



Hope for Women  
M. Kurigam, 1A, 1<sup>st</sup> Floor  
Ithaa Goalhi  
Male', Maldives

**Terms of Reference (TOR) for development of a shadow report to be submitted to the  
Committee on the Elimination of All Forms of Discrimination Against Women**

**1. Introduction**

Hope for Women (HFW) is a non-profit organization primarily working towards ending all forms of violence against women and girls, while also promoting gender equality and women's participation in public life.

The Maldives ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) in 1993; and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, on 13 March 2006. The Combined 2nd and 3rd Periodic Report to the CEDAW Committee was submitted by the State in 2005 and the Maldives NGO Shadow Report to the CEDAW Committee was submitted by Hama Jamiyya NGO in November 2006. The State Report and NGO shadow report submitted by HFW for the 4<sup>th</sup> and 5<sup>th</sup> reporting period were reviewed during the 60th session of CEDAW in March 2015. Since then, the Maldives had experienced significant changes both politically and socially, including the introduction of new legislation on Gender Equality and Sexual Offences, Abuse and Harassment.

The 6<sup>th</sup> CEDAW report of Maldives is due in March 2019 and HFW plans to submit a shadow report to the CEDAW committee for their consideration. In that regard, with the support of UNWomen, HFW is seeking a local consultant to develop the report.

**2. Duration of consultancy**

Duration of consultancy is 2 months from the date of signing the agreement.

**3. Objectives of Consultancy**

The objective of the consultancy is to develop a Shadow Report to be submitted to the Committee on the Elimination of All Forms of Discrimination Against Women.

#### **4. Scope of Work**

- Review of the state report to be submitted to the CEDAW Committee
- Conduct a desk review/literature review to understand the country context on the implementation of CEDAW and monitoring mechanisms
- Conduct consultative meetings/interviews with relevant stakeholders to understand the current situation
- Provide a deeper analysis on implementation of concluding observations and recommendations proposed by the Committee following the 4<sup>th</sup> and 5<sup>th</sup> combined reporting period
- Draft a report on the findings
- Conduct a validation meeting to review the report and obtain feedback from relevant stakeholders
- Incorporate feedback/suggestions and prepare the final report to be submitted to the CEDAW Committee

#### **5. Key deliverables**

All deliverables will be submitted to a focal point identified by HFW on dates mutually agreed by HFW and the consultant.

The following key deliverables are to be submitted:

- Inception report: The report is to outline details of proposed methodology and timeline/delivery dates.
- Draft report for feedback and comments
- Final report after incorporation of stakeholder comments
- Minutes of meetings held with stakeholders

*Note: All reports and minutes are to be submitted in English Language*

#### **6. Budget**

The budget for the consultancy is MVR 50,000. Payments will be issued as follows:

First installment – 25% upon submission of inception report

Second installment – 50% upon submission of draft report for feedback

Final installment – 25% upon submission of the final deliverable

#### **7. Key qualification, experience and skills of the consultant**

This consultancy is open for local consultants only. The candidate should possess the following skills and competencies:

- A post graduate degree in social sciences or related field OR at least 5 years of working experience in a gender related area of work

- In-depth knowledge, understanding and sensitivity to gender issues and women's rights
- Experience in working in similar assignments or other policy level assignments will be an added advantage
- Good analytical and documentation/report writing skills
- Good oral and written communication skills
- Computer skills and ability to use information technology as a tool and resource

**8. Procedure for submission of expression of interest**

Interested consultants are requested to submit their CV to Hope for Women's Office or email it to [hope@hopeforwomen.org.mv](mailto:hope@hopeforwomen.org.mv) before 1500hrs on 30 April 2019.