

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE	
“Population, Gender/GBV and humanitarian data consultant”	
Hiring Office:	Programme Units – Gender/ GBV and P&D
Purpose of consultancy:	<p>Deep-rooted power imbalances remain between men and women based on a discriminatory structure of society that legitimizes an ideology of male sexual entitlement, and mainly values women for their reproductive capacity and economic benefits they bring through marriage. Furthermore, women and girls are regularly subjected to physical and sexual violence and early sexual initiation. According to Mozambique’s 2011 Demographic and Health Survey (DHS, 2011), more than one in three women (37.2%) has experienced physical or sexual violence at some point in their lifetime with rates higher (42.8%) among young women aged 20-24. In a more recent time period, 6.9% of women have suffered sexual violence in the last 12 months with rates higher in urban (7.9%) than in rural areas (6.4%) and among young women (17.5%). Mozambique also has the 10th highest early marriage rate in the world, 48% of women aged 20-24 married before age 18 (55.7% in rural areas and 36.1% in urban areas). Related to early marriage, the percentage of 15 to 19-year-olds ever pregnant is 46%. Also, the HIV/AIDS prevalence rate is 13.2% and 9.8% for women between 15-24 years of age. The COVID 19 pandemic emergency that hit Mozambique in March 2020, brought new and additional challenges, compounding existing gender inequalities and vulnerabilities, increasing risks of abuse.</p> <p>To address these challenges, the United Nations and the European Union (EU) have established a global, multi-year initiative focused on eliminating all forms of violence against women and girls (VAWG) – the Spotlight Initiative (SLI). The Country Programme Document for Mozambique was launched in 2019. The programme operates in three provinces in Mozambique (Nampula, Manica and Gaza) as well as at the central level. After two years of implementation, SLI collected important experiences and understanding of the local context and dynamics, particularly due to geographical coverage and through the comprehensive approach involving several Government sectors. UNFPA in Mozambique is leading the Spotlight pillars 4 and 5, related to the provision of services and data. Under other pillars interventions such as mentorship, through adolescent girls' Safe Spaces, under pillar 3, and capacity development under pillar 2 demand strong articulation and technical support for effective implementation.</p> <p>As part of UNFPA’s mandate to promote evidence-based policies to respond to population dynamics, the UNFPA-managed multi-donor Trust Fund for the IV Population and Housing Census has been supporting Mozambique’s Institute for National Statistics (INE) in the collection, analysis and dissemination of demographic and social data. In synergy with the Spotlight program, the Trust Fund has supported the establishment of a Gender Statistics Unit at INE and capacity development in gender statistics across government sectors. UNFPA Population & Development unit is embarking in the design of a new five-year program to support the Government of Mozambique in planning, implementing and monitoring gender-sensitive cross-sectoral policies to harness the country’s Demographic Dividend (DD) by empowering women and youth. The use of population and other geo-referenced data is also at the core of UNFPA’s response to humanitarian crises. During the current crisis due to the Covid-19 pandemic, part of the work of UNFPA P&D team has also focused on generating demographic intelligence and analytics for modelling the impact of the pandemic, assessing its effects on program implementation, and informing resource mobilization for UNFPA response to the crisis.</p> <p>Based on the above challenges and programmatic areas of intervention, the purpose of this consultancy is to provide cross-unit technical assistance to the P&D and SLI team for:</p>

	<ul style="list-style-type: none"> ● Supporting national systems to gather gender and GBV data, align national collection systems to international standards, provide tools, software and equipment suitable to collect real-time data in remote conditions, produce reports and disseminate information based on collected prevalence and incidence data on VAWG/SGBV/HP and links to SRHR highlighting the most vulnerable groups; ● Generating and managing geospatial systems for the integration of population, gender, SRH and service access data; ● Designing and launching a multi-sectoral platform to share key research, data and information; ● Building capacity of UNFPA staff, women and girls, adolescent and youth organizations, CBOs, CSO platforms and networks at the community, district, provincial, national levels to enable more effective programme design and monitoring as well as advocacy across the integration of SRHR, VAWG/ SGBV/HPs issues. <p>The consultant will contribute to the effective and accelerated implementation of SLI interventions, considering the end of phase I in June 2021 and contribute to the design of phase II.</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Under the leadership of the UNFPA Representative, the overall guidance of the Deputy Representative, and the Assistant Representative, the consultant will be directly supervised by the Population and Development Technical Advisor in cooperation with the SLI Project coordinator. The consultant will work in close collaboration with the participating SLI UNFPA core team, UNFPA Humanitarian Unit, other UN agencies, UNFPA Implementing Partners, the Government and civil society.</p> <p>The following activities are to be performed:</p> <ul style="list-style-type: none"> ● Roll out the infoViolencia as a multi-sectoral platform to share key research, data and information in all SLI districts to gather GBV data, ensuring alignment to international standards. ● Ensure timely procurement of appropriate tools, software and equipment suitable to conduct such data collection in remote conditions, and in real time as possible. ● Produce 6 reports and disseminate information based on collected prevalence and incidence data on VAWG/SGBV/HP and links to SRHR highlighting the most vulnerable groups. ● Build capacity of women and girls, adolescent and youth organizations, CBOs, CSO platforms and networks at the community, district, provincial, national levels to enable more effective programme design and monitoring as well as advocacy across the integration of SRHR, VAWG/ SGBV/HPs issues. ● Support the preparation of at least one thematic study on gender/ GBV data analysis to integrate medium long term planning. ● Provide technical assistance to INE's Gender Statistics Unit for building capacity in gender statistics. ● Develop geospatial data tools for the integrated analysis of population, gender, GBV and health service data. ● Liaise with UNFPA P&D branch for the roll out of global geospatial data initiatives. ● Support MEF in the preparation of work plans, implementation of activities and financial analysis. ● Provide technical inputs for the preparation of the UN Common Country Analysis and new UN Country Program. ● Generate other data analytics to inform UNFPA's planning of COVID-19 response. ● Participate in policy dialogues on gender and population and development issues.

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	<ul style="list-style-type: none"> ● Perform other related tasks assigned by the Assistant Representative, Deputy Representative or Representative. <p>Key expected results include:</p> <ul style="list-style-type: none"> ● InfoViolencia rolled in all SLI districts- operational to collect SGBV data ● Issue and disseminate at least 6 reports with GBV prevalence and incidence ● Build the capacity on SRHR, VAWG/ SGBV/HPs and gender statistics in the three provinces and 10 districts for local authorities, CSO, CBOs. ● Gender statistics, including SDG 5 indicators are published by INE according to consolidated indicator framework ● Geospatial platform with Mozambique's population data and gender indicators is available to the users ● Enhanced availability of population and humanitarian data for crisis preparedness and response ● MEF Work Plan is effectively implemented
Duration and working schedule:	17 February 2021 to 31 December 2021
Place where services are to be delivered:	Based in Maputo, possible travel to Nampula, Gaza and Manica
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	All outputs will be delivered by e-mail in soft copy according to tentative deadlines established at the beginning of the consultancy. On 30 of each month a report with annexes on results achieved (workplan, concept note for mentor training, training materials, training reports, etc)
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The Consultant will receive a monthly lump sum based on deliverables of the monthly report, totalling 100% by end of contract.
Supervisory arrangements:	S/he reports to P&D Technical Advisor and Project Coordinator (a.i) and coordinates with: <ul style="list-style-type: none"> - Gender/GBV, P&D, SRH and Youth National Programme Officers and Humanitarian unit; - UNFPA ESARO and Technical Division; - RCO, UN Women, UNDP and UNICEF SLI Technical Focal Points and RCO and UN Women SLI consultants
Expected travel:	Possible travel to Nampula, Gaza and Manica
Required expertise, qualifications and competencies, including language requirements:	<p>Education Master's degree or equivalent in gender studies, demography, geography, international development, international relations or other social science or public health fields is required.</p> <p>Work experience</p> <ul style="list-style-type: none"> ● At least 7 years progressively responsible experience in designing and managing projects, preferably on gender, SRHR and/or humanitarian. ● Extensive experience and technical knowledge on population, gender and GBV data in the context of Mozambique and/or Southern Africa. ● Professional-level experience in the design, development, implementation and administration of geographic information systems (GIS). ● Proven experience in programme implementation, preferably for the United Nations, UNFPA or the EU. ● Experience in providing technical assistance, data analysis, planning, results-based management.

	<ul style="list-style-type: none"> ● Proven experience supporting partnerships: experience working with governments, donors, civil society organizations. ● Experience and knowledge in Monitoring and Evaluation, Results based Management, Human Rights based Approach. ● Deep understanding of local context, and national challenges. Working experience in Africa, especially Mozambique, is an asset. ● Experience working at joint UN programmes/projects is considered an asset. <p>Language</p> <ul style="list-style-type: none"> ● Fluency in Portuguese is required, written and spoken. ● Knowledge of English is an asset <p>Competencies of Successful Candidate</p> <p>i) Core Values: - Commitment;- Diversity and Inclusion;- Integrity</p> <p>ii) Core Competencies: Communication; Working with People; Drive for Results</p> <p>iii) Functional Competencies: - Formulating Strategies and Concepts;- Analysing; - Relating and Networking; - Creating and Innovating</p>
Inputs/services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable:	The consultant will work with her/his own Laptop. UNFPA will provide desk and chair if available.
Other relevant information or special conditions, if any:	N/A
<p>Signatures:</p> <p>Requesting Officer: Roberto Manjate, Acting Gender Programme Analyst</p> <p>DocuSigned by: <i>Roberto Manjate</i> 15-Jan-2021 01816F5D575348B... Date: _____</p> <p>Reviewed by: Nadia Vaz, Assistant Representative</p> <p>DocuSigned by: <i>Nadia Vaz</i> 15-Jan-2021 DAB746B6D2F745F... Date: _____</p>	