**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

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| **TERMS OF REFERENCE FOR ENGAGEMENT OF A CONSULTANT FOR DEVELOPMENT OF A ROLL-OUT AND CAPACITY BUILDING PLAN FOR THE COUNTER DOMESTIC VIOLENCE LAW.** | |
| Background and Context | According to various studies conducted locally, Gender-Based Violence (GBV) particularly domestic violence, is very high in Lesotho. The Ministry of Gender successfully achieved advocacy for promulgation of the Counter Domestic Law 2022 and the Harmonization of rights of Customary Widows with the Legal Capacity of Married Persons Act. These laws are intended to protect victims of domestic violence, and the Harmonization Law specifically advances rights of widows married in community of property to their matrimonial property.  In ensuring that these laws are implemented effectively to achieve the desired goal of prevention and mitigation of GBV, it is pivotal that the duty bearers and right claimers understand the contents of the law and their role in the implementation of the said laws. Hence the Ministry of Gender requested the support for development of the costed implementation and the laws roll out plan for the two laws.  The costed implementation and roll-out plan is expected to cover the following areas; targeted sector(population), the estimated figures of participants, method of orientation, orientation period, the cost of orientation (to include all anticipated financial costs), and the timelines  The plan should cover but not be limit to the following sectors:   * The community leaders (chiefs) at different levels * The Law enforcement officers Police * The Judiciary and Legal practitioners * Community representation such as NGOs, and * Other Dissemination strategies of the Laws |
| Purpose of consultancy: | The purpose of the Consultancy is to support the Ministry of Gender to **develop a comprehensive costed roll-out plan** for the Counter Domestic Violence Law and the Harmonization of Rights of Customary Widows with Legal Capacity of Married Persons Act. And develop a capacity building plan for all the GBV service providers and representation of claim holders. |
| Scope of work:  *(Description of services, activities, or outputs)* | **Specific tasks:**  The consultant is responsible to undertake all the processes that will assist in him/her in development of this comprehensive all-inclusive implementation plan from planning the entire exercise, consultation meetings with stakeholders, compilation of the information gathered, and drafting and costing the plan.  The consultant is expected to;  Clearly understand the TORs/requirements of this consultancy  Use the secondary data: undertake desk review to familiarize himself/herself with GBV issues, the relevant legislation as well as the sectors or systems involved in execution of these pieces of legislation.  Gather and analyse information from the stakeholders to be able to draw the plan that is tailored to respond to the needs of different implementers of these legislation.  On the Basis of the information and requirements needed to implement and rollout the law develop a costed implementation plan that shows who and how many, how, when and for how long, and the associated costs  Develop and draft the plan of the entire consultancy,  draft and present the draft implementation plan to UNFPA, Ministry of Gender, and stakeholders for inclusion of their views  **Expected deliverables**:   * Inception Report that include timelines for the consultancy, information collection methodology and tools. * Participate in initial introductory meeting facilitated by MGYSR and UNFPA on introduction of the Laws to shareholder, * Conduct Individual Conduct stakeholder consultation meetings. * Present draft implementation plan to UNFPA and the Government for their views * Hold stakeholder’s meetings to share draft plan and gather more contributions. * Present the draft implementation plan to stakeholders during Stakeholders Validation Meeting * Submit comprehensive costed implementation plan |
| Required expertise qualification and competencies including language requirements: | * A Master’s Degree in law, Economics, Social Sciences, Gender Studies, OR the equivalent qualifications * Must demonstrate knowledge and experience of the legal systems of Lesotho * Should understand Gender and GBV issues especially in the context of Lesotho * At least 5 years’ professional experience preferably in undertaking policy development and any other gender related work. * Must demonstrate experience in development of implementation plans and frameworks. * Fluency in oral and written English and must be computer literate. * Ability to work independently and must be self-reliant. |
| Place where services are to be delivered: | All deliverables will be submitted at the Ministry of Gender Youth Sports and Recreation and UNFPA. |
| Delivery dates and how work will be delivered (*e.g.* electronic, hard copy etc.): | The duration of the contract is 30 working days calculated from the date of signing of the Contract, and the Consultant is expected to;   * conduct in person meetings with the stakeholders. * Work closely with the Ministry of Gender. * Deliver a hard and soft copy of the Plan. * Make a presentation to the Ministry of Gender and UNFPA. * Holds stakeholder’s meetings with stakeholders to share draft plan and gather additional comments. * Conduct validation meeting(s) with stakeholders and reflect their views on the plan. |
| Supervisory arrangements: | The Consultant will report Directly to The Director of Gender, Ministry of Gender and be responsible to UNFPA Representative and liaise with Gender Program Officer on daily basis |
| Expected travel: | Travel within Maseru Urban Will be the responsibility of the Consultant.  Any Travel outside of Maseru will be the covered by UNFPA. |
| Inputs / services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable: | 1. The Ministry of Gender will provide background and context which will guide the work of the consultant. 2. Ministry and UNFPA will help to facilitate stakeholder meetings and Validation meetings. 3. UNFPA will provide Consultancy fee and DSA if the consultant travels outside Maseru. |
| Other relevant information or special conditions, if any: | The details of the consultancy and modes of engagement and fixed timelines will be discussed upon signature of the contract. |
| Payment | The consultant will be paid upon submission of each deliverable and upon satisfactory completion of the exercise. |
| Signature of Requesting Officer in Hiring Office:  Date: | |