



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

## TERMS OF REFERENCE

**Position:** Legal Officer

**Location:** Male'

**Basic Salary:** MVR 5,000.00

**Food Allowance:** MVR 2,000.00

**Phone Allowance:** MVR 500.00

**Technical Allowance:** MVR 2,500.00

**Duration:** 6 Months, with possibility of extension

### **Background**

Hope for Women (HFW) is a non-governmental organization in the Maldives, registered in 2010, working towards ending all forms of violence against women and girls, while also promoting gender equality and women's participation in public life.

From 2014 to 2017, HFW housed and provided administrative support to Family Legal Clinic, a non-profit organization established by a team of young lawyers to provide pro-bono legal support to individuals (particularly women) who needed help in obtaining legal remedies relating to family issues.

Therefore HFW is well aware of the need for research and legal support to the under privileged from a human rights perspective.

On 12 June 2018, an Institute by the name 'Hope Institute for Research and Training' was established under HFW with the following objectives:

1. Identifying the critical issues/gaps and conducting research on family related human rights issues and provide support.
2. Creating more opportunities for the general public, particularly women, to develop their capacity to seek justice and pursue their rights.

Reliable information suggests that harassment and gender discrimination at workplace is a prevailing issue in Maldives. Enactment of Law Number 3/2012 (Domestic Violence Prevention Act), Law Number 16/2014 (Prevention of Sexual Harassment Act), Law Number 17/2014 (Sexual Offences Act) and 18/2016 (Gender Equality Act) paved way to provide the necessary legal protection for women in both public spaces, workplaces, and in homes. Furthermore, there has been a steady increase in domestic violence and violence against women in all forms, to tackle which there is lack of adequate affordable legal aid. Until now there is only one NGO that provides pro bono legal aid for such areas. It is undisputable that, given more opportunities to other organizations as well, it will be beneficial for more survivors in getting access to services lessening the burden on that only existing organization. With the increase in all forms of

violence and other gendered problems, mental health issues are also on the rise. It is observed that people are struggling to access mental health services, especially due to service interruptions and other restrictions during the current Covid19 pandemic. The Maldives, though a geographical scattered country, currently there are no crisis prevention helpline or any other form of remote access to mental health services.

With the support of UNICEF Hope for Women is working on establishing legal services and peer support groups.

**Duties and responsibilities**

1. Provide legal support to HFW and its clients on the Gender Equality Act, Family Act, Domestic Violence Prevention Act, Sexual Offenses Act and Sexual Abuse and Harassment Prevention Act
2. Conducting legal support sessions to stakeholders as per project timeline
3. Overall coordination and implementation of the project with UNICEF
4. Assist in developing the legal aid service at HFW.
5. As needed, represent HFW at meetings, conferences and other events

**Requirements:**

1. Bachelors of Shari'ah and Laws
2. At least 3 years of work experience in a related field
3. Deep understanding of issues related to women and girls and should have a personal interest in protecting and promoting women's rights
4. Good oral and written communication skills in both Dhivehi and English
5. Interpersonal skills and ability to work with co-workers and partner agencies/organizations
6. Strong commitment to HFW