


TERMS OF REFERENCE
Consultant on Access to Justice

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Hiring Office:	UNFPA and UN Women
Purpose of consultancy:	<p>Ministry of Gender and Family with support from UNFPA and UN women are hosting a Knowledge Exchange (KE) forum on multiple areas of women's rights identified in CEDAW, that will be used by all gender advocates and stakeholders in the Maldives empowering them to promote and utilize Islam-based strategies, which affirm gender equality within Islam, and enabling them to push for the incorporation of equality measures into national legislation and ensure full implementation of all CEDAW provisions in the Maldives.</p> <p>Access to justice for women especially in custody and divorce cases are a challenge in the Maldives.</p> <p>The purpose of this consultancy is to prepare a thematic paper on access to justice issues for women, in particular on matters related to divorce and child custody. The paper should focus on existing evidence, current events bringing as much as possible best practices from other countries in similar socio-cultural situations.</p> <p>This paper, including other thematic papers, will be compiled into the final report of the KE Forum</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Scope and diversity of assignment:</p> <p>In consultation with Expert Group and UNFPA, the consultant on access to justice will:</p> <ul style="list-style-type: none"> ● Develop a paper based on existing literature and data; ● Deliver the findings using an innovative approach at the Knowledge Exchange forum. The expert group will provide guidance based on the two-day programme; ● Finalise the paper based on comments and discussions at the KE Forum. <p>Outputs:</p> <ul style="list-style-type: none"> ● The paper focused "What constitutes a woman and family friendly framework on child custody, prenuptial agreements, marriage, and divorce?"
Duration and working schedule:	25 days over the period April to July 2018
Place where services are to be delivered:	Ministry of Gender and Family

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Consultant is expected to work independently
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The Consultant will be briefed and debriefed by the Expert group as well as the Ministry of Gender and Family, UNFPA and UN Women
Supervisory arrangements:	The consultancy will be managed by UNFPA and UN Women
Expected travel:	No travel required
Required expertise, qualifications and competencies, including language requirements:	<p>Primary expertise required:</p> <ul style="list-style-type: none"> ● Bachelor's degree in law, gender studies, social science, or related fields; ● At least 5 years' experience in social policy analysis, monitoring, research and evaluation, monitoring and evaluation theory, methodology, technology and tools; ● Basic understanding on human rights principles; ● Excellent communication and analytical skills 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 to establish harmonious and effective working relationships, both within and outside the organization; ● Proven leadership, teamwork, and interpersonal skills. Ability to work and deliver under a limited period of time would be an asset.
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if	<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 meetings; ● Maintain close and regular contact by email with Expert Group; ● Communicate any complications regarding the

<p>applicable:</p>	<p>assignment as soon as possible, with the co-coordinator.</p> <p>Ministry of Gender and Family</p> <ul style="list-style-type: none"> ● Provide the relevant documents as required; ● Guide the consultant on the Government's' priority areas ● Facilitate in obtaining up to date data as identified by the consultant; ● 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>UN Women/UNFPA:</p> <ul style="list-style-type: none"> ● Provide contacts and any available resources; ● Guide the Consultant on issues important to achieving SDGs; ● Finalize and approve the thematic paper; ● Issue the 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: A fixed payment of MVR 22,500 will be upon submission and acceptance of the paper and presentation at the KE forum</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: Ministry of Gender and Family, UNFPA and UN Women</p>
<p>Signature of Requesting Officer in Hiring Office: <u></u></p> <p>Date: <u>05/04/18</u></p>	