

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

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| “Technical support on gender programme in Mozambique” | |
| Hiring Office: | Programme Unit – Gender |
| Purpose of consultancy: | <p>At the 65th session of the Commission on the Status of Women, “Women’s full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls”, and the flagship “Generation Equality campaign, called for women’s rights to decision-making in all areas of life, equal pay, equal sharing of unpaid care and domestic work, an end all forms of violence against women and girls, health-care services that respond to their needs. Nevertheless, many obstacles still block women’s path to Equality. One of the most fundamental is the lack of bodily autonomy, as many women cannot make basic decisions about their bodies, such as whether to have sexual relations or not, to use contraceptives or not, or even make their own health-care choices.</p> <p>According to several global indices, gender inequality has been a problem in Mozambique even before COVID-19 and indications are that the pandemic may have deepened this divide. Mozambique ranked 181 out of 189 countries according to the UNDP Human Development Index 2019, placing it in the low human development category. According to the Gender Development Index (GDI) associated with the HDI, women lag behind men with a gender parity ration of 0,912. This is not only due to low scores in education and differences in the estimated gross national income per capita, but also reflects gender-based inequalities in reproductive health, empowerment, and economic activity. Mozambique ranks 127 out of 162 countries in the 2019 GII index, due to inequality between female and male achievements in the three GII dimensions¹.</p> <p>A combination of factors have contributed to the precarious status of women and girls in the country, such as discriminating cultural norms, GBV, low levels of education, limited economic prospects and pressure to marry and have children at a young age, as well as patriarchal values and norms embedded in the Mozambican society and social structures create and perpetuate the belief that men’s interests and priorities rank higher than those of women and are used to justify violence against women (GBV) from an early age.</p> <p>One of the biggest factors in gender inequality is the GBV, and in Mozambique Child Marriage plays a relevant role in aggravating gender inequalities. Household surveys (IDS 2011, IMASIDA 2015) indicate that Mozambique has one of the highest prevalence of child marriage in Africa and in the world. Nearly one in two girls (48 per cent) marries before turning 18. The 2017 census revealed that the prevalence of child marriage has only modestly decreased over a period of 20 years. The government of Mozambique enacted a new law on the prevention of child marriage in July 2019. But, Mozambique will not achieve ending child marriage by 2030 without accelerating progress, and this acceleration will not happen without filling the resource gaps and stepping up political commitment to the child marriage agenda at all levels. While donors and development partners have a major role to play in this effort, commitment and ownership from the national government is fundamental and can ensure sustainable progress to end child marriage. To date the United Nations among other development partners has been providing technical support to the government of Mozambique in the implementation of this key piece of legislation. The GE Coalition of the Willing (CotW) established in December 2020 to strengthen high-level political dialogue and action between DCP members and the Government of Mozambique (GoM) on related to gender equality and women’s empowerment, particularly on sissues subjects that are cross-cutting, multi-sectoral and which involve engagement of multiple ministries. The GE CotW is considered a temporary structure that works in conjunction with existing sector working groups, but that has been created to provide a strategic boost and enhanced momentum to priority cross-</p> |

¹ UNDP. Human Development Report 2020 at <http://report.hdr.undp.org>

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| | <p>sectoral issues between DCP and the GoM. The GE CotW will work closely with existing sector working groups on gender, primarily the Gender Coordination Group (GCG), and will draw on their expertise and analysis to inform and direct high-level strategic dialogue and action.</p> <p>To understand the cost and the new investments that must be made to achieve these national-changing transformative result, an Investment Case on Child Marriage, will be a useful tool that offers an analysis of the value for money, and the value for resources of investment and impact in a range of interventions to meet desired goals. In the case of child marriage, such interventions include e.g. life skills development, community engagement, comprehensive sexuality education etc. The investment case will provide a compelling argument to potential investors on the desired impact, benefits and/or returns accruing from targeted allocation, release and utilization of resources for CM priorities at national level.</p> <p>A combination of interventions aimed at gender transformations is therefore necessary. To do so the consultant will have to support the coordination, and advocacy efforts, through the different mechanisms existing at national level.</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, the consultant will be directly supervised by the Assistant Representative. The consultant will work in close collaboration with the participating UNFPA team, UN agencies, UN Partners, the Government and civil society.</p> <p>On behalf of UNFPA, the consultant will promote Gender Transformative Programming Technical Support, ensuring interventions are successfully able to build and/or strengthen youth agency and whether the intended outcomes are clear, achievable, and measurable. Lead and facilitate coordination, advocacy and capacity development interventions, as well as the production of advocacy notes and on gender transformative actions, in order to catalyse collective action, spark national and local conversations among generations, increase public and private investment, and deliver concrete, game changing results for girls and women.</p> <p>The following activities are to be performed:</p> <p>1. Advocacy</p> <ol style="list-style-type: none"> a. Support the 16 days of activism at national level, on Ending Violence Against Women: under the theme Orange the World: End Violence Against Women Now! The campaign kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. Recognizing that 2021 marks the 30th anniversary of the Global 16 Days Campaign. b. Prepare advocacy notes and briefs related to GBV, Child Marriage, to inform and influence high-level strategic dialogue and advocacy on targeted issues related to gender equality and women’s empowerment with and between DCP and GoM; c. Provide technical advice and recommendations for the integration and mainstreaming of gender equality and women’s empowerment into the work of the CO, particularly in the messaging and dialogue with GoM, and donors. d. Contribute to the generation equality campaigning, a global movement to accelerate the GEWE agenda in 5 years. Working closely with Government, CSOS, feminist movements and donors, to ensure national commitments at Paris are full filled and to promote the Action Coalitions on Bodily Autonomy and Sexual and Reproductive Health and Rights (SRHR) and on Gender-based Violence. <p>2. Coordination</p> <ol style="list-style-type: none"> a. Active participation in CotW, with focus on: i) Child, Early and Forced Marriage (CEFM) – Focused advocacy around a multi-sectoral approach to implementing the new legislation on Preventing and Combatting Premature Unions; ii) SGBV and the Shadow Pandemic – Scaling up advocacy around prevention of, and response to, the rising |

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| | <p>levels of SGBV during the COVID pandemic, as well as promoting implementation of the Multi-Sectoral Gender-based Violence Response Mechanism; and iii) Women, Peace and Security – Targeted advocacy on the situation in Cabo Delgado and the implementation of the Maputo Peace Accords, with a particular emphasis on the triple nexus (humanitarian-development-peace), ensuring a gender-sensitive approach that takes account of the social impacts of the conflict and response, as well as women’s participation. Focused dialogue on Resolution 1325 and the Government of Mozambique’s National Action Plan on Women, Peace and Security.</p> <ul style="list-style-type: none"> b. Engagement with the gender coordination groups aiming at raising UNFPA global agenda at national and international levels including through the UN Joint teams, and working groups. c. Participate in platforms for knowledge sharing and foster learning among UNFPA staff about gender and human rights, including working across the humanitarian, development and peace nexus to strengthen joint action and integrated programming (UBUNTU) <p>3. Technical support</p> <ul style="list-style-type: none"> a. Data: promote data generation, use and dissemination, including integration of result based approaches in programming at all levels. b. Draft a concept note on Child Marriage Investment Case, including a tentative Road Map to specify the scope and timeframe of the Investment Case. Organize briefings on the investment case for concerned ministries at technical level by EoY (MEF, MGCAS, Min of Justice), and for donors to validate the CM investment case methodology. Taking a lead role in ensuring progress on the roadmap, UNFPA’s collaboration with partners and efforts to foster national ownership, role as focal point vis-a-vis engagement of key actors ensuring an inclusive and participatory process of the preparation of the CM investment case and related advocacy efforts. c. Design a targeted set of concrete, ambitious and immediate actions within the period of 2022-2026 to deliver tangible impact on gender equality and girls’ and women’s human rights, while securing financing for this agenda to address systemic resource gaps that have so far hampered impact. |
| Duration and working schedule: | 6 months: from 01 December 2021 to 31 st May 2022 |
| Place where services are to be delivered: | Maputo, Mozambique. Presential |
| Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.): | <p>All outputs will be delivered by e-mail in soft copy according to tentative deadlines established at the beginning of the consultancy.</p> <p>1st week: detailed workplan</p> <p>On 30 of each month a report with annexes on results achieved (documents, minutes of meetings, reports, etc)</p> |
| 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, estimated at 16,7% of the total, in six payments, totalling 100% by end of contract. |
| Supervisory arrangements: | <p>S/he reports to Assistant Representative and coordinates with SRH team, Youth & Gender teams, Humanitarian team.</p> <p>Coordinates with RCO, UN Agencies, WB, GoM and Partners.</p> |
| Expected travel: | N/A |
| Required expertise, qualifications and competencies, | Education |

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| including language requirements: | <p>Master's degree or equivalent in gender studies, human rights, 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 programmes, preferably on gender, SRHR and/or violence against women and girls ● Proven experience in capacity building programmes, preferably for the United Nations, the EU or the World Bank. ● Proven experience on violence against women and girls, harmful practices and SRHR ● Experience in providing technical assistance, data and policy analysis, strategic planning, results-based management ● Experience working with governments, donors, civil society organizations. ● Proven experience supporting partnerships ● Experience and sound knowledge in Monitoring and Evaluation, Results based Management, Human Rights based Approach. ● Experience in developing countries. Working experience in Africa, especially Mozambique, is an asset ● Previous experience with the UN and specifically UNFPA is an asset. ● Experience working at joint UN programmes/projects is considered an asset. <p>Language: Fluency in English and Portuguese is required</p> <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 |