growing (+28% over a 10-year period between 2007 and 2017). The vast majority of the province’s population lives in rural areas (83%), compared to a national average of 67%. Girls and young women account for the majority of the youth population, especially in rural areas (55%).</p> <p>Gender inequality is pervasive, with the province containing the second highest rate of child marriage in the country, with 60.7% of women aged 20-24 married and 40.2% giving birth before the age of 18. In addition, Cabo Delgado has one of the highest illiteracy rates in the country (67%), affecting girls and women disproportionately. Between 2011 and 2015, the unmet demand for contraceptives amongst married women increased from 12.2% to 22.5%. Twenty-four (24) percent of women have experienced physical violence in their lifetime, and 11% have experienced sexual violence, which is the highest in the country (with Zambezia). The proportion of men who have experienced physical violence is also extremely high at 40%, more than twice as high as the national average.</p> <p>Insecurity, caused by violent attacks by non-state armed groups since 2017, exacerbated by consecutive climatic shocks and public health emergencies such as COVID-19 and cholera, have led to an unprecedented displacement of populations. The attacks that intensified since 2020 have now displaced more than 700,000 people across five provinces, representing a near seven-fold increase in the figure for 2019. Of those displaced, nearly 20,000 are pregnant women.</p>

## **The project**

This consultancy will contribute to the successful implementation the Canada-funded project “*Building Tomorrow Today*”, which aims to strengthen gender-based violence prevention, response, and mitigation interventions in Cabo Delgado Province, applying a humanitarian-development-peace Nexus approach and with a focus on particularly vulnerable groups by reaching the furthest behind first and leaving no one behind.

The ‘*triple nexus*’ refers to the interlinkages between humanitarian, development and peace action and actors. The triple nexus approach has caused a shift towards linking life-saving interventions with longer-term action and a strengthened focus in crisis areas on preparedness, resilience, addressing root causes, strengthening of local capacities and ownership, conflict sensitivity and contributions to sustaining peace, while addressing humanitarian needs in line with international humanitarian principles

The project aims to bridge the humanitarian-development-peace nexus divide by ensuring that humanitarian assistance for women, girls and youth is delivered in the context of building resilience and broader sustainable development priorities. The project will support national, sub-national, and inter-agency measures to strengthen gender-based violence (GBV) prevention, response, and mitigation intervention by strengthening multi-sectoral GBV response services, coordination of risk mitigation GBV interventions, and evidence base and data systems for the recovery and development of integrated GBV services and gender-sensitive protection systems.

The focus will be placed on reaching particularly vulnerable groups with GBV services and referrals, including women and girls with disabilities and albinism, people who suffer violence and discrimination based on gender and/or sexual identity and others, applying the UN approach of leaving no one behind.

The project will be implemented in Cabo Delgado Province, taking into consideration the current conflict and development needs.

The deliverables produced as part of this consultancy will respond to **Objective 3** of the project “Strengthen evidence base and data systems for the recovery and development of integrated GBV services and gender-sensitive protection

	<p>systems”, and more specifically to <b>Activity 3.2</b> “Conduct a GBV vulnerability analysis in Cabo Delgado”</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>The consultant will be expected to support the design and the operationalisation of a multi-deliverable pilot study to assess the quality of formal and informal justice services that respond to crimes based on gender identity and sexual identity at the district level to i) understand normative patterns and trends, ii) the intersections between legal framework, law implementation and user’s expectation and belief and finally highlight opportunities for better inclusion of people furthest left behind.</p> <p><b><u>(Activity 3.2.1) Deliverable 1:</u></b></p> <ul style="list-style-type: none"> <li>- Geospatial mapping of GBV services in the selected districts. Services will include formal institutions such as police stations, IPAJ, <i>Gabinete de Atendimento de Mulheres e Vítimas de Violência Doméstica</i>, private lawyers in the targeted districts, SERNIC <i>etc</i>, and informal institution such as key CSOs, community leaders, chefes de bairros (local authorities), <i>etc</i></li> </ul> <p>As part of this deliverable, the consultant will be expected to support the lead consultant and provide a comprehensive mapping of key stakeholders in the justice/legal system in the pilot districts, and facilitate discussions to enable visits with key stakeholders.</p> <p><b><u>(Activity 3.2.2) Deliverable 2:</u></b></p> <p><u>Part One</u></p> <ul style="list-style-type: none"> <li>- Assess national and provincial legal frameworks that includes a mapping of legal provisions addressing forms of crimes on the basis of i) gender identity, ii) sexual identity.</li> </ul> <p>As part of part one of this deliverable, the consultant will be expected to support the lead specialist in identify legal material pertinent to gender identity and sexual identity, support with language and cultural background.</p> <p><u>Part Two</u></p> <p>Qualitative and quantitative analysis of formal and informal justice service providers in the selected districts in Cabo Delgado. The study will understand the attitudes and behaviour of individual stakeholders and the institution that address issues and complaints of forms of violence based on gender identity and sexual identity.</p>

This analysis will include:

- Collection of quantitative data on crimes based on gender identity and sexual identity within key formal, and if possible, informal institutions. Data will be disaggregated by sex, age and case type (*Some of the guiding questions are “What are the crimes, who commits the crimes, who are the victims, how are they categorized by the institution/ informal system, what is the outcome of the queixa etc*); Processes adopted in prosecution of alleged crimes based on gender identity and sexual identity, including modalities of interviewing (*what questions are asked, who is the interviewer etc.*), assessment of personnel or units specialised and trained to deal with forms of violence based on gender identity and sexual identity;
- Perception, attitude and behaviour of formal and informal service providers dealing with crimes based on gender identity and sexual identity and to what extent are individual attitudes, beliefs limiting the addressing of the case;
- Extent to which substantive and procedure law is known and applied and mapping of existing challenges and normative and factual/material bottlenecks.

As part of this deliverable, the consultant will be expected to support the lead consultant to facilitate interventions on the ground, including conducting KIIs and FGDs in Portuguese and local languages, liaise with key local institutions to obtain permissions to conduct these studies, including ethic board permission if required, and support the lead consultant to develop and translate methodological tools (surveys, interview questions etc.).

**(Activity 3.2.4) Deliverable 3:**

**Part One**

- Understand perception of service users on quality of formal and informal justice-related service provision that deal with crimes based on gender and sexual identities.
- Analysis of trends, incentives and barriers of user to access services and level of trust in systems - who feels empowered to use these services, what is the perception of safety when reporting, including lack of judgement and potential stigma,

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	<p>required, and support the lead consultant to develop and translate methodological tools (surveys, interview questions etc.).</p> <p><b><u>Data collection methodology:</u></b></p> <p>In order to collect the information for this study, the consultant is expected to work with an international consultant who will lead the research activities to develop a mix-methodology (quantitative and qualitative) that comprise desk based research, surveys, KIIs, FGD and anything else that the research team deems necessary.</p> <p>Together, the consultants will be expected to present the methodology for data collection of each of the deliverables described above, including suggested timeline and plan of action, in the inception report that will be submitted to UNFPA responsible team within the first week of consultancy</p>						
<p>Duration and working schedule:</p>	<p>Total of 15 days work starting the day of contracting ideally between September and November 2022.</p> <p>Estimates: 3 days planning, 10 days field work, 2 days review and report submission.</p>						
<p>Place where services are to be delivered:</p>	<p>The consultant will be ideally Pemba based, with the need to travel to the 3 pilot districts</p>						
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline</p>	<p>Formal weekly meetings will be established with the consultant, however due to the nature of the deliverable the consultant will be expected to communicate daily with the rest of the team</p> <p>Timeframe for submission:</p> <table border="1" data-bbox="451 1451 1479 1881"> <thead> <tr> <th data-bbox="451 1451 797 1493">Products</th> <th data-bbox="797 1451 1138 1493">Submission</th> <th data-bbox="1138 1451 1479 1493">Review and approvals</th> </tr> </thead> <tbody> <tr> <td data-bbox="451 1493 797 1881"> <p><b>Submission of the Inception Report:</b> This report shall briefly describe the roadmap, the workplan and the methodology the consultants have established for the assignment, programme of the execution of the work and initial findings. This report should clearly highlight collaboration with the lead consultants</p> <p>This report shall be validated with the lead consultant and at UNFPA internally.</p> <p><b>(30% corresponding salary payment)</b></p> </td> <td data-bbox="797 1493 1138 1881"> <p>3 days of work</p> </td> <td data-bbox="1138 1493 1479 1881"> <p>Technical Feedback from the international consultant, and the Pemba Technical team</p> </td> </tr> </tbody> </table>	Products	Submission	Review and approvals	<p><b>Submission of the Inception Report:</b> This report shall briefly describe the roadmap, the workplan and the methodology the consultants have established for the assignment, programme of the execution of the work and initial findings. This report should clearly highlight collaboration with the lead consultants</p> <p>This report shall be validated with the lead consultant and at UNFPA internally.</p> <p><b>(30% corresponding salary payment)</b></p>	<p>3 days of work</p>	<p>Technical Feedback from the international consultant, and the Pemba Technical team</p>
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Supervisory arrangements:	The consultant will work in close collaboration with the Gender and GBV Pemba team and will report directly to the Lead Consultant.						
Equipment provided, if applicable:	The consultant will work with their IT equipment. UNFPA will provide phone/internet credit for the time the consultant is conducting field work in the districts.						
Required expertise, qualifications and competencies, Education including language requirements:	<p>The consultant is expected to have at least a Master’s degree (PhD will be considered an advantage) or equivalent in field of Law, and/or Gender Studies, juridical sciences, human rights, social science, political science or related field is required.</p> <ul style="list-style-type: none"> <li>- At least 5 years of proven work experience in the area of Rule of Law, Gender and the Legal/Justice Sector, Human Rights and access to Justice for survivors of GBV</li> <li>- Good understanding of issues and challenged of Gender Identity and Sexual identity from a legal and social perspective</li> <li>- Experience conducting needs assessment studies, quantitative and qualitative analysis;</li> <li>- Experience designing and facilitating FDG, KIIs and implementing surveys in the justice sector and with legal actors</li> <li>- Experience with capacity assessment of justice institution to understand levels and quality of access to justice for survivors of GBV</li> <li>- Demonstrable writing skills and ability synthesizing complex ideas in an accessible way</li> <li>- Experience working as part of a team to successfully implement complex activities</li> </ul>						

	<ul style="list-style-type: none"> <li>- Experience working within the Mozambican legal system and knowledge of the legal framework regulating Gender identity and sexual identity</li> <li>- Successful experience working with the UN system is an advantage</li> </ul> <p>Language skills</p> <ul style="list-style-type: none"> <li>- Fluency in English (written and spoken) and Portuguese (native level) as well as local languages from Cabo Delgado is required.</li> </ul>
<p>Other relevant information or special conditions, if any:</p>	<p>The consultancy rate applicable will be pegged to UNFPA national consultancy rates.</p> <p>The Consultant may not make use of any unpublished or confidential information that has come to his notice during the period of the consulting duties, without the UNFPA's consent. This prerequisite is maintained after the consulting period is expired or terminated.</p>