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| **AFRICAN UNION** |  | **UNION AFRICAINE** |
|  | **UNIÃO AFRICANA** |
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**TERMS OF REFERENCE**

**CONSULTANCY: DEVELOPMENT OF THE AFRICAN UNION CAMPAIGN ON ENDING VIOLENCE AGAINST WOMEN AND GIRLS**

**Reference No.: AUC/WGDD/C/024**

1. **Background**

The African Union (AU) was established as a unique Pan African continental body, charged with spearheading Africa’s rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa. Its Headquarters is located in Addis Ababa, capital city of Ethiopia. The African Union Commission (AUC) is the secretariat of the AU and is the key organ playing a central role in the day-to-day management of the AU.

The vision of the African Union is that of "An integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the global arena". Through its various programmes and initiatives, the African Union works towards increased cooperation and integration of its Member States to drive Africa’s growth and economic development.

1. **Introduction**

The rights of women to physical and psychological integrity are often compromised when women are subjected to violence and violations, which often happen in the context of Violence Against Women, harmful traditional practices, poor health services and sexual violence including during armed conflict. The African Union (AU) views Violence Against Women and Girls (VAWG) as one of the critical impediments to women’s realization of their fundamental rights including the rights to life, human dignity, peace, justice, socio- economic and political development. Protection from VAWG in Africa is encapsulated in various binding and non-binding legal instruments. For example, the African Charter on Human and People’s Rights guarantees the principle of non-discrimination, the right to equality before the law and equal protection of the law, the right to physical integrity; the right to the enjoyment of the best possible physical and mental health. The Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women (Maputo Protocol on Women’s Rights) further commits State Parties, among others, to adopt specific measures to combat violence against women, whether in public or private spaces, and to prohibit harmful practices which negatively affect the human rights of women and girls.

The Solemn Declaration on Gender Equality in Africa (SDGEA) further requires all AU Member States to submit, as part of their annual reports to the Assembly, measures taken to end gender-based violence. The Ten Year Implementation Plan of Agenda 2063 also lists as one of its priority areas violence and discrimination against women and requires Member States to, among others, enact laws against violence and discrimination against women, girls and children.

AU Member States have made tremendous strides in developing comprehensive legal, policy and institutional responses to violence against women and girls. Specific laws addressing rape, domestic violence, harmful traditional practices have been enacted; national gender policies and national action plans on violence against women and girls have been adopted; and the issue remains on the priority list of national, regional and continental agendas. Several initiatives exist under the auspices of the AU, UN and Civil Society partners to fight against specific forms of VAWG. These include, among others, the campaigns against maternal mortality, female genital mutilation and early girls’ marriage; the Spotlight Initiative; and UNiTE Campaign.. The AUC Chairperson during the 16 Days Campaign to End Violence Against Women and Girls in December 2017, also highlighted the need to end VAWG and called for accelerated action to prevent and end this epidemic.

However, despite the progress, VAWG remains one of the most rampant of human rights violations Africa. The UNDP 2016 Africa Human Development report notes that “Africa has an alarming incidence of violence against women, fuelled mostly by social norms around women’s inferiority”. According to the World Health Organization (WHO), at least 46% of women in Africa have experienced GBV of one form or another.

The covid-19 pandemic has also struck at the root of the gains of gender equality and women’s empowerment that have been painstakingly garnered over the years by women at all levels in Africa. The AU Women, Gender and Development Directorate (WGDD) acknowledges that women and girls in Africa are among the most vulnerable groups exposed to the negative impacts of the coronavirus pandemic. Since the outbreak of the COVID-19 pandemic and the implementation of lockdowns and restricted movements, there has been an increase in reports of domestic violations and other forms of violence against women and girls in countries most affected by the COVID-19 outbreak. As a result of certain preexisting socioeconomic conditions, women and girls are more exposed to the indirect consequences of the pandemic, such as intimate partner violence, sexual harassment, child marriage and abuse of women and girls which are exacerbated particularly under lockdowns and these require specific policy responses to mitigate their plight. Specifically, there are incidences reported that gender-based violence survivors in other African countries have limited access to legal protection services as most civil hearings and case-file reception at courts are suspended; issuances of court orders are significantly delayed; and most legal aid centres are closed. Further, it has been reported that girls who are already experiencing domestic violence, travel restrictions to curb the spread of COVID-19, have trapped them in their homes with their abusers and some have been raped by their relatives

Against this background and recognising the need to promote a comprehensive and coordinated response to VAWG, the Women, Gender and Development Directorate (WGDD) , seeks to commission a Consultant to develop the framework for the African Union Campaign on Ending Violence Against Women and Girls, aimed at accelerating implementation of agreed obligations to prevent and end VAWG. The Campaign will build on past experiences and ensure inclusiveness in terms of targets and partnerships to break the cycle of VAWG in Africa. The campaign will be articulated around three pillars, namely: prevention; advocacy and resource mobilisation; as well as knowledge development and reporting and be anchored within the continental and global development frameworks, i.e. Agenda 2063 and Agenda 2030 on Sustainable Development Goals. It will follow a rights-based approach and the principle of “leave no one behind”.

1. **Objective**

The objective is to develop the framework for the African Union Campaign on Ending Violence Against Women and Girls, aimed at accelerating implementation of agreed obligations to prevent and end VAWG.

1. **Scope of Work**

Under the overall supervision of the Ag. Director of Women, Gender and Development Directorate (WGDD), and the direct supervision of the Senior Program Officer, the Consultant shall:

1. Revise/update the background paper (narrative) for the African Union Campaign on Ending Violence Against Women and Girls, with strong contextual analysis (including COVID 19 implications), ensuring that the campaign is unique and addresses existing implementation gaps, is well-decentralized and provides for Member States to define own priorities and it has national ownership.
2. Develop a 10 Year Implementation Plan for the AU Campaign on Ending VAWG.
3. Develop an Advocacy and Communications Strategy to promote the Campaign and ensure its implementation at national, regional and continental levels.
4. Conduct a desk review of existing continental initiatives on VAWG and identify synergies and intersection points with the AU Campaign on Ending VAWG.
5. Organize consultative virtual meetings with key stakeholders including AUC Departments, Organs, UN Partners and CSOs involved in programmes to address VAWG to identify key interventions that inform the campaign framework.
6. Explore different sources of funding and develop a partners’ map and resource mobilization plan.
7. Facilitate partner consultations on the proposed campaign and factor inputs in the development of the framework and related documents
8. **Deliverables**

* Inception report with timelines and workplan
* A desk review of existing initiatives with proposals for synergies
* Revised/ updated background paper on a proposed campaign
* Framework for the African Union Campaign on Ending Violence Against Women and Girls, aimed at accelerating implementation of agreed obligations to prevent and end VAWG.
* Implementation Plan
* Advocacy and communication Strategy
* Partnership map and Resource Mobilization Plan

1. **Qualifications and Required Skills**

* Advanced university degree in communications, law, human rights, international relations, gender and development, or any related social sciences discipline.
* At least 10 years of experience in primary prevention of violence against women and girls, gender-based violence as well as gender and development within the African context.
* Experience in working at the national, regional or international levels with bilateral, multi-lateral or international originations, is an added advantage.
* Strong background and understanding of the African socio-political and legal environment.
* Extensive knowledge on the implementation of prevention, early intervention and response to violence and prevention strategies.
* Demonstrated reporting and writing skills.
* Demonstrated interpersonal skills and ability to work in multi-cultural environments.
* Experience in working in a multicultural team and proven ability to build relationships with project partners.

1. **Language Requirements**.

Proficiency in English or French. Knowledge of one or several other African Union working language(s) would be an added advantage.

1. **Duration of the assignment**

This assignment is initially for a period of 2 months (60 days)

1. **Location of the assignment**

The assignment will be home based.

1. **Terms and Conditions of the Consultancy**

The contract is offered under the following conditions:

1. This assignment is for a period of 60 days.
2. The consultant shall attend an Inception meeting with WGDD,
3. The Consultant shall be paid a **lump-sum fee of USD $15,000**
4. This contract is neither gratuity earning nor pensionable.
5. The Consultant must be a citizen of a Member State of the African Union.
6. **PROVISION OF MONITORING AND PROGRESS CONTROLS**

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| **Deliverable/ Activity** | **Timelines** |
| Inception meeting | 2 days after signing of contract |
| Inception report consisting of methodology, work plan and activity schedule | 5 days after signing of contract |
| Updated/ revised Background Paper on proposed campaign | 10 days after signing of contract |
| Framework for the African Union Campaign on Ending Violence Against Women and Girls | 40 days after signing of contract |
| Implementation Plan | 50 days after signing of contract |
| Advocacy and communication Strategy | 55 days after signing of contract |
| Partnership map and resource mobilization Plan | 60 days after signing of contract |

1. **EVALUATION CRITERIA**

The African Union Commission invites eligible **Individual Consultants** to indicate their interest in providing the Services. Interested candidate must provide information demonstrating that they have the required qualifications and relevant experience to perform the Service.

For evaluation of the expressions of interest the following criteria will be applied:

1. General Education Qualification and Relevant Training (15 points);
2. Demonstrated Experience Related to the Assignment (40 points);
3. Technical approach and methodology (20 points)
4. Work plan and outline (15 points)
5. Languages ( 10 points)

Interested candidates are requested to submit the following documents in addition to their CVs for AUC’s consideration:

Technical Proposal showing:

* understanding and interpretation of the TORs
* methodology to be used in undertaking the assignment
* time and activity schedule

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours EAT.

Proposal must be submitted to the address below not later than 15:00 hours EAT on 14 August 2020.

**Attn: Mrs. Carine Toure Yemitia**

**African Union Commission,**

**Head of Procurement Travel and Store Division**

**Building C, Room 327**

**P.O Box 3243,Roosevelt Street**

**OR**

[**Tender@africa-union.org**](mailto:Tender@africa-union.org)