



## Terms of Reference

### Consultancy: Regional Evidence-Based Mapping and Assessment on Eliminating Violence Against Women and Girls

#### **Background**

Equality Now is an international human rights organization dedicated to ending violence and discrimination against women and girls and promoting the use of the law to advance their human rights. With a global team of 47 staff members and offices in Beirut, London, Nairobi and New York as well as presence in Amman, Delhi, Tbilisi, and Washington, D.C., campaigns are centred on four program areas: Legal Equality, End Sexual Violence, End Harmful Practices, and End Sex Trafficking, with a cross-cutting focus on the unique needs of adolescent girls.

In 2000, Equality Now opened its Africa Office in Nairobi to support African organizations and activists committed to working for gender equality, drawing support and strength through collaboration. Since then, Equality Now has built a vast network of supporters and activists to address women and girls' rights and ensure that African women and girls are treated equally and protected by the law. Equality Now's Africa Office convenes the Solidarity for African Women's Rights (SOAWR) Coalition.

The Solidarity for African Women's Rights (SOAWR) was formed in 2004 with an initial membership of 17 organizations who came together to ensure that the Maputo Protocol came into force. SOAWR is a regional network of 63 national, regional and international civil society organizations based in 32 African countries. SOAWR's main area of focus has been to advocate for African States to urgently sign, ratify, domesticate and implement the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the Maputo Protocol).

Equality Now believes that access to justice is the pillar for the realization of rights of women and girls. Equality Now, in collaboration with the SOAWR Coalition, has received support from the United Nations Development Programme (UNDP)'s Spotlight Initiative (SI) Africa regional program whose objective is to strengthen the capacity of AU member states to improve policy and legal environment on eliminating violence against women and girls. This initiative seeks to enhance evidence-based knowledge and the capacity of the African Union Commission (AUC), African Union (AU) member states, regional economic communities (RECs) and civil society organisations (CSOs) to advocate for and support AU member states to eliminate violence against women and girls.

Equality Now seeks a consultant(s) to undertake a regional evidence-based mapping and assessment on the status of implementation and/or enforcement of laws and policies, action plans, financing and capacity to deliver on ending violence against women and girls (EVAWG) by regional partners and member states. This evidence-based mapping and assessment will have the aim of informing and updating current baseline information by ascertaining and subsequently providing a review of national

action plans, relevant budget and related information on investments in ending violence against women and girls. Furthermore, it shall inform the development of relevant capacity building and assessment tools and approaches based on an appreciation of existing gaps and capacities of the regional partners and member states.

Additionally, the outcome of the mapping and assessment will support organisational efforts aimed at ensuring that legislative and policy frameworks, based on evidence and in line with international human rights standards, on ending all forms of violence against women and girls, including sexual and gender-based violence and harmful practices, are in place and translated into plans of action with effective accountability mechanisms. Specifically, Equality Now hopes that select African countries (referred to as national partners or member states) and intergovernmental institutions at the regional and continental level (referred to as regional partners) have strengthened evidence-based knowledge and capacity to assess gaps, draft new and/or strengthen existing legislation and policies and enforce implementation of existing legislation ending sexual and gender based-violence, female genital mutilation and child marriage, that are in line with international human rights standards and treaty body recommendations.

### **About the Spotlight Initiative**

The Spotlight Initiative is a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls. Launched in 2017 with a seed funding commitment of EUR 500 million from the European Union, the Initiative represents an unprecedented global effort to invest in gender equality and women's empowerment as a precondition and driver for the achievement of the Sustainable Development Goals.

The Africa Regional Spotlight Programme prioritises strengthening existing strategies and initiatives, such as the AU Gender Strategy 2017-2027, Agenda 2030, Agenda 2063, the Maputo Plan of Action on the Operationalization of the Continental Policy Framework for Sexual and Reproductive Health and Rights (2016-2030), the Maputo Protocol, the African Charter on the Rights and Welfare of the Child, the AU Roadmap on Harnessing the Demographic Dividend, the African Youth Charter (2006) and the Common Position on Ending Child Marriage in Africa (2015). The programme also adopts a strategy of harnessing the respective strengths of multi-sectoral, multi-level partnerships which will support the acceleration of transformative change.

### **Objective of the Assignment**

The Purpose of the assignment is to conduct a regional evidence-based mapping and assessment on the status of implementation/enforcement of laws and policies in line with global and regional human rights instruments and the development and implementation of National Action Plans, financing and capacity to deliver on EVAWG by Regional Partners and Members States. In performing the assignment, the consultant will be expected to leverage a concurrent and related mapping and assessment exercise, being undertaken by Equality Now, on the status of ratification, domestication and enforcement of global and regional human rights instruments on GEWE. In this regard, this assignment and the concurrent mapping and assessment exercise will be expected to complement each other.

Specific objectives:

- (i) Assess the status of ratification, domestication and enforcement of global and regional human rights instruments in relation to EAWG
- (ii) Assess the capacity of Member States to develop and implement the National Action Plans in relation to EAWG
- (iii) Assess the capacity of Member States to finance and invest in EAWG initiatives
- (iv) Assessment findings to inform policy decision at regional and national level on what policy and programme interventions and support to be provided
- (v) Inform the development of relevant capacity building and assessment tools and approaches based on an appreciation of existing gaps and capacities of the regional partners and member states.

### **Responsibilities of the Consultant(s)**

#### **Overall Responsibilities of the Consultant(s)**

As mentioned in the foregoing, the consultant(s) shall have the overall responsibility of conducting a regional evidence-based mapping and assessment on the status of implementation and/or enforcement of laws and policies, action plans, financing and capacity to deliver on ending violence against women and girls (EAWG) by regional partners and AU member states.

#### **Specific Responsibilities of the Consultant(s)**

Under this project, the consultant(s)'s specific responsibilities shall include to:

- Assess both internal and external factors affecting the capacity of select regional partners and AU member states to ratify, domesticate and implement the provisions of global and regional human rights treaties related to the ending of VAWG; pass and implement local laws; as well as plan for and finance efforts aimed at implementing provisions contained in the international and regional commitments such as the Maputo Protocol, CEDAW among others.
- Assess the aforementioned factors in consideration of a wide range of information available on the posture of specific AU member states when it comes to human rights more generally, and specifically the posture taken on these issues at regional and international human rights forums.
- Assess both the internal and external factors affecting the capacity of regional partners to influence AU member states on ending violence against women and girls.
- Assess the status of the development, implementation and financing of national action plans on ending violence against women and girls.
- Apply key informant interviews (KIIs) to bridge secondary information gaps in assessing the capacity of select regional partners and AU member states to ratify, domesticate and implement the provisions of global and regional human rights treaties related to the ending of VAWG; the posture of specific AU member states when it comes to human rights and EAWG; and the factors that have influenced

member states to develop national action plans and investments aimed at ending violence against women and girls as discussed in the foregoing.

- Outline ways in which the assessment(s) outlined in the foregoing might provide contextual information that will be of use in related initiatives on ending violence against women and girls in line with the aims and objectives of this project as outlined in the foregoing.

**Time Allocation:** The consultant(s) is prescribed a timeline as follows:

- Inception report - 15 days
- Mapping and Assessment - 75 days

### **Deliverables**

- **Inception report** setting out the conceptual framework to be used in the baseline study and key baseline study questions and methodology, including information on sources of data and collection, sampling and key indicators, and a detailed work plan with clear timelines.
- **Regional Consultations** including validation workshop of the draft report findings
- **Final report** with feedback from the validation workshop of not less than 10,000 words and not more than 30,000 words mapping and assessing the status of implementation/enforcement of laws and policies, Action Plans, financing and capacity to deliver on ending violence against women and girls (EVAWG) by Regional Partners and Member States.

### **Competencies**

The following are required expertise and qualification of the Consultant(s):

- A postgraduate degree or other advanced university degree (a minimum of a master's degree or equivalent) in law or social sciences or any other relevant field. In the case of a team of consultants, the lead consultant must have this minimum requirement.
- At least 7 years of professional experience in legal/ policy research and analysis related to international human rights law and/or gender equality in Africa. This is mandatory for the lead consultant.
- Strong understanding of global and regional human rights instruments including CEDAW and Maputo Protocol.
- Work experience with regional partners including AU and RECs an added advantage
- Demonstrable experience in human rights education and awareness-raising at the policy level (government or civil society).
- Demonstrable experience working with human rights or related civil society organisations in Africa. Experience working with women's rights organisations is especially desirable.
- A proven track record of strong analytical and drafting skills, ability to speak with and interview people, and have excellent project management and communication skills Excellent written and verbal communication skills in English, a working knowledge of French would be an added advantage.
- Experience undertaking projects and related activity using a gender sensitive approach.

## Application Procedure

Qualified and interested candidates are requested to apply either as a team or individually by emailing the following application materials to [equalitynownairobi@equalitynow.org](mailto:equalitynownairobi@equalitynow.org) with the subject **“Consultancy: Baseline Study on the Spotlight Initiative, Africa Regional Programme”**:

- A. A curriculum vitae of the applicant(s) indicating their educational backgrounds and professional qualifications, including all relevant past experience as well as contact information (email and phone number).
- B. **A Concept Note** of no more than 3 pages; explaining the understanding of the relevant policy environment in Africa in relation gender and EVAW; A section demonstrating substantive knowledge regional and global HR instruments in relation to EVAW and NAP and financing/investment in relation to NAPs; proposed methodology and governance of the consultancy (including roles and responsibilities of each member of the consultant’s team if applicable , as well as a section outlining mechanisms and approaches in place that will enable them to complete the assignments within the given timeframes.
- C. **A budget proposal** providing the cost to carry out the services and provide the deliverables described above. The financial proposal to include: a lump sum for the execution of the work, excluding travel fees; and an indication of the daily rate of each member of the consultant’s team.
- D. A proposed work plan with clear timelines and deliverables.
- E. Two reports of similar work done in the past.

Three professional references (including former clients) that can attest to past consulting experience, past curriculum design experience, and past legal/policy analysis experience in the field of human rights.

Please note that applications shall be received via email only. **The deadline for application is 14 March 2021 at 11:59 PM EAT.** Incomplete applications will not be considered. Please note that only shortlisted applicants will be contacted.