



## Terms of Reference for the Consultancy to engage International Consultant to train Legislators

<b>Advertised on behalf of:</b>	UN Women
<b>Location:</b>	Monrovia, Liberia
<b>Application Deadline:</b>	2 July 2021
<b>Type of Contract:</b>	SSA
<b>Post Level:</b>	International
<b>Languages Required:</b>	English
<b>Starting Date:</b> (date when the selected candidate is expected to start)	12 -07-2021
<b>Duration of Initial Contract:</b>	20 working days
<b>Expected Duration of Assignment:</b>	3 months <b>From July 12- September 30, 2021</b>

### Background

UN Women, globally and Liberia Country Office are grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Women's leadership and political participation is one of UN Women's primary areas of work as mandated in its inception, recognizing the integral role of women in strong and stable democratic processes. Through its Leadership and Governance section, UN Women works to implement Output 4 of the Entity's Strategic Plan 2018-21 *"More women of all ages fully participate, lead and engage in political institutions and processes"*.

The number of women in politics and governance institutions in Liberia is very low compared to that of men even though Liberia has ratified international, regional and sub-regional gender equality instruments, committing herself to promote gender equality and to promote women's political participation and representation, reality on the ground is opposite to the commitments made. Presently the proportion of women to men elected to the House of Representatives is 8:65 and 2:30 in the Senate constituting 9.7% in the national legislature as of June 2021.

Among the factors which contribute to the limited proportion of women accessing elective positions include lack of robust gender sensitive legal frameworks, patriarchal and traditional practices, and attitudes towards women's political participation in governance institutions and the economics of financing political careers heavily skewed against women. To address these and many other factors, UN Women in collaboration with other stakeholders organized several consultations and institutional strengthening support for gender responsive legal frameworks including Liberia Electoral law reform consultations on the recommendations from the 2017 elections observation. Key recommendations from these consultations are to review the legal frameworks; to make them gender sensitive which will open spaces for women to access elective and appointive positions in the public life. Strategic in the legal review or reform process are the legislators due to the key role they play in the drafting and adoption of gender sensitive legislation.

Given the preceding context, support to the national legislators is therefore strategic, also in line with one of the outcomes of UN Women 2021 Annual Work Plan (AWP) of the Women Political Empowerment and Leadership (WPPEL) Project, *"Improved legislative practices and frameworks for the promotion of gender balance in politics"* as well as the related expected output to contribute to the achievement of this outcome, *"Strengthened technical*

*capacity for law-makers to develop and implement gender sensitive legislative frameworks enabling women's participation and leadership"* and the associated activities to contribute to this outcome and output which are on *developing capacities of legislators to enable them to develop gender sensitive legislators*. Furthermore, considering that the majority of the legislators join the two Houses with no public governance and gender exposure as it is not a requirement for legislative candidature, it is important that capacity building on gender sensitivity of legal frameworks be one of the key activities so that they can have the relevant skills and appreciation to enable the drafting and the passage of the gender sensitive laws.

UN Women Liberia Country Office would like to engage an international consultant to conduct training for Liberia legislators (not only female legislators since 90.3% is constituted by male legislators) including strategic legislative committees (Gender, drafting and good governance and executive) and portfolios of the Speaker and clerk of the house of representatives to strengthen their gender competence skills in developing and enactment of gender sensitive legislations.

### **Duties and Responsibilities**

Under the supervision of the Women Political Participation and Leadership (WPPL) Programme Specialist and overall coordination of UN Women Deputy Representative in Liberia, the contracted Consultant will develop a programme, content and methodology to facilitate the trainings. The consultant will among others (i) develop pre-training needs assessment tools for the legislators and analysis of the responses, (ii) development of training modules and facilitate sessions during training for the legislators , (iii) TOT for Ministry of Gender, Children and Social Protection (MGCSP) relevant focal point, clerical staff of the legislature, legal advocates and CSO gender advocates and legal advocates as part of institutional strengthening and (iv) facilitate for policy dialogues with key stakeholder groups and legislators.

### **Scope of Work/ Proposed Activities:**

Prepare the contents and the programme of two days workshop on gender sensitive legislation using existing gender training materials developed by UN Women at the global and national level, and other relevant training manuals developed by institutions engaged in parliamentary development. More specifically the international consultant should:

- (i) Develop tools for a pre-workshop capacity needs assessment of legislators targeting on gender sensitive legislation (with the aid of reports from various sources on gender sensitive legislation)
- (ii) Develop a training programme including content on gender sensitive legislation; and adoption of gender sensitive legislation for a 2-day training of legislators, strategic legislative committees and key portfolios including the Chief Clerk of the House of Representatives and the Secretary of the Senate on gender sensitive legislation.
- (iii) development of training modules and facilitate sessions during training for the legislators and for TOT (with the aid of report on training on human rights legal drafting from WPS human rights based legal training) and develop analysis tool for evaluation of effectiveness of training.
- (iv) Facilitate for policy dialogues with key stakeholder groups and legislators.
- a) Deliver a 2-day training on gender sensitive legislation and drafting for legislators and strategic committees.
- b) conduct a ToT with the MGCSP, gender focal points, legal and CSO gender advocates and legislative clerical staff.
- c) Hold policy dialogues with key stakeholders on the legal provisions worked on a
- d) Submit a report including the summary of the evaluation of the workshop and follow-up actions to the capacity building of legislators on gender sensitive legislation as well as mainstream gender in the national legislature.

### **Expected outcomes/Key deliverables:**

- a) Enhanced skills of Legislators to enable them to draft and adopt gender sensitive legislation
- b) Training modules

- c) Comprehensive training report with a work-plan for follow-up activities on capacity building and further training activities for women parliamentarians and selected male heads of selected parliamentary committees of the national legislature.
- d) A pool of trained trainers on gender sensitive legal drafting and advocacy

#### **Qualifications of the Consultant:**

##### **Education:**

- Master's degree in law, social sciences, gender studies, public administration, international relations, public policy or related fields.
- Ph.D. will be considered an asset.

##### **Experience:**

- Minimum 5 years in gender equality, gender mainstreaming, women participation/empowerment,
- Minimum 5 years' experience in political participation, in governance including local governance,
- Specific experience in training and facilitation methods using adult learning/experiential learning,
- Experience in developing curriculum and training manuals/materials, including good drafting skills.
- Experience working and demonstrated knowledge of the Liberian legislature and political processes is desirable

##### **Language:**

- English

##### **Core Values and Guiding Principles:**

- Demonstrated integrity by modeling UN Women values and ethical standards.
- Demonstrated commitment to UN Women's mission and vision.

##### **Functional competencies:**

- Displays cultural and gender sensitivity and adaptability,
- Sound practical knowledge on training and capacity building of legislators including women legislative caucuses on promoting gender sensitive approaches in the legislature,
- Ability to facilitate, to have a clear vision on role to lobby and advocate for gender equality principles in the legislature, including adoption of gender sensitive legislation, gender mainstreaming and gender budgeting in legislatures,
- Ability to work effectively and harmoniously with people from varied cultures and professional backgrounds, demonstrating excellent interpersonal communication skills,
- Results based management skills,
- Ability to produce well-written analytical reports,
- Ability to work effectively within a team,
- Ability to multi-task, juggle competing demands and prioritize work needs quickly,
- Ability to relate to external partners, including other international organizations and agencies, NGOs, grassroots community groups, etc and
- Excellent communication skills.

##### **How to Apply:**

Submit your CV and dully filled UN Women P-11 form to: [liberia.procurement@unwomen.org](mailto:liberia.procurement@unwomen.org)

Deadline for submission is close of business on 2 July 2021.

**UN Women is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.**