

# Gender and Justice Consultant - Reference No. IC/JURE/2022/28 for Sri Lankans only

Location : Colombo, SRI LANKA  
Application Deadline : 08-Jun-22 (Midnight New York, USA)  
Time left : 3d 20h 53m  
Type of Contract : Individual Contract  
Post Level : National Consultant  
Languages Required : English

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UNDP is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.

UNDP does not tolerate sexual exploitation and abuse, any kind of harassment, including sexual harassment, and discrimination. All selected candidates will, therefore, undergo rigorous reference and background checks.

## Background

United Nations Development Programme (UNDP) Sri Lanka's Flagship Portfolio on SDG16- Peace, Justice and Strong Institutions brings together inclusive governance and peacebuilding work under one umbrella. The Portfolio is implemented by UNDP as part of its Country Programme and the United Nations Sustainable Development Framework and enables the provision of cohesive and integrated support to the Government of Sri Lanka.

Under this portfolio, UNDP in partnership with the United Nations Children's Fund (UNICEF) has launched a comprehensive Justice Reform Programme (Programme) supported by the European Union. The Programme contains a holistic package of support to the justice sector in Sri Lanka and will be implemented in close consultation and partnership with key justice sector stakeholders including the Judicial Service Commission, Ministry of Justice, Attorney General's Department and Legal Aid Commission of Sri Lanka, academia, professional bodies and civil society organizations.

Sri Lanka's justice system faces myriad challenges with respect to effectiveness and efficiency. These challenges range from systemic delays in the disposal of cases to serious weaknesses in the quality of justice delivered to certain categories of litigants, specifically women and children. Further, despite progress in social indicators, the general public largely remains ignorant and unaware of their rights and of the redressal mechanisms available through formal and informal dispute resolution mechanisms. Such issues of access to justice heightens the gender inequalities resulting gender discriminations and exclusion of women in their right to access justice.

In 2019, the Department of Census and Statistics (DCS) published "Women Wellbeing National Study" has alarming data: ever partnered women experienced Physical violence 18.9%, Sexual violence is 6.8%, Psychological violence is 27.9%, Economic violence 18.1%. Overall, one in five Sri Lankan women have experienced more than one form of violence in their lifetime and all forms of violence was highest among younger women. 19.1% Women experienced controlling of their behavior and 14.6% women who faced violence attempted suicide. As per the children of the women who faced violence, 4.5% children dropped out of school, and 21.2% complained of nightmares. There is little trust in the justice and law enforcement system among the public, with limited reporting (between 4% and 10%) of sexual and other forms of gender-based violence cases to the authorities (UN Women, 2016).

The JURE Programme has an overall objective to contribute to a more independent judiciary and an improved and responsive justice system in Sri Lanka. The Programme has three specific outcomes : 1: Improved access to justice for all (in particular women, the poor and persons in vulnerable situations), 2: Improved accountability, transparency and credibility of the justice system and 3: Improved efficiency and quality of justice.

In order to ensure effective implementation of the gender equality and women empowerment component, a Gender Action Plan has been developed for this project. At present, UNDP is seeking the services of a gender consultant to ensure effective implementation of the GAP of JURE and closely monitor and report the progress.

## SCOPE AND OBJECTIVES

**Key Objective:** The key objective of this assignment is to effectively implement the Gender Action Plan (GAP) of the JURE Programme in close collaboration with the multiple stakeholders who are part of the project.

The JURE Programme aims at close collaboration with the justice sector institutions and key stakeholders involved in the sector.

### Specific Objectives:

- To develop a detailed operational plan with specific timeline for the implementation of the GAP of JURE (the outcome of the round table thematic dialogue on Access to Justice and SGBV is to be closely referred along with the GAP approved by EU)
- To effectively and timely implement the operational plan with multi stakeholder participation and in close collaboration with UNICEF to ensure achievement of the outputs in the GAP and report progress
- To provide technical input when and where necessary for the effective implementation of JURE project and ensure mainstreaming the cross-cutting component of gender equality and women empowerment in all three outcomes.

## Duties and Responsibilities

The consultant will undertake the following core tasks and ensure the deliverables within the given timeframe:

No.	Deliverable	% Out of All-Inclusive Lump Sum	Target date
1.	Familiarize with the Gender Action Plan (GAP) of JURE and related EU strategies/reporting requirements, other JURE Programme documents to develop a GAP operational plan with a gantt chart that specify time frame and responsibilities. The operational plan needs to incorporate the recommendations made at the round table policy dialogue on "Access to Justice and SGBV".  1. Operational plan on JURE GAP implementation for endorsement by UNDP and EU.	10%	July 2022
1.	Conduct participatory gender capacity assessment of key justice sector institutions and develop a comprehensive gender competency development plan with specific time frame and outputs.  1. Justice sector capacity development plan with institution specific gender competency building curricular.	20%	September 2022
1.	Effective implementation of the capacity development plan involving outsourced resource persons/institutions as suitable.  1. A database of the resource panel with details of their area of expertise. 2. Capacity development programme with agenda and session details/curricular. 3. Detailed reports on the delivery of the capacity development programme with recommendations for follow up.	30%	November 2022
1.	In collaboration with the JURE project team, support in the operationalizing of the cabinet approved National Policy and Strategic Action Plan on Legal Aid in a gender responsive manner.  1. SoP on gender responsive legal aid provision.	20%	December 2022
1.	Conduct awareness raising on specific rights, entitlements/obligations of right holders with specific focus on women and girls.  1. A broad-based awareness plan developed in collaboration with identified CSOs to promote awareness raising on rights/entitlements of rights holders especially women and girls. 2. A comprehensive impact level report on the capacity building and awareness raising conducted by CSOs collaboration with recommendations.	20%	January – March 2023  May 2023

## MANAGEMENT ARRANGEMENTS

The Gender and Justice consultant of JURE Programme will work under the direct supervision of the Senior Technical Specialist and will work closely with the Policy Specialist and Team Leader of the Inclusive Governance Team and Gender Specialist UNDP.

## DURATION OF CONTRACT

The assignment duration would be June 2022 – June 2023 (maximum 150 days across the entire duration).

## Competencies

- At least 5 years experience in providing independent technical advisory services/implementation support to gender and access to justice related projects
- Experience working with and supporting the gender work of state institutions, especially the Ministry of Women and Child Development/or justice sector institutions
- Skill in gender competency plan development and delivery / gender auditing.
- Strong analytical skills on gender equality

## Required Skills and Experience

- A degree/ post graduate in gender studies, social sciences, development studies, law or related field with a minimum of five experience in providing project management support and administrative support on gender.

### Others:

- Strong diplomatic skills and capacity to build and maintain partnerships with a number of stakeholders (UN Agencies, Government entities, other development partners and the private sector).
- Experience in the usage of computers and office software packages (MS Word, Excel, etc.) and other web-based software.
- Experience in compiling reports, support to the development of audio-visual and print materials.
- Strong spoken and written English skills with fluency in Sinhala/Tamil.
- Highly motivated self-starter who takes direction well, but also works independently.

### Language Requirements:

- Fluency and writing skills in English with Sinhala/Tamil.

## SELECTION OF AN INDIVIDUAL CONSULTANT

### Evaluation Method and Criteria

#### Cumulative analysis

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as a) responsive/compliant/acceptable; and b) having received the highest score out of set of weighted technical criteria (70%), and financial criteria (30%). Financial score shall be computed as a ratio of the proposal being evaluated and the lowest priced proposal received by UNDP for the assignment.

#### Technical Criteria for Evaluation (Maximum 700 points)

Overall technical evaluation criteria:

Summary of Technical Proposal	Maximum Total Points
Part 1: Relevance of Education	150
Part 2: Relevance of experience in area of specialization	350
Part 3: Special skills	200
<b>Total</b>	<b>700</b>

Details of evaluation criteria and marking scheme:

Part 1: Relevance of Education:

Criteria	Maximum Points
1.1 A degree/post graduate in gender studies, social sciences, development studies, law or related field	150

Part 2: Relevance of experience in area of specialization

No	Criteria	Maximum Points
2.1	At least 5 years experience in providing independent technical advisory services/implementation support to gender and access to justice related projects	200
2.2	Experience working with and supporting the gender and access to justice work of state institutions, especially the MoJ, Ministry of Women and Child Development and engagement in training and capacity development.	150

Part 3: Special skills

No	Criteria	Maximum Points
3.1	Strong diplomatic skills and capacity to build and maintain partnerships with a number of stakeholders (UN Agencies, Government entities, law enforcement authorities, other development partners and the private sector, CSO).	100
3.3	Experience in the usage of computers and office software packages (MS Word, Excel, etc.) and other web-based software and Experience in compiling reports, support to the development of audio-visual and print materials.	100

Only candidates obtaining a minimum of 490 points (70% of the total technical points) would be considered for the Financial Evaluation.

### How to apply

By accessing UNDP Jobs site: <http://jobs.undp.org>

Incomplete proposals may not be considered.

## APPLICATION

The application should contain:

- Cover letter explaining why you are the most suitable candidate for the advertised position and a brief methodology on how you will approach and conduct the work. Cover letter must include in brief the key steps proposed by the consultant to achieve each of the deliverables 1-5 outlined above, and any examples of similar work successfully carried out in the past.
- Updated CV to include qualifications/competencies and relevant past experience in providing independent technical advisory services/implementation support to gender and access to justice related projects and contact details of 3 professional referees who can certify your competencies, professionalism, quality of writing, presentation, and overall suitability to this TOR. CV needs to include a list of publication done by the consultant.
- Individual Consultants will be evaluated based on a combination of factors including cover letter, the credentials on offer, and a brief interview (optional) and the offer which gives the **best value for money for UNDP**.
- Please send the Financial Proposal separately to the following e-mail address: [consultants.lk@undp.org](mailto:consultants.lk@undp.org) stating the vacancy number/position in the subject line.

Financial proposal, as per template provided in Annex II. Note: National consultants must quote prices in Sri Lankan Rupees.

All Inclusive Lump Sum amount: LKR (\_\_\_\_\_)

Amount in words: (Rs. \_\_\_\_\_)

### Annexes

- Annex I - Individual IC General Terms and Conditions
- Annex II – Offeror's Letter to UNDP Confirming Interest and Availability for the Individual IC, including Financial Proposal Template

**Note:** Payments will be based on invoices on achievement of agreed milestones i.e., upon delivery of the services specified in the TOR and certification of acceptance by the UNDP. The applicant must factor in all possible costs in his/her "All Inclusive Lump Sum Fee" including his/her consultancy and professional fee, board and lodging, and any other foreseeable costs in this exercise. No costs other than what has been indicated in the financial proposal will be paid or reimbursed to the consultant. UNDP will only pay for any unplanned travel outside of this TOR and Duty Station on actual basis and on submission of original bills/invoices and on prior agreement with UNDP officials. Daily per diem and costs for accommodation/meals/incidental expenses for such travel shall not exceed established local UNDP DSA rates.

For an Individual as an integrator who is 65 years of age or older, and on an assignment requiring travel, be it for the purpose of arriving at the duty station or as an integral duty required travel under the TOR, a full medical examination and statement of fitness to work must be provided. Such medical examination costs must be factored into the financial proposal above.

## PAYMENT FOR SERVICES

Payments will be based on work completed/ progress certified by the Senior Technical Specialist (JURE Programme). The consultant would need to attach a progress report/ field travel costs (receipts) if applicable, when requesting payment.

UNDP is committed to achieving diversity within its workplace, and encourages all qualified applicants, irrespective of gender, nationality, disabilities, sexual orientation, culture, religious and ethnic backgrounds to apply. All applications will be treated in the strictest confidence and Qualified women are encouraged to apply.

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