

**CALL FOR CONSULTANTS**  
**“ADVANCING THE RIGHTS OF WOMEN AND GIRLS WITH DISABILITIES IN ZIMBABWE”**  
**TERMS OF REFERENCE FOR COMMUNITY MOBILIZATION AND WORKSHOP**  
**FACILITATION**

**Background:**

Due to the intersection of their disability and marginalized gender, women and girls with disabilities are considered one of the most vulnerable groups in Zimbabwe. Women and girls with disabilities face a plethora of challenges. Most notably, the harmful cultural beliefs characterizing the normative environment, the elevated Gender Based Violence rates, and the inaccessibility within Sexual Reproductive Health and justice services. Due to these challenges, UNESCO, UNDP, and UNFPA in partnership with the Government of Zimbabwe and Disabled Persons Organizations, aims to empower the target beneficiaries to become self-advocates and shape public discourse about disability, as well as improve access to SRH and justice services, through the “Advancing the Rights of Women and Girls with Disabilities in Zimbabwe” project.

One of UNESCO’s mandates under the project is to address the attitudes, beliefs and cultural norms of the communities in six (6) provinces of Zimbabwe. The first phase of this task included a knowledge building exercise through a research looking at the beliefs and cultural norms that exist within these communities. Following the completion of this research, the second phase of this task requires the sensitization of community leaders on the beliefs, which currently exist within their community that could be put forward to justify discrimination towards women and girls with disabilities. The sensitization will also include revitalizing and highlighting positive cultural systems that exist in the communities to create inclusive and non-discriminatory societies.

**Duties and Responsibilities**

Within the framework of the implementation of the project and under the authority of the Director and Representative of UNESCO Regional Office for Southern Africa (ROSA) and the supervision of the Culture Programme specialist, the contractor shall:

1. Attend training scheduled at the 2 pilot provinces of the project to understand and appreciate the facilitator’s role in community development and empowerment of women and girls with disabilities.
2. Conduct training on community development and empowerment of women and girls with disabilities in 3 of the 6 provinces.
3. Mobilize relevant stakeholders under the project, using the following template for each province:

Proposed Participants	Number
<b>Government Ministries</b>	
Ministry of Public Service, Labour and Social Welfare	1
Ministry of Women Affairs, Community and SME Development	1
Ministry of Primary and Secondary Education	1
Ministry of Health and Child Care	1
Ministry of Youth, Arts and Recreation	1
<b>Traditional Leaders</b>	
Chiefs	1

Headmen	1
Religious Leaders	2
Traditional mid wives/ birth attendants	1
<b>Beneficiaries</b>	
Women and Girls with Disabilities	2
<b>Service Providers</b>	
Health Worker	1
Rehabilitation Technician	1
Teachers	1
Victim Friendly Unit Police	1
<b>Local Government</b>	
District Administrator	1
CEO of the RDC	1
<b>Community Cadets (?)</b>	
Village Health Care Worker	1
Case Care Worker	1
Child Protection Committee Representative	1

4. Assist with the administrative procedures within each province: including disbursement of funds to the participants (using UNESCO regulated systems); securing of accommodation and transport for participants.
5. Prepare progress reports at the end of each provincial workshop.

**Core Competencies:**

Leadership;

Communication;

People Management;

Delivery;

Innovation;

Demonstrate/safeguard ethics and integrity;

Demonstrate corporate knowledge and sound judgment;

Create synergies through self-control;

Manage conflict;

Informed and transparent decision-making.

**Competencies:**

Corporate competencies:

Demonstrates integrity by modeling the UN's values and ethical standards;

Promotes the vision, mission, and strategic goals of UNESCO and the UNPRPD;

Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;  
Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment.

Functional competencies:

Excellent organizational skills;  
Excellent computer skills (including, MS Outlook, Excel, Word, PowerPoint, etc.);  
Sound knowledge of local community development principles, trends, and policies in Zimbabwe;  
Familiarity with the rights-based approach to development;  
Ability to set priorities, meet specific objectives, use political judgment and knowledge;  
Good interpersonal skills, diligence, open mindedness, and dedication.

Required Skills and Experience:

Master's Degree or equivalent in Public Administration, Political Sciences, Social Sciences, Law, International relations or other relevant areas;  
5 years of relevant experience, including 2 years of practical experience in a field related to human rights/access to justice/community security, community mobilization or civic activism or related area;  
Experience in community development, and civic engagement is essential;  
Proven experience in preparation of the methodologies, guidebooks, analytical reports;  
Previous experience with a multilateral or international technical assistance or development organizations would be an asset;  
Fluency in local languages: Shona, Ndebele and English.

**How to Apply**

To apply, please send your application to [m.muchena@unesco.org](mailto:m.muchena@unesco.org)

Please include contact details of 3 referees and please use the UNESCO CV Format

Only Zimbabwe Nationals are eligible to apply. Applications are to reach UNESCO no later than the 7 October 2019 (Midnight Harare time).

- **UNESCO does not charge a fee at any stage of the recruitment process.**
- **UNESCO is a non-smoking organization.**
- **A written test may be used in the evaluation of candidates.**
- **Please note that only pre-selected candidates will be contacted.**