

TERMS OF REFERENCE
**NATIONAL CONSULTANT ON DRAFTING PREVENTION OF SEXUAL EXPLOITATION AND
 ABUSE (PSEA) DRAFT POLICY**

I. Position Information

National Consultant
 Country: Liberia
 Languages: English
 Posting: External
 Bureau: Africa

Duration of Assignment: 40 days (Start date 8 March 2021)

II. Background and rationale

The European Union (EU) and the United Nations (UN) are embarking 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 United Nations (UN) Secretary-General and the European Union (EU) High Representative and Vice President (HRVP) launched the Spotlight Initiative in September 2017. The Spotlight Initiative in Africa will be implemented in 8 countries: Liberia, Malawi, Mali, Mozambique, Niger, Nigeria, Uganda and Zimbabwe. The focus for the African initiative is GBV, SRHR and Harmful Practices (HP). Six UN agencies, namely, ILO, UNDP, UNESCO, UNFPA, UNICEF and UN Women, participate in the Spotlight Initiative.

Liberia has an estimated population of 4.8 million, roughly half of which is under 18, with a median age of 18.7. Still, the country will not reap the benefits of this demographic dividend unless women's/women and girls' situation improves. With strong patriarchal social norms and entrenched, socially accepted violence against women and girls, Liberia currently ranks 177 out of 188 countries on the overall measures used to determine the gender inequality index. Rates of sexual and gender-based violence (SGBV), harmful practices (HPs), female genital mutilation (FGM), child marriage and teenage pregnancy are all high. In contrast, access to sexual and reproductive health rights (SRHR) is low.

Also, the findings and recommendations of the Truth and Reconciliation Commission of Liberia for healing and reconciliation, that would have helped check impunity in post-conflict Liberia, including dealing with both perpetrators and survivors, have been challenged with lack of "political will" and other forms of challenges generally in bringing impunity in check. Against the foregoing background, women and children continue to be victims of entrenched post-conflict crimes in the forms of SGBV, domestic violence, including rape and gang rape, which registered a sharp peak during the COVID-19 pandemic.

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programme will be implemented in Liberia's five most-affected 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 critical areas of intervention;

1. Legislative and Policy Framework
2. Institutional Strengthening
3. Prevention: Changing Norms and Behaviours
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 implementing the Spotlight initiative. The Office of the High Commissioner for Human Rights (UN Human Rights) is the leading UN entity on human rights. The General Assembly entrusted OHCHR with a unique mandate to promote and protect all people's human rights. The United Nations, human rights programme aims to ensure that the protection and enjoyment of human rights is a reality in all people's lives. UN Human Rights 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

Responsibilities: Within delegated authority, the National Consultant will be responsible for the following and will be required to work with the community, civil society organizations and private companies to:

1. Liaise with responsible Government Ministries and stakeholders regarding the drafting of PSEA policy;
2. Undertake a review of relevant national, international human rights and other legislation concerning the prevention of sexual exploitation and abuse;
3. Consult with stakeholders and develop consultation reports containing consultation outcomes, analysis of the recommendations from consultations, and a list of people consulted;
4. Work together with the Ministry of Justice, Legislative Drafting Bureau and other responsible Government legal office responsible for legislative drafting (e.g. Attorney General's office or Parliamentary Counsel) on the development of a draft PSEA legislation;
5. Develop a draft PSEA legislation in line with international human rights standards;
6. Facilitate consultations on draft legislation and solicit buy-in from pertinent stakeholders;
7. Develop supporting material, including legislation implementation plan and Cabinet paper for the draft policy

Organizational Setting and Reporting Relationships: This position is located in the Office of the United Nations High Commissioner for Human Rights Liberia. Incumbent reports administratively to the Deputy Representative who is the supervisor.

V. Deliverables

The National Consultant on Business and Human Rights, under the leadership, guidance and decision-making authority of the Deputy Representative provides inputs promptly to inform results reporting and overseeing implementation schedules, deliverable and budgets as articulated in the programme document.

Expected deliverables are:

1. A draft and final questionnaire to guide consultations and drafting PSEA policy
2. Draft and final inception document, with a detailed methodology, an outline of the activities to be undertaken and a clear work plan and budget
3. A draft and final consultation reports containing consultation outcomes, analysis of the recommendations from consultations, and a list of people consulted;
4. A draft and final PSEA policy in line with international human rights standards
5. A draft and final policy implementation plan

VI. Competencies and experience

- a. Sound knowledge of fundamental human rights principles and business and human rights, including womens' rights, Childrens' rights and Business Principles;
- b. Significant experience working with variety of stakeholders including private companies, civil society and the government;
- c. Demonstrable experience in monitoring and reporting human rights violations and abuses;
- d. Significant knowledge of research methodologies and in particular of UN human rights methodologies;
- e. Basic knowledge of institutional mandates related to the position of Extensive experience in human rights and gender mainstreaming;
- f. Demonstrable experience in writing reports

VII. Recruitment Qualifications

Education:	Master's Degree in Law, Human Rights, Social Sciences, Sociology, Gender studies, Development Studies, or International Relations. (1 st Degree with a minimum of 7 years of progressive experience in Human Rights work and legislative drafting 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. Knowledge of another official United Nations language is an advantage.

VIII. Signatures - Post Description Certification	
Incumbent (if applicable)	Signature
Date	
Supervisor	Signature
Date	
Chief Division/Section	Signature
Date	