

TERMS OF REFERENCE

INTERNATIONAL CONSULTANT – GENDER CONSULTANT

1. OBJECTIVES:

To ensure that gender issues are adequately reflected in all UNDP Libya programmes, especially those bearing on stability, conflict reduction and resilience and that the impact of UNDP Libya programmes on women in Libya is optimized.

2. BACKGROUND:

The situation of women in Libya remains challenging. The active contribution of women in the 2011 uprising was widely recognized by Libyan society at large, providing Libyan women with opportunities to participate in key institutions. Although women represent almost 15% of the parliament, their voice is weak and fragmented. The unit to support and empower women created by the Presidency Council, in 2016, is still largely existent on paper alone.

Women's rights in Libya face major challenges that threaten previous progress and limit the improvement of women's status. The role of women in society has faced setbacks in the face of the rise of armed Salafist and other conservative groups and in the face of the general security environment which when mixed with conservative societal norms can lead to severe restrictions on women's movement and the ability of women to participate in public fora.

Recent discussions held by UNDP Libya with a wider range of Libyan women activists from different parts of Libya indicated that there is a determination on the part of Libyan women to form part of the future of their country and to be involved in decision making processes at all levels. Further, a recent study funded by the British embassy and the UNDP Libya review of its gender profile in Libya revealed that there is a need to develop local peacebuilding and mediations skills, to raise awareness on legal and political rights, to mentor and nurture business skills, and to systematically respond to GBV. This can form the basis for a discussion amongst actors for future programming and for adapting existing programming with a view to addressing some of the challenges faced by Libyan women.

The main objective of this the gender and women empowerment programme is to address gender equality and women's empowerment in Libya through encouraging mechanisms for improved coordination on gender mainstreaming across UN agencies, and ensuring that all UN agencies including UNDP fulfil their obligations to gender mainstreaming.

UNDP has developed a **Gender Strategy 2018-2020** to strengthen the integration of gender equality into UNDP's work through a two-pronged approach (i) mainstreaming gender in all programme; and, (ii) dedicated interventions that empower women and promote gender equality.

3. KEY TASKS:

Under the direct supervision of Project Manager, SFL or delegated official, the consultant will:

- Provide gender advice on the UNDP Libya programme, identifying areas of opportunity to intervene to address women's needs or to draw on women's agency to advance shared goals, notably SFL–Stronger for Libya and SLCRR, identifying the risks of inadvertent harm or exclusion, the opportunities to enhance their impact on areas of life which are of greatest importance to women, and the scope to enhance women's agency in supporting shared objectives;
- Identify knowledge gaps which limit UNDP Libya's ability to identify women's priorities and to detect risks of harm, and to propose means of plugging those gaps

4. EXPECTED DELIVERABLES

- Development of Ubari pilot under Women's Networks for Local Peace, from (existing) Concept Note to project proposal funded by willing donor;
- Delivery of (one) successful women's review workshop for SFL in early July, and provision of report summarizing lessons identified through it, and implications for SFL–Stronger interventions to reflect those lessons;

- Gender analytical commentary on papers for the SFL Output 3 workshop (provisionally 9th-11th July), and post-workshop gender assessment report;
- Gender analytical commentary on stock-take consultation process and ToRs for Ubari and Benghazi under SFL–Stronger to identify risks and opportunities for enhanced interventions;
- Review of gender aspects of ToRs under SLCRR for gender sensitivity;
- Identification of specific activities under SLCRR for women’s employment (especially in the innovation component) that enhance women’s economic independence without placing them at additional risk;

5. REQUIRED SKILLS AND EXPERIENCE

Education:

- Master’s Degree in Gender studies, or public policy / social science Discipline with a concentration of in gender or/and inclusion).

Experience:

- At least 10 years of working experience in the field of gender/inclusion and institutional capacity building in gender mainstreaming and inclusion;
- A professional with strong practical expertise in gender and inclusion;
- Demonstrated ability to formulate policy and action plans of national wide project;
- At least 2 years of working experience on gender and inclusion issues in MENA region;
- Demonstrated solid and practical experience of theory and methodology of gender mainstreaming and inclusion of the marginalized groups including persons with disability and minority groups in policies and programmes;
- A Demonstrated understanding of the legal provision of the affirmative action and how implementation on the same can be achieved with reference to the electoral process;
- A clear understanding of public institutions and their administrative structures;
- Strong interpersonal and coordination skills;
- Strong report writing, record management and communication skills;
- Good knowledge of gender and women empowerment;
- Ability to lead strategic planning, programme development and implementation, results-based management and reporting.

Language Requirements:

- Fluency in written and spoken English is essential;
- Knowledge of Arabic an asset.

6. PAYMENTS

Activities	Estimated Duration to Complete	Payment and approvals
Under the supervision of the SFL-stronger project manager, the Gender focal person will develop concept notes of Ubari pilot under <i>Women’s Networks for Local Peace</i> , from (existing) concept Note to project proposal funded by willing donor, and also contribute to the delivery of successful women’s review workshop for SFL in early July, report summarizing lessons identified through it, and implications for SFL–Stronger interventions to reflect those lessons;	Deliverables 1 and 2, 10 working days	Payment will be made upon submission and approval of report of the deliverables

<p>Under the supervision of the SFL-stronger project manager, the Gender focal person will conduct gender analytical commentary on papers for the SFL Output 3 workshop (provisionally 9th-11th July), and post-workshop gender assessment report and also gender analytical commentary on stock-take consultation process and ToRs for Ubari and Benghazi under SFL–<i>Stronger</i> to identify risks and opportunities for enhanced interventions;</p>	<p>Deliverables 3 and 4, 10 working days</p>	<p>Payment will be made upon submission and approval of report of the deliverables</p>
<p>Under the supervision of the SLCRR project manager, the gender focal person will review of gender aspects of ToRs under SLCRR for gender sensitivity and identify specific activities under SLCRR for women’s employment (especially in the innovation component) that enhance women’s economic independence without placing them at additional risk</p>	<p>Deliverables 5 and 6, 10 working days</p>	<p>Payment will be made upon submission and approval of report of the deliverables</p>

7. DURATION OF WORK AND DUTY STATION

- The consultant will be engaged for 30 working days in total with no more than 25 working days field-based and 5 working days home-based.
- The work will be home-based, with up to two visits to Tunis and if situation permits to Tripoli. Depending on events in Libya, field-based time (up to 25 working days) may be shared between Tunis and Tripoli; at least 10 days will be in Tunis to cover the SFL–Stronger Output 3 workshop and tasks associated with the gender review workshop. One flight Tunis-Tripoli-Tunis should be anticipated.

8. COMPETENCIES

Corporate Competencies:

- Integrity, professionalism and respect for diversity.

Functional Competencies:

- Knowledge of the Libyan context and the current transition would be an advantage;
- Extensive experience in presenting in public forums including high-level national stakeholders;
- Strong communication and interpersonal skills, demonstrated ability to build trust;
- Excellent organizational, team-building and planning skill;
- Demonstrated ability to work effective in team, delivering through and with others.