

TERMS OF REFERENCE

NATIONAL CONSULTANT TO PROVIDE SUPPORT TO THE LAW REFORM COMMISSION OF LIBERIA ON GENDER-RELATED ISSUES

I. Position Information

National Consultant

Country: Liberia

Languages: English

Posting: External

Bureau: Africa

Duration of Assignment: 40 working days, in the period of 15 December 2020 – 31 March 2021

II. Background and rationale

The European Union (EU) and the United Nations (UN) embarked on a new multi-year programme, called the ‘Spotlight Initiative (SI). SI is a global partnership to eliminate all forms of violence against women and girls.

The Spotlight Initiative in Africa is implemented in eight countries: Liberia, Malawi, Mali, Mozambique, Niger, Nigeria, Uganda and Zimbabwe. The focus for the Spotlight Initiative in Africa is sexual and gender-based violence (SGBV), sexual and reproductive health rights (SRHR) and harmful practices (HP). Six UN agencies, namely ILO, UNDP, UNESCO, UNFPA, UNICEF and UN Women are participating in the Spotlight Initiative.

Liberia has an estimated population of 4.8 million, roughly half of which is under the age of 18, with a median age of 18.7, but the country will not reap the benefits of this demographic dividend unless the situation of women and girls improves. With strong patriarchal social norms and entrenched, socially accepted violence against women and girls, Liberia currently ranks 176 out of 189 countries on the overall measures used to determine the gender inequality index. Rates of sexual and gender-based violence, harmful practices including female genital mutilation, child marriage and teenage pregnancy are all high, while access to sexual and reproductive health rights is low.

The Spotlight Initiative is being implemented in Liberia’s five most-affected counties Grand Cape Mount, Grand Gedeh, Lofa, Nimba and Montserrado Counties, and it was formulated through an extensive and inclusive participatory process. This process identified the priority interventions needed to tackle violence against women and girls by addressing structural causes, thus ensuring sustainability in six key areas of intervention;

1. Legislative and Policy Framework
2. Institutional Strengthening
3. Prevention: Changing Norms and Behaviors
4. Response: Delivery of quality essential services
5. Management of Data and Information
6. Strengthening Women’s Movement and Civil Society Organizations

The Office of the United Nations High Commissioner for Human Rights (OHCHR) is one of the responsible UN agencies participating in the implementation of the Spotlight Initiative. OHCHR is the leading UN entity on human rights and the General Assembly entrusted OHCHR with a unique mandate to promote and protect all human rights for all people. The United Nations human rights programme aims to ensure that the protection and enjoyment of human rights is a reality in the lives of all people. OHCHR also plays a crucial role in safeguarding the integrity of the three interconnected pillars of the United Nations – peace and security, human rights and development.

III. Functions / Key Results Expected

The National Consultant is expected to work closely with the Law Reform Commission (LRC) and provide support to the

- Establishment of a gender and human rights desk at the Law Reform Commission (LRC),
- Drafting of the LRC human rights and gender mainstreaming guidelines, and
- Provide technical support and capacity-building to the LRC designated Gender and Human Rights focal person:

Organizational Setting and Reporting Relationships: This position is located in the Office of the United Nations High Commissioner for Human Rights Liberia. The consultant works home-based. Incumbents report administratively to the Deputy Representative who is the supervisor.

Responsibilities: Within delegated authority, the National Consultant will be responsible for the following duties:

- Prepare a background paper and undertake consultative meetings with relevant stakeholders to inform the methodology, formulation of a road map and action plan to enhance LRC law reform processes, considering gender and human rights mainstreaming.
- Preparation of the initial and final draft of the guidelines to mainstream and integrate human rights and gender in LRC internal and external work.
- Support the establishment of a gender and human rights desk, develop a training manual and gender check list, train designated gender focal person and her\his alternate to ensure that the LRC audit of domestic legislation and law reform processes incorporates an assessment of human rights and gender implications and LRC is capacitated to with a human rights and gender lens draft and amend laws, policies in line with international human rights standards.

V. Deliverables

The National Consultant, under the leadership, guidance and decision-making authority of the Representative provides inputs in a timely manner to inform results reporting and overseeing implementation schedules, deliverable and budgets as articulated in the programme document.

Expected deliverables are:

www.spotlightinitiative.org

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1. Draft and final background paper for holding of the Consultative meetings with LRC and their stakeholders, facilitate and submit report from meetings.
2. Guidelines to mainstream and integrate gender and human rights in LRC work.; a training manual and gender check list.
3. A document on the road map and methodology to inform law reform processes with a gender and human rights lens.
4. Establishment of the human rights and gender desk in LRC
 - Draft ToR and action plan for LRC designated human rights and gender Officer/focal person and alternate
 - Technical and capacity-building support (including training and mentoring) to human rights and gender Officer/focal person and alternate
5. Final report

VI. Competencies and experience

- a. Excellent knowledge of international human rights law;
- b. Basic knowledge of law-making and law reform processes in a common law jurisdiction;
- c. Significant experience in development of strategies and policies on human rights and gender mainstreaming;
- d. Demonstrated ability to work with a variety of stakeholders.

VII. Recruitment Qualifications

Education:	Master's Degree in Law, Human Rights or Gender Studies (1st Degree with a minimum of 4 years progressive experience in Human Rights work will be considered in lieu of a Master Degree)
Language Requirements:	English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required.

VIII. Signatures - Post Description Certification

Incumbent (if applicable)	Signature
Date	
Supervisor	Signature
Date	
Chief Division/Section	Signature
Date	