


TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT –GENDER CONSULTANT

| TERMS OF REFERENCE | |
|---|--|
| Hiring Office: | UNFPA |
| Purpose of consultancy: | <p>The UNFPA 10th country programme will contribute to the equitable enjoyment of sexual and reproductive health and reproductive rights of all Sri Lankans particularly among girls, women and young people. The Fund works towards the achievement of the Sustainable Development Goals (SDGs) and the International Conference on Population and Development (ICPD) agenda through three transformative goals to 1. End unmet need for family planning 2. End preventable maternal deaths and 2. End sexual and gender-based violence and harmful practices. Within the classification of a middle-income country, UNFPA Country Office (CO) in Sri Lanka is engaged in policy advocacy and dialogue to further strengthen the rights of women and girls in the development and humanitarian settings.</p> <p>UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every birth is safe, and every young person's potential is fulfilled. UNFPA is the Sexual and Reproductive Health (SRH) agency of the United Nations and the lead agency working on gender-based violence, giving the organization a unique expertise and a comparative advantage to integrate Gender Equality and Women's Empowerment through information and services on SRH and protection from Gender-Based Violence, across the Humanitarian-Development nexus. UNFPA is committed to improving the rights of women, girls, young people, persons with disabilities and other key populations to improve their access to sexual and reproductive health information and services.</p> <p>Within this context UNFPA intends to provide technical support to the Office for Reparations (OR), the Office on Missing Persons (OMP), the Human Rights Commission of Sri Lanka (HRCSL), and Legal Aid Commissions (LAC), towards the realization of human rights and promote national accountability for gender equality. To this end the consultancy is to provide technical support for the deliverables outlined below for the selected Independent Institutions, the Office of Reparations, Human Rights Commission of Sri Lanka and the Legal Aid Commission to have strengthened capacities in case management, gender sensitive and survivor centric service delivery and redress for those affected by the legacy of conflict. Further strengthened communities engage in reparations specifically focusing from a gender perspective.</p> |
| <p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p> | <p>Provide technical support for capacity building programmes for the staff of the Office of Reparation, Legal Aid Commission and the Human Rights Commission of SL on promotion of gender equality principles within the context of reconciliation.</p> <ul style="list-style-type: none"> ● Develop and submit training guides defining key subtopics for training and session plans, pre and post tests and all related training material in consultation with UNFPA. ● Lead in coordinating discussion with the OR, HRCSL and LAC for the workshops. ● Work in collaboration with UNFPA Implementing partner on overseeing logistics plan and identification of other necessary resources together with UNFPA. ● Facilitate and conduct training together with identified resource persons. <p>Provide technical input for the delivery of sub national level training together with implementing partners for community groups including members of the national forum on engaging with state reparations mechanisms from a gender perspective.</p> <ul style="list-style-type: none"> ● Identify key community groups for the workshop as per the project pro-doc. ● Lead and coordinate discussions with the key institution on workshop dates and participant lists. ● Develop training guides, participant pre and post tests and resource material as needed for the workshops. ● Oversee and coordinate with the Implementing partner on timely delivery of the workshops. ● Facilitate and conduct training together with identified resource persons. <p>General</p> <ul style="list-style-type: none"> ● Lead and participate on inter agency project meetings and compiling of the necessary progress reports in consultation with UNFPA ● Drafting of the final project report in collaboration inline with reporting guidelines inclusive of observations, way forward. |

| | |
|---|--|
| | <ul style="list-style-type: none"> Coordinate with the UNFPA communications team to support the visibility of the project. |
| Duration and working schedule: | 10th of February - 30 th of August 2023 (90 days in total) |
| Place where services are to be delivered: | Home based / trainings and meetings |
| Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.): | <p>Complete task spelled out above by Key Results expected and payment schedule:</p> <ul style="list-style-type: none"> Upon submission of inception report for the project inclusive of methodology and gantt chart (20%) Completion report inclusive of pre and post evaluation of delivery of national and sub-national level workshops for the Office of Reparations Human Rights Commission and Legal Aid Commission.(25%) Completion report inclusive of pre and post evaluation of the delivery of workshops for community groups on gender sensitive reparations for engaging with state mechanisms inclusive of the Forum Against GBV (35%). Final project report (20%) |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | The monitoring & progress will be by the United Nations Population Fund. |
| Supervisory arrangements: | The consultant will work under the direct supervision of the National Programme and Policy Analyst and the Assistant Representative of UNFPA |
| Expected travel: | Travel within the Colombo district and selected districts for the sub national level workshops. |
| Required expertise, qualifications and competencies, including language requirements: | <ul style="list-style-type: none"> An advanced degree in gender, health, social sciences or any related field is required. Prior experience on GBV Gender & Peace education or on gender sensitive reparation work will be beneficial A minimum of 5 years of working experience in relevant areas. Proven strong experience in women's inclusion and gender related development work. Experience in facilitating training programmes including TOTs and working with senior government officials will be an added advantage. Proficiency in both spoken and written English, and Sinhala/Tamil. Proficiency in current office software applications and knowledge of social media. |
| Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable: | N/A |
| Other relevant information or special conditions, if any: | |
| Signature of Requesting Officer in Hiring Office: |  |
| Date: | 25/1/2023 |