



*Al servicio
de las personas
y las naciones*

UNITED NATIONS DEVELOPMENT PROGRAMME SOUTH AFRICA COUNTRY OFFICE



International
Labour
Organization

I. Job Information

Title of the position: Consultant to support SAJEI to develop curriculum on HIV, TB, Human Rights, and the Law for the Judiciary

Supervisor: CEO, SAJEI in consultation with UNDP AND ILO where necessary

Location: Work from home but available for meetings with SAJEI and/or UNDP CO in a hybrid mode including online and face-to-face meetings, circumstances allowing.

Type of Contract: IC (Individual Contract) – International or National Consultant

II. Context and Background

South Africa has made significant progress towards meeting the HIV 90-90-90 targets set by UNAIDS: by 2020, 90% of all people living with HIV should know their HIV status, 90% of all people with diagnosed HIV infection are on sustained treatment, and 90% of all people receiving treatment should be virally suppressed. According to the South African National AIDS Council (SANAC) Mid Term Review (2019) of the National Strategic Plan (NSP) (2017-2022), the country has made significant progress towards meeting these targets and is currently sitting at 90-68-88, respectively. Other success stories include reduction of mother to child transmission of HIV (PMTCT) by 66% since 2010. South Africa has the largest ART programme with about 5.4 million adults and children living with HIV on treatment.

Despite these gains and given the scale of the epidemics, a lot of challenges still remain. Statistics South Africa (2021) reports that the total number of persons living with HIV (PLHIV) in South Africa increased from an estimated 3,8 million in 2002 to 8,2 million by 2021. Almost a fourth of South African women in their reproductive ages (15–49 years) are HIV positive. Progress towards 90-90-90 targets for key populations (KPs) remains hindered by persistent barriers, such as stigma (including self-stigma), discrimination, and punitive legal and policy environments. The 2015 SANAC Stigma Index showed that 35.5% of people living with HIV and 36.3% with TB reported experiencing externalized stigma, and 43% and 27% respectively experienced internalized stigma.

Those who are most marginalised and vulnerable in society are also those who are often most at risk of HIV exposure. Furthermore, people living with or affected by HIV encounter stigma, discrimination, and violations of their rights, increasing the impact of HIV on their lives and creating barriers to access to services. This means that the protection of human rights is essential to safeguard human dignity in the context of HIV and TB, protect affected persons from discrimination, as well as promote access to HIV-related prevention, treatment, care and support services, as well as access to justice. An effective response requires the implementation of all human rights: civil, political, economic, social and cultural, as well as fundamental freedoms of all people, in accordance with existing international, regional and national human rights standards. In fact, it is now well-understood that ending AIDS will not be possible without breakthrough progress across several potential goal areas, including removing legal barriers to access to health care and judicial services and for vulnerable and key populations. There is therefore a clear link between HIV, health, human rights and the law.

In this respect, the judiciary plays a crucial role through its interpretation of national Constitutions, legislation, international and regional human rights treaties. It can develop important jurisprudence and contribute towards law review and reform to recognise people's rights and advance access to justice and health care in the context of HIV. Additionally, their learned interventions can transform and lead to beneficial impacts on the national response to HIV and TB and on the public perception of HIV and TB.

In 2014, UNDP established the Africa Regional Judicial Forum (ARJF) on HIV, TB and the Law for Judges. Subsequent forums were held in 2015, 2016, and 2017. The aims of the forums were to share experiences, challenges and new developments in HIV-related jurisprudence in order to uphold the rights of all people, including key populations at high risk of HIV exposure, and to support and sustain judicial excellence on HIV, TB and the law. With support from UNDP, the South Africa Judicial Education Institute (SAJEI) also organized several Dialogues on HIV, TB Human Rights and the Law for judges and magistrates in South Africa. In some instances, the Dialogues were jointly supported by UNDP and the International Labour organization (ILO). It is from ARJF local Dialogues on HIV, TB and the Law, that the South Africa Judicial Education Institute (SAJEI) expressed interest and a desire to consolidate all this information into a curriculum and training material on HIV, TB Human Rights and the Law for judicial officers in South Africa. This would help to institutionalise the curriculum so that all current and future judicial officers would be trained on this curriculum, thus ensuring a more sustainable solution, rather than having dialogues in every province.

The development and institutionalization of the curriculum on HIV, TB, Human Rights and the Law, if implemented will accrue a number of far-reaching beneficial impacts, which include:

- Improved and advanced jurisprudence on HIV, TB, Human Rights and the Law
- Ongoing training of judicial officers contributing towards improved court performance
- Protection of the rights and safety of all vulnerable people, including the LGBTI community
- Achievement of Goal 5 of the NSP, which aims to: "ground the response to HIV, TB and STIs in human rights principles and approaches
- Application of International Labour Standards (Convention and Recommendations), particularly those ratified and recognized by the Republic of South Africa
- Achievement of the SANAC Human Rights Plan's call to "Invest in expanding training and sensitization programmes to reduce stigma: Programmes will inform and sensitize those who make the laws and those who enforce them about the important role of the law in the response to HIV, TB and STIs, e.g. to protect those affected by HIV against discrimination and violence and to support access to HIV prevention, treatment, care and support"
- Response to UNAIDS called for a Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination, in order to catalyze, accelerate and translate commitments made by governments to end HIV-related stigma and discrimination into measurable policy change and programmatic interventions
- Implementation of the SA Constitution and Bill of Rights, which guarantees a broad range of civil, political, cultural and socioeconomic rights, which include the rights to equality and non-discrimination, privacy, dignity, freedom and security of person, access to health care and access to justice. Accelerate the achievement of the sustainable Development Goals - Agenda 2030

The South African Judicial Education Institute, in partnership with UNDP South Africa and ILO, are looking for a consultant to support the development of the Curriculum and Training material on HIV, TB, Human Rights and the Law for Judicial Officers

III. Objectives of the Consultancy

The consultant will provide technical assistance in the development of a Curriculum and training materials on HIV, TB, Human Rights and the Law for Judicial Officers in consultation with SAJEI

IV. Scope of Work

To this end, the consultant under the supervision of the gender specialist of the UNDP Office in South Africa, will carry out the following activities:

- Facilitate a consultation and brainstorming session with SAJEI and Judicial Educators to understand the background, status and progress on the curriculum, training needs of SAJEI and source any other ideas
- Conduct a desktop review on the status of HIV, TB, and Human Rights, globally, in Africa, Southern Africa Development Community (SADC) and South Africa; a summary of existing HIV, TB and Human Rights related curriculum internationally, locally and nationally; conduct telephonic or online meetings with selected judicial Institutes to find out about the content and scope of their curriculum.
- From the above information, make an outline of a possible curriculum for SAJEI and develop training materials relevant for Judicial officers
- Hold a consultative meeting to present the findings of the review, outline of the curriculum and training materials with SAJEI and Training Judicial Educators and other stakeholders suggested by SAJEI
- With inputs from above, hold a working workshop to develop a draft curriculum and training materials and provide overview of the training materials with SAJEI officials, Judicial Educators Officers and other stakeholders suggested by SAJEI
- Based on the above develop the final copy of the curriculum and training materials and send for comments to SAJEI and Training Judicial Educators and other stakeholders suggested by SAJEI
- Pilot-test the curriculum and training material with a section of the Judiciary recommended by SAJEI
- Based on the pilot develop the final curriculum, and training material, submit to SAJEI to take it through their approval processes

V. Expected products of the consultancy

The consultant will be expected to produce a project plan and an inception report detailing the methodology and process of carrying out the assignment and present the report to SAJEI and UNDP for discussion and approval before embarking on the assignment. The consultant will also be responsible for developing the following products within the period established by this contract. The technical specifications of the products are only indicative, and the final ones will be established with the consultant during the inception meeting.

Product 1: Project plan and Inception report

Product 2: Stakeholder consultative and brainstorming report

Product 3: Desktop review and interview report with suggested outline of the curriculum and training material

Product 4: Draft curriculum, and training materials

Product 5: Pilot test report

Product 6: Final curriculum, toolkit and training materials

Products:		Payment
Product 1	Inception report	1 st Payment 10%
Product 2	Stakeholder consultative and brainstorming report	2 nd payment 10%
Product 3	Desktop review and interview report with suggested outline of the curriculum	3 rd Payment 20%
Product 4	Draft curriculum and toolkit	4 th Payment 10%
Product 5	Pilot test report and Final curriculum and toolkit	5 th Payment 20%
Product 6	Final curriculum and toolkit	6 th payment

The consultant will have to develop a work plan with a schedule at the beginning of the consultancy that must be approved by the contractor before starting the activities.

VI. Duration of the contract and Fee Regime

- The total duration of the contract is 60 days spread over a period of 4 months (August-December 2022).
- The contract stipulated as IC (Individual Contract) does not include percentages of advance payments at the time of starting the consultancy.

VIII. Qualifications for selection.

The curricular evaluation criteria to be used are the following:

	Technical Proposal	Maximum Score	%
Technical Criteria	A. Education	20	70%
	A Master's Degree in Human Rights, Social Science, social, Development studies	10	
	Secondary training in HIV and TB, human rights, gender and curriculum development, will be a distinct advantage	10	
	B. Experience	40	
	At least 3 years of experience working on Human Rights related to HIV and TB	20	
	At least 2 years' experience in designing and developing human rights related curriculum and facilitating capacity building activities	10	
	Evidence of having developed curriculum and training materials	10	
	C. Knowledge	10	
	<ul style="list-style-type: none"> • Excellent writing, facilitation and communication skills in English. • Excellent methodological and participatory planning skills 	5	
	<ul style="list-style-type: none"> • Knowledge of the South African Judicial system 	5	

Additional information

Interested individual consultants (natural persons) must submit the following documents before September 23 at 12 p.m. To the email address of: bid.pretoria@undp.org
 Title: Consultant to support SAJEL to develop curriculum on HIV, TB, Human Rights, and the Law for the Judiciary

Accompanied by the following documentation:

1. Personal CV and Form [P11](#) and motivation letter explaining why you are the most suitable person for the job.
2. Financial Proposal: The proposed amount must be detailed as total remuneration for the consultancy. The economic offer must follow the Model Annex 1.

Travel costs to participate in regional meetings as well as DSA and terminal expenses will be covered separately by UNDP in accordance with UNDP regulations and will depend on the needs of the project.