TERMS OF REFERENCE
NATIONAL CONSULTANT ON BUSINESS AND HUMAN RIGHTS

I. Position Information

National Consultant
Country: Liberia
Languages: English
Posting: External
Bureau: Africa
Duration of Assignment: 20 working days

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 is going to 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 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 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, while access to sexual and reproductive health rights (SRHR) is low.

The programme is going to 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 key areas of intervention;

1. Legislative and Policy Framework
2. Institutional Strengthening
3. Prevention: Changing Norms and Behaviours
4. Response: Delivery of quality essential services

www.spotlightinitiative.org
INFO@SPOTLIGHTINITIATIVE.ORG
5. Management of Data and Information
6. Strengthening Women’s Movement and Civil Society Organisations

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. 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 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. 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. Review the existing baseline assessment on PSEA and finalize report.
2. Develop a questionnaire to undertake the required research and collect additional evidence about the extent of sexual exploitation and abuse in 5 counties: Montserrat, Grand Gedeh, Nimba, Cape Mount and Lofa Counties and conclude final reports.
3. Compile and assess policies on protection from sexual exploitation and abuse of private and public companies operating in those counties.
4. Finalize recommendations to the Ministry of Gender and Social Protection and the Ministry of Justice for a draft regulatory framework to address issues of PSEA, with a particular emphasis on the private and public sectors.

Organizational Setting and Reporting Relationships: This position is located in the Office of the United Nations High Commissioner for Human Rights Liberia. Incumbent works closely with the designated Human Rights Officer under the overall responsibility of the Country Representative.

V. Deliverables

The National Consultant on Business and Human Rights, 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:
1. Finalized inception report including recommendations on how to improve and conclude the existing base line assessment, with a detailed methodology, an outline of the activities to be undertaken, work plan, travel budget, and draft questionnaire to conclude the required research. (30%)
2. A draft assessment report on policies of private and public companies and alignment to international SEA standards. (40%)
3. A final assessment report on policies of private and public companies and alignment to international SEA standards (30%).

VI. Competencies and experience

a. Sound knowledge of fundamental human rights principles and of business and human rights, including Children’s Rights and Business Principles;
b. Significant experience working with a variety stakeholders including private companies, civil society and the government;
c. Demonstrable experience 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 Extensive experience in human rights and gender mainstreaming;
f. Demonstrable experience writing reports

VII. Recruitment Qualifications

Education: Master’s Degree in Human Rights, Social Sciences, Sociology, Gender studies, Law, Development Studies, or International Relations. (1st Degree with a minimum of 7 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. 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