



TERMS OF REFERENCE (FOR ADVERTISING)

Post Title:	Consultant- National: To develop a prototype Domestic Violence Bill for 3 countries in Southern Africa; convene a regional stakeholder consultation with key stakeholders, advocates and women's rights organisations and provide capacity building for law makers on the enactment of gender sensitive law making in 3 countries
Duration:	July- December 2012
Reporting to:	Regional Director, with technical backstopping from the e-VAW technical officer
Application:	CVs to be sent to hr.southafrica@unwomen.org 06 July 2012

INTRODUCTION

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.¹ UN Women works on several fronts towards ending violence against women and girls. This includes tackling its main root: gender inequality. Efforts are multiplied through advocacy campaigns and partnerships with governments, civil society and the UN system. Initiatives range from working to establish legal frameworks and specify national actions, to supporting prevention at the grassroots level, including in conflict and post-conflict situations. UN Women has also supported data collection on violence against women, facilitating new learning on the issue. UN Women plays an active role in supporting the UN Secretary-General's multi-year **UNiTE to End Violence against Women campaign**, launched in 2008. In Africa the regional component of the UNiTE campaign was launched in January 2010 which is subsequently known as the Africa UNiTE Campaign. In Southern Africa, a number of initiatives have been put in place using the Africa UNiTE Campaign as a platform to leverage ongoing efforts to respond and put an end to violence against women.

As a part of its global vision, UN Women will continue to support countries to introduce, adopt and implement legislation aimed at addressing Domestic Violence. Ending violence against women is one of the thematic priorities of UN Women, which in its strategic plan for 2012-2013 is committed to providing to state parties and civil society organizations in Southern Africa to formulate and advocate for legislations on domestic violence. UN Women will also continue to support efforts to provide protection and remedies to the survivors and to strengthen governments' capacity to respond to and prevent domestic violence. UN Women has provided both technical and financial support to countries through the SADC Protocol Alliance of NGO's for the development of national action plans to end gender based violence. UN Women will continue to build the skills of women's rights activists where Domestic Violence and Sexual Offenses Legislation have not yet been enacted.

In this regard, in the area of ending Violence against Women (Goal 3), in order to accelerate progress on Outcome 1 of the Africa UNiTE Campaign, UN Women SARO seeks to enhance the capacity of national

¹ www.unwomen.org



partners to advocate and develop Laws on Domestic Violence in three countries where Domestic Violence legislation does not exist.

OBJECTIVES OF THE CONSULTANCY

The UN WOMEN Regional Office for Southern Africa and Indian Ocean Islands seeks the services of a Consultant with regional/international experience in gender sensitive law making and or international human rights law with a specific focus on gender based and domestic violence. This consultancy undertaking is centred within a wider project to enhance the capacity of national partners to advocate to develop laws on domestic violence in countries where they are not present. The initial desk review research and consultations will enable the consultant to identify key gaps that impede the passage of domestic violence legislation in Seychelles, Swaziland and Lesotho. This will then inform the work that will be facilitated by the consultant to conduct a regional stakeholder consultation with key stakeholders in the three countries. To this end, the consultant will also review existing legislation and best practices from Domestic Violence legislation around the world that will enable the consultant to develop the prototype bills.

SPECIFIC TASKS

1. Desk Review for the development of a prototype Bill on Domestic Violence

ACTIVITIES	A general desk review of the situation of domestic violence in Lesotho, Swaziland and Seychelles
	Identify conceptual and existing barriers and constraints including social opportunities and constraints to the full enactment of the passage of Domestic Violence Laws in the three countries above
	Identify best practices and models on domestic violence legislation
	Consider the following in making specific recommendations for gender sensitive law making: security sector reform; multi-sectoral responses to GBV, efforts at primary prevention and identifying entry points for advocacy and lobbying.
	Collaborate substantively across various actors in society including the private sector and the NGO community and assess the openness and capacity for women as key advocates to make a contribution to this context.
	Develop a prototype Domestic Violence Bill for 3 countries in consultation with key actors in the above mentioned countries

2. Convene Regional Stakeholder consultation on advocacy support to countries without Domestic Violence Bills and share prototype

ACTIVITIES	Ensure smooth facilitation of regional consultation with key stakeholders from 3 countries
	Identify possible co-facilitators/speakers for above mentioned stakeholder consultation
	Identify key literature, tools and models for above mentioned stakeholder consultation
	Develop specific recommendations and plans of actions for advocacy on domestic violence legislation
	Identify key actors, stakeholders and women's rights advocates to participate in above mentioned consultation

3. Provide capacity building for law makers on enactment of gender-sensitive laws

ACTIVITIES	Develop comprehensive modules for capacity building which will coincide with the above mentioned consultation
	Develop key modules for gender sensitive law making
	Develop key modules for advocacy around gender sensitive law making
	Collaborate with UN Women e-VAW programme officer to develop Monitoring tools to track the implementation of the recommendations made at the aforementioned consultation

OUTPUT	Enhanced Capacity of national partners to advocate and develop laws on Domestic Violence in three countries .
OUTPUT INDICATOR	Number of gender advocates, government drafters and security officials trained in gender sensitive law making . Benchmark, 25 officials trained in 2012 in gender sensitive law making

DELIVERABLES /OUTPUTS

The following deliverables will be provided to UN WOMEN SRO by the Consultant following the time frame

scheduled for implementation and reporting under the contract:

1. A work plan (within **1 week** of signing the contract)
2. An inception report outlining research methods and literature review (within **2 weeks** of signing the contract included with the finalized approved work plan);
3. Draft Report on Research (within **4 weeks** of signing the contract);
4. Draft Prototype Bill from Research conducted (within **8 weeks** of signing the contract);
5. Convening of the regional consultation with key national partners and women's rights organizations (within **12 weeks** of signing of contact)
6. Revised Draft Final Reports on Desktop review and regional consultation

METHODOLOGY OF THE CONSULTANCY

The Consultant will be **home-based**. S/he will work under supervision of UN Women Regional Director for Southern Africa and Indian Ocean Islands and interact with other partners as prescribed in the TOR . S/he will work on a one-to-one basis with the UN Women technical officer responsible for ending Violence against Women.

The Consultant is expected to work proactively, showing excellent organizational skills and team working spirit as well as commitment to the achievement of results. Accordingly s/he is expected to:

- Work closely and collaboratively with the e-VAW programme officer in implementing the scope of work and ensuring rigor in the findings and the analysis.
- Ensure that participatory methodologies are undertaken to include both quantitative and qualitative data in the research findings and that these are appropriately reconciled.
- Facilitate a regional capacity building exercise/ regional stakeholder dialogue for law makers, advocates, women's rights activists in the three countries on gender sensitive law making
- Engage in progress review meetings with UN Women SARO e-VAW programme officer
- Organize meetings with UN WOMEN, national partners, law-makers, women's organizations, donor agencies as needed in understanding the existing frameworks, structural realities and opportunities emerging from the desk review
- Observe key best practices on domestic violence legislation from around the world to inform the draft prototype bill for Seychelles, Lesotho and Swaziland
- Observe United Nations core values and work from a gender and human rights based approach.
- Observe international standards for applied policy research of this type including inputs for comparative and cross-regional analysis.

QUALIFICATIONS

CVs are welcomed from potential candidates fulfilling the following requirements:

- Masters degree in International law specifically in international human rights law, gender sensitive law making
- At least 5 years working experience in the area of gender and human rights law, gender sensitive law making, with demonstrated professional experience in the area of gender and human rights law. Strong



technical knowledge and understanding on the gender dimensions of legal transformation and gender and human rights law.

- Experience in legal development processes relating to gender and human rights particularly public policy would also be an asset including demonstrated working experience with government and civil society.
- Knowledge/Understanding of the inter-related international, regional and national frameworks on gender and development.
- Good organizational and project management skills including partnership experience with a broad array of stakeholders on similar multi-sectoral research projects.
- A track record of excellence in applied legal research particularly in areas of national and international policy relevance.
- Demonstrated knowledge of the above issues in the context of the country focus is mandatory for this assignment
- Excellent communication in English. French will be an asset.
- Commitment to gender equality and women's rights and strong team working skills.

DURATION OF THE CONSULTANCY

The consultancy shall be for the period of **July- December 2012**

CONTRACT AND REMUNERATION

A Special Service Agreement Contract will be issued in accordance with UN WOMEN rules and regulations. Three payments will be made to the consultant; **with the larger portion (50%)** being made on completion of the tasks above including the convening of the regional consultation with key stakeholders and their subsequent approval by the SARO. The first payment of the **twenty percent (25%) will be made upon submission and approval of the work-plan and inception report.** The second payment of (25%) will be made upon the development of the prototype Domestic Violence Bill produced as well as the Desktop research on the situation of domestic violence in the three countries listed above.

It should be understood that payments as ascribed above will only be made when deliverables have been reviewed and deemed acceptable to UN Women and research project partners.

As a first step, UN Women requests interested and qualified candidates to submit an Expression of Interest (EOI) outlining relevant experience and expertise in the areas covered by the consultancy particularly in gender sensitive law making. EOIs should also include an indication of consultant (s) availability. All submissions will be considered by UN Women to be included in a consultant roster on Domestic Violence and or gender-sensitive law-making.

DISCLAIMER

The material arising from the consultancy shall be the property of UN WOMEN and cannot be used without the express consent of UN WOMEN.