



## UNITED NATIONS DEVELOPMENT PROGRAMME

### UNDP South Africa IC TOR format

#### I. General Information

<b>Title of Consultancy:</b>	Transformational Leadership Training on human rights, HIV and the Law for the Lower Court Judiciary
<b>Type of Contract:</b>	IC - Individual Contract
<b>Duration of the assignment:</b>	10 Days
<b>Duty station:</b>	South Africa
<b>Expected places of travel:</b>	Johannesburg
<b>Supervisor:</b>	Gender & HIV Programme Manager
<b>Anticipated presence at UNDP premises:</b>	N/A
<b>Date of Issue:</b>	19 <sup>th</sup> February 2018
<b>Closing Date:</b>	26 <sup>th</sup> February 2018

#### II. Organizational Context

The UN System in South Africa is committed to supporting the country in meeting its development objectives in alignment with the national development priorities and within the context of the Millennium Development Goals (MDGs). In response to this UNDP South Africa will focus its partnership with the Government on achieving demonstrable and sustainable development results in the pursuit of its development goals and in delivery of and access to quality services particularly for marginalized and vulnerable groups. In this way UNDP SA will contribute to strengthening institutions and processes of democratic governance in South Africa.

UNDP's programme of support is provided within the context of the key national development policy documents, including the *National Development Plan: Vision for 2030*; the *Medium-Term Strategic Framework 2009-2014*; and the *New Growth Path*. The United Nations Joint Evaluation Report on the UN in South Africa, the Partnership Framework Agreement between UNDP and the Government of South Africa, consultations with a broad range of stakeholders including government departments, research institutes, civil society and national non-governmental organisations have also informed the programme.

The country programme is firmly anchored in the UN's *Strategic Cooperation Framework 2013-2017* (UNSCF), whose over-arching aim is to consolidate the UN's response to South Africa's national development priorities and outcomes through four main priority areas: (i) Inclusive growth and decent work; (ii) sustainable development; (iii) Enhancing human capabilities; and (iv) Governance and participation. The UNSCF has since been extended up to June 2019 in order to align it to the government planning cycle. The Country Programme Document (CPD) and the Country Programme Action Plan (CPAP) outline the four priority areas of the SA Country office work, namely:

**Priority Area I: Enhancing Inclusive Growth**

**Priority Area 2: Climate Change and Greening South Africa's Economy**

**Priority Area 3: Strengthening Democratic Governance**

**Priority Area 4: Support to South Africa's Regional and Global Engagement**

Gender and HIV are cross-cutting areas, although they programmatically and operationally, priority Are The CPD was evaluated in 2017 and its life-time and also been extended to June 2019 in order to align it to the SCF and the government planning cycle.

For HIV work, the CO is now focusing on supporting SANAC to implement Goal 5 of the new Strategic Plan on HIV, TB and STIs, which aims at “grounding the response in human rights principles and approaches”, through building the capacity of the judiciary on understanding and improving their jurisprudence on issues related to human rights, HIV and the Law. People living with or affected by HIV encounter stigma, discrimination and violations of their rights, and thus increases the impact of HIV on their lives and creates barriers to access to services. In South Africa, the People Living with HIV index survey found that 35.5% of people living with HIV and 36.3% with TB reported experiencing externalized stigma, and 43% and 27% respectively experienced internalized stigma. This means that the protection of human rights is essential to safeguard human dignity in the context of HIV, protect affected persons from discrimination, as well as promote access to HIV-related prevention, treatment, care and support services. The judiciary plays a crucial role in this through its interpretation of national Constitutions, legislation, international and regional human rights treaties.

Since 2014, the United Nations Development Programme (UNDP) HIV, Health and Development (HHD) unit of the Regional Centre for Africa has been convening an Africa Regional Judges’ Forum (ARJF) with the aim of sharing experiences, challenges and new developments in HIV-related jurisprudence in order to uphold the rights of all people, with specific reference to people living with HIV (PLWH) key populations at high risk of HIV exposure including adolescents, young women and girls (AYWG) and to support and sustain judicial excellence on HIV and the law. This initiative is now being scaled up into South Africa and the South Africa Judicial Education Institute (SAJEI) has requested UNDP’s support to offer Transformational Leadership Training on HIV and the law for lower court judiciary. This is an initiative between UNDP, SAJEI and SANAC and will contribute to the SAJEI objective of promoting transformational leadership within the judiciary as well as lead to the implementation of Goal 5 of the NSP, specifically, the strategy that talks to: **“Invest in expanding training and sensitization programmes to reduce stigma: Programmes will inform and sensitize those who make the laws and those who enforce them about the important role of the law in the response to HIV, TB and STIs, e.g. to protect those affected by HIV against discrimination and violence and to support access to HIV prevention, treatment, care and support”**.

## II. Objectives of the assignment

The objectives of the training are: -

1. To equip a critical mass of lower court judiciary with transformational leadership skills on human rights, HIV and the law and how to apply these in the workplace and communities
2. To build the capacity, motivate and engage them on their role to foster positive change in upholding the rights of all people, with specific reference to PLWH, key populations at high risk of HIV exposure including AYWG and to support and sustain judicial excellence on HIV and the law.
3. To provide leaders with learning opportunities to enhance existing leadership skills, generate strategic inclusive options and exponentially leverage their influence to promote human rights approaches to Jurisprudence on HIV and the law
4. To offer lower court judicial officers the opportunity to strategically explore and increase their commitment to address the fundamental social factors and underlying causes that fuel stigma and discrimination and supporting them to identify concrete, sustainable and measurable “breakthrough initiatives” that will make a sustainable difference in the response to the HIV epidemic.

<b>III. Scope of work</b>
<ul style="list-style-type: none"> <li>• Develop workshop training outline and facilitate Transformational Leadership Training on Human Rights, HIV and the Law for lower court Judiciary for 30 participants;</li> <li>• Intensify the understanding of participants on transformational leadership constructs and competencies using leadership tools;</li> <li>• Consolidate understanding of participants on the role leadership plays in scaling up action to uphold the rights of all people, with specific reference to with specific reference to PLWH, key populations at high risk of HIV exposure including AYWG and support and sustain judicial excellence on HIV and the law.</li> <li>• Enhance the understanding of participants on the importance of inclusive participation and legislations and enhance leadership for promoting human right and reducing stigma for HIV prevention</li> <li>• Inspire participants to be agents of change and solicit leadership for transformative change</li> <li>• Support participants to identify ‘breakthrough initiatives’ to address key challenges (obstacles) in relation to HIV in policy developments and legislative processes in South Africa;</li> <li>• Compile a satisfactory training report with concrete recommendations outlining the way forward for the participants in this leadership programme.</li> </ul>
<b>IV. Monitoring and Progress controls</b>
<p>The entire consultancy is expected to last for 10 days working days within a validity period of 1 months (from issuance of the consultancy contract) broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1 planning days to adopt the ToR,</li> <li>• 1 meeting with SANAC</li> <li>• 2 days preparations and planning for the training</li> <li>• 3 days for delivering training to the participants and</li> <li>• 3 days for final reporting.</li> </ul> <p>The consultant will work under close supervision of the Gender &amp; HIV Programme Manager. The final payment for this consultancy will be made once a satisfactory report on both training workshops has been submitted by the consultant.</p>
<b>V. Final product/Deliverables</b>
Satisfactory final reports with recommendations for future actions
<b>VI: Review/approval time</b>
<p>Remuneration will be calculated on a daily rate based on qualification and experience, and will follow UNDP guidelines and procedures.</p> <p>Payment schedule:</p> <ul style="list-style-type: none"> <li>▪ 50% 1st Installment upon Submission of draft report</li> <li>▪ 50% 2nd Installment upon submission of satisfactory final report after final comments</li> </ul> <p>a) Living expenses and travel will be paid separately and based on consultant’s approved travel schedule</p>
<b>VII: Qualifications and Competencies</b>

**I. Academic Qualifications:**

- A Master's Degree in Social Sciences, Law & Human Rights, public health or related discipline.

**II. Years of experience:**

At least 5 to 7 years' experience in facilitating leadership training.

**III. Competencies:**

- Sound Knowledge of UNDP Leadership for Results Toolkit
- Practical experience in facilitating 'Leadership for Results' in Africa
- Sound Knowledge on human rights HIV and the law and familiarity with the work and reports of the Global Commission on HIV and the law
- Excellent public speaking, presentation and report writing skills
- Demonstration of clear and sound understanding of the HIV epidemic in South Africa

**VII. Other Information**

The consultants will be required to have a personal laptop computer.

**VIII. Terms of Service**

This is a non-staff contract under the Individual Contractor (IC) modality of hiring of the UNDP. Individuals engaged under an IC serve in their individual capacity and not as representative of a government institutions, corporate body or other authority external to UNDP. The incumbent shall not be considered as staff of UNDP, the UN common system or the government and are therefore not entitled to any diplomatic privileges or any other special status or conditions.