

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE	
Hiring Office:	UNFPA Ghana Country Office
Purpose of consultancy:	<p><i>Programme support for Gender and Human Rights with focus on mobilizing resources.</i></p> <p>Under the auspices of the agenda 2030, UNFPA is committed to contribute to the SDGs achievement, in particular SDGs 3 on health and wellbeing and 5 on gender equality.</p> <p>Evidence suggest that women are much more likely than men to be impoverished, deprived of education and opportunities, and victimized by sexual and domestic violence. Goal 5 calls for the elimination of all forms of violence against women and girls, the end of all forms of gender-based discrimination, and the elimination of harmful practices such as child marriage and female genital mutilation (FGM). It also calls for ensuring universal access to sexual and reproductive health and reproductive rights.</p> <p>The UNFPA Strategic Plan 2022-2025 paves the way for the organization to take the lead on the efforts to achieve three transformative goals: ending preventable maternal deaths; addressing the unmet need for family planning; and ending GBV and Harmful Practices. Underpinning all these major changes, the promotion of gender equality and the empowerment of women and girls remains critical, as no progress can be sustained within ICPD Agenda if not underpinned by gender equality and empowerment of women and adolescent girls.</p> <p>UNFPA applies a human rights and gender transformative approach across the life path to its policy and programme support. It uses evidence-informed method and addressing unequal power relations between men and women.</p> <p>The GoG/UNFPA Country programme eight intends to strengthen mechanisms and capacities of government and nongovernment actors, institutions and data systems to address discriminatory gender and social norms to advance gender equality and women's decision-making, across the development-humanitarian-peacebuilding continuum by 2027.</p> <p>It is in lieu of this that the Gender and Human Rights Unit intends to hire a consultant to support programme delivery.</p>
Scope of work:  (Description of services, activities, or outputs)	<p>The purpose of this consultancy is to provide programmatic support to the Gender and Human Rights Unit. The specific responsibilities are as outlined below:</p> <ul style="list-style-type: none"> <li>- Develop six (6) Gender and Human Rights related concept notes and for funding.</li> <li>- Provide programmatic support to the GHR unit in the delivery of key projects assigned, including drafting of donor reports in accordance with guidance provided by the unit head.</li> <li>- Participate in the child marriage Phase III programme design work sessions and compile programming strategic interventions for the unit.</li> </ul>

	<ul style="list-style-type: none"> <li>- Participate in the UN system as well as national and international initiatives to identify opportunities for GHR unit.</li> <li>- Draft technical briefs on gender and human rights as required.</li> <li>- Review, analyze and mainstream gender into CO documents as at when necessary.</li> <li>- Perform any other duties as required by the Gender Team Lead.</li> </ul>
Duration and working schedule:	The individual consultant is expected to be engaged for six (6) months from July to December 2023.
Place where services are to be delivered:	UNFPA Ghana Country Office- Accra
Delivery dates and how work will be delivered (e.g., electronic, hard copy etc.):	<ul style="list-style-type: none"> <li>- Delivery dates for actions will be per reporting schedules for CO work-plan, End of Quarter implementation reporting by IPs and dates for reporting of donor funded programmes.</li> <li>- Deliverables shall be both hard copy and electronic dependent on the nature of activity.</li> <li>- A comprehensive report will be submitted at the end of the consultancy which will include performance assessment and certification by the supervisor.</li> </ul>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The Consultant shall submit monthly reports for each month of the contract period detailing all activities undertaken with deliverables to be submitted on 30th of each month of the contract period.
Supervisory arrangements:	The Consultant will work under the direct guidance of the Gender and Human Rights Team Lead and overall supervision of the Deputy Representative/Representative.
Expected travel:	The consultant may be required to travel to project sites for programme support, training, outreaches, and monitoring purposes, on need basis.
Required expertise, qualifications and competencies, including language requirements:	<p>A minimum of 5 years' experience in gender and development, focusing on human rights, inclusion and social norms/ social protection, partnerships and resource mobilization.</p> <p>Advanced degree in Social Sciences, preferably in Gender, Sociology, demography, anthropology, public health, human rights, or Population, including economics and data analysis/ qualitative research.</p> <p>Ability to manage multiple workflows, thrive in a fast-paced work environment, adaptability is essential, must be a team player with a positive, enthusiastic and self-motivated attitude. Professional and personal ethos, integrity and solutions-oriented mind-set and fluency in English required.</p>
Inputs / services to be provided by UNFPA or implementing partner (e.g., support services, office space, equipment), if applicable:	UNFPA will provide consultant with every necessary instrument and orientation to be of best service and productivity.

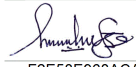
Other relevant information or special conditions, if any:

COA:

Agency	Year	Fund	Cost Centre	Project	Don or	Inter-agency	Future	%
UNFPA	2023	UCJ18	GPECMGH A	STAF COST 23CM	-	-	-	60
UNFPA	2023	FPA90	GHA08GH R	SOCMOB2 3FP	-	-	-	40

Signature of Requesting Officer in Hiring Office:

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Name: Doris Mawuse Aglobitse PhD

Date: 05 July 2023

Signature: Approved by the Representative:

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Name: Emmily Sandra Naphambo PhD

Date: 05 July 2023