

TERMS OF REFERENCE
Local Consultant to Develop Advocacy Plan on Women’s Rights
(MDV-ToR/2017/019 Dated: 24 October 2017)

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Hiring Office:	UNFPA Maldives Country Office
Purpose of consultancy:	<p>Since 2013, UNFPA has been working to facilitate access to experience and knowledge from Islamic scholars and gender equality practitioners around the world, to build Maldivians’ understanding of gender equality in Islam. A number of activities have been conducted in this regard, including translation of a number of pieces of work produced by Islamic scholars and gender equality practitioners addressing issues of gender equality and Islam, exposure meetings providing opportunity for Maldivians to interact with Islamic scholars and experts working in the area of promoting gender equality in Islam and a four-day workshop, “Realising Gender Equality in the Family within an Islamic Framework”, held in 2013.</p> <p>The proposed resource materials on women’s rights in Islam will build on the 2013 initiatives and prepare published materials on multiple areas of women’s rights identified in CEDAW, that will be used by all gender advocates and stakeholders in the Maldives, and will empower them to promote and utilize Islam-based strategies, which affirm gender equality within Islam, and enable them to push for the incorporation of absolute equality measures into national legislation and ensure full implementation of all CEDAW provisions in the Maldives.</p> <p>The purpose of this assignment is to support the Ministry of Gender and Family (MGF) to compile positive messages from women’s rights in consultation with wide audience including the civil society to promote gender equality.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Scope and diversity of assignment: In consultation with Ministry of Gender and Family, UNFPA, other UN organizations and civil society develop a priority list of issues that hinder gender equality and develop positive messages to promote equal enjoyment of development results.</p> <ul style="list-style-type: none"> • Desk review of existing materials related to Islam and gender equality, including the 2013 workshop report, • Consultations with key civil society actors including women’s rights organisations and religious NGOs • Develop a plan to disseminate the messages looking at innovative approaches including social media <p>Output: A final report with list of messages in English and Dhivehi, a plan to disseminate the messages and a brief paper based on the desk review</p>

Duration and working schedule:	30 days
Place where services are to be delivered:	UNFPA/Ministry of Gender and Family
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Deadline for submission of deliverables is 10 th December 2017
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The Consultant will be briefed and debriefed by UNFPA and the Ministry of Gender and Family
Supervisory arrangements:	The consultancy will be managed by UNFPA.
Expected travel:	No travel
Required expertise, qualifications and competencies, including language requirements:	<p>Primary expertise required:</p> <ul style="list-style-type: none"> • Bachelor’s degree in gender studies, social science, or related fields. • At least 5 years’ experience in development planning, social policy analysis, monitoring, research and evaluation, monitoring and evaluation theory, methodology, technology and tools • Basic understanding on Islamic Laws • Excellent communication and analytical skills in English and Dhivehi languages and demonstrated ability to transfer and impart knowledge. <p>Functional Competencies</p> <ul style="list-style-type: none"> • Good analytical, writing, and presentation skills. Fluency in reading, writing, and speaking both English and Dhivehi. • Computer skills, Excel and various office applications. Demonstrated experience in knowledge and information management. <p>Behavioural Competencies:</p> <ul style="list-style-type: none"> • Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization. • Proven leadership, teamwork, and interpersonal skills. Ability to work under limited timing would be an asset.
Inputs / services to be provided by UNFPA or implementing partner	<p>Consultant:</p> <ul style="list-style-type: none"> • Fulfil the stipulated in the contract and the ToR through review of documents, email communications, and

<p>(e.g support services, office space, equipment), if applicable:</p>	<p>meetings</p> <ul style="list-style-type: none"> ● Maintain close contact by email with UNFPA ● Communicate any complications regarding the assignment as soon as possible <p>Ministry of Gender and Family</p> <ul style="list-style-type: none"> ● Assign a focal point to work with the Consultant ● Provide the relevant documents as required ● Provide logistic support including organizing meetings ● Monitor and facilitate the progress of the assignment ● Facilitate necessary contacts ● Organize the consultative meeting ● Approve final deliverables <p>UNFPA Maldives:</p> <ul style="list-style-type: none"> ● Provide contacts and any available resources ● Guide the Consultant on issues important to UNFPA mandate ● Make payment
<p>Other relevant information or special conditions, if any:</p>	<p>The other conditions that may apply in the undertaking of the assignment include:</p> <p>Basis of payment: Lump sum payment upon completion and submission of the output to UNFPA and acceptance and approval of deliverables by UNFPA.</p> <p>Format of outputs: Editable electronic form i.e. MS Office Word format.</p> <p>Language of reports/publications and other documentation and working language in country of assignment: English and Dhivehi</p> <p>Ownership of output: UNFPA/MGF</p>
<p>Signature of Requesting Officer in Hiring Office: _____ Ritsu Nacken, Country Director, UNFPA Maldives</p> <p>Date: _____</p>	