

Terms of Reference for the Institutionalization and Operationalization of LNFOD Gender Policy and LNFOD Gender Analysis Report Recommendations to Promote gender and Disability Mainstreaming.

(Project: Gender and Disability in Practice Project 2020/2023)

A. Background

LNFOD is implementing a four-year project called the Gender and Disability in Practice Project (GADP). Promoting gender equality in disabled people's organizations in Lesotho has not been a priority over the years. The main focus has been on promoting the inclusion of persons with disabilities without necessarily considering intersectionality. The Convention on the Rights of Persons with Disabilities which Lesotho ratified in 2008 is not only pro-disability but is also gender responsive in its provisions. In particular, **Para s** in the preamble emphasizes the need to incorporate gender perspective in all efforts to promote equality. This is further reinforced in the body of the Convention under **Article 3 (g)** on general principles Convention while **Article 6** particularly highlights that women with disabilities are subject to multiple discrimination which hinders equal enjoyment of human rights and fundamental freedoms.

LNFOD adopted the Gender Policy in 2015. However, since its adoption in 2015 the Policy has hardly been implemented by LNFOD. In 2020, LNFOD undertook a gender and disability audit through the gender analysis study which was conducted among others to assess the capacities of LNFOD and its member disabled people's organizations to implement the GADIP. The gender analysis study revealed that LNFOD does not only have capacity to implement gender and disability mainstreaming in programming, but also that gender equality hardly exists in its organizational structure. As revealed by the study, women and girls with disabilities lack basic human rights empowerment, decision making powers and are more likely to live in poverty than their disabled male counterparts.

B. Purpose and Objective of the Assignment

The consultant is expected to effectively guide process of ensuring gender equality at LNFOD to ultimately ensure the implementation of LNFOD gender policy and the gender analysis study recommendations.

LNFOD has already been capacitated on gender and disability mainstreaming. It is expected that this consultancy will build on this knowledge through bringing the policy to life by guiding to implement the policy through a comprehensive implementation strategy. The objective is mainly to:

- Support LNFOD execute the gender policy and the recommendations of the gender analysis study to operationalize and institutionalize gender through mainstreaming in the structure and operations of the organization.

C. Activities

- a) Hold one day consultative meeting for LNFOD for collaborative discussion and information sharing on gender policy and findings and recommendations of the gender analysis study, to facilitate the development of LNFOD gender equality action plan.
- b) Prepare the gender equality action plan for LNFOD.

D. Deliverables

- a) Inception report upon the conclusion of the consultative meeting with LNFOD staff and the executive committee
- b) Action Plan for gender mainstreaming in LNFOD.
- c) Final process report upon conclusion gender action plan

E. Profile of consultant

- a) Primary expertise required: Have demonstrated skills for facilitating gender mainstreaming with broad range of stakeholders.
- b) Educational background: At least a Master's degree in Gender Studies or in the field of Social Sciences including human rights and development studies.
- c) Work experience: Have at least **five years** of experience working in the field of gender, women empowerment or human rights. Prior working experience of mainstreaming gender in policies and structures will be an added advantage.
- d) Knowledge of disability rights and or experience working with disabled people's organizations and persons with disabilities will be an added advantage.
- e) Language: Excellent writing and communication skills in English Language
- f) Excellent negotiation, facilitation and inter-personal
- g) Computer skills including use of internet and other office applications

F. Time Frame

The consultant will be engaged by LNFOD for a period of **twenty days (20 days)** running from **22nd March to the 16th April**. It is expected that during period all the deliverables will be met.

G. Selection Process and Criteria

A Consultant will be selected for contract award in accordance with the LNFOD Procurement Guidelines, and is open to all eligible consultants and firms as defined in the guidelines.

The criteria and sub- criteria for selection of the consultant shall be as detailed below:

- General qualifications
- Experience and expertise to do the assignment
- Experience working on disability rights

SUBMISSIONS

Interested applicants should submit a short proposal briefly demonstrating applicants understanding of the terms of reference and outlining a methodology for conducting the work under the consultancy, a proposed work plan, CVs of the individual consultant to undertake the assignment, and an itemized budget and indication of the total cost of the proposed work plan and number of days. Applications and supporting documents must be submitted in English physically or electronically to the addresses below.

Attention:

The Executive Director

LNFOD

22 Mabile Rd

Old Europa

Maseru 100

Email address: nkhasi@lnfod.org.ls

The deadline for the applications of the consultant is the 19th March 2021.