



**Spotlight
Initiative**
*To eliminate violence
against women and girls*



Call for Consultancy

Development of an action plan to implement the National Disability Board's mandate and facilitate mainstreaming of disability in government institutions at policy level

1. Background

The United Nations in Zimbabwe through the European Union funded Spotlight Global Initiative seeks to eliminate all forms of discrimination against women and girls, including those who face intersecting forms of discrimination (such as women and girls with disabilities). The Initiative seeks to ensure that these women are integrated into approaches, services and campaigns that collectively respond to Sexual Gender Based Violence (SGBV,) Harmful Practices (HPs), Sexual and Reproductive Health and Rights (SRHR) and HIV prevention.

In Zimbabwe the Initiative is jointly implemented by six UN Agencies (ILO, UNDP, UNESCO, UNFPA, UNICEF, UN Women), who through strategic partnerships with the Government of Zimbabwe, civil society and the private sector seeks to promote the rights of women and girls. The overall vision of this initiative is that all women and girls realize their full potential in a violence-free, gender-responsive and inclusive Zimbabwe.

In accordance with the 2030 Agenda principle of leaving no one behind, women and girls with disabilities are one of the main target groups for the Zimbabwe SI programme. Although the prevalence of SGBV and HPs among women and girls with disabilities and their SRHR knowledge and needs, is not fully known, interventions proposed in the Spotlight Initiative remain essential in advancing their rights (in accordance to the Convention on the Rights of Persons with Disabilities ratified by Zimbabwe in 2013). The high prevalence rates of GBV in Zimbabwe reflect the urgent need for inclusive responses in addressing SGBV/SRHR and HPs in communities (e.g According to the ZDHS 2015, national average of women who experienced any form of SGBV is 45% and Intimate Partner Violence among those 15-49 years accounts for the most prevalent form of violence experienced).

Zimbabwe reflect the urgent need for inclusive responses in addressing SGBV and SRHR and HPs in communities (e.g According to the ZDHS2015, national average for women's experience of any form of SGBV is 45% and Intimate Partner Violence experience (IPV) among those 15-49 years accounts for the most prevalent form of violence experienced).

Within the framework of the Spotlight Initiative, Consultancy Services are being sought from qualified persons, to support the strengthening of national structures to respond to the SGBV and HPs towards women and girls with disability. The incumbent will undertake the following duties and responsibilities in accordance to UNESCO Administrative Regulations and Procedures:

Under the supervision and overall authority of the UNESCO Regional Office for Southern Africa Regional Director and Representative and Head of Unit Social & Human Sciences, and



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in coordination with the Ministry of Public Service, Labour and Social Welfare/Division, the Contractor shall provide services for the implementation of the following EU funded Spotlight Initiative.

2. Scope of Work

The successful consultant will National Disability Board to articulate and develop a costed three-year Action Plan to implement its mandate and facilitate mainstreaming of disability rights in government institutions and address SGBV, HPs and SRHR among women and girls with disabilities.

3. Assignment

- I. **Conduct desktop review** and analysis of existing National Disability Board documents and vision to assess alignment to the Convention on the Rights of Persons with Disabilities (CRPD) and addressing issues related to SGBV, HPs and SRHR for women and girls with disabilities.
- II. Conduct **in-depth interviews** with the National Disability Board members (by telephone and physical visits) to gather additional information for the Action Plan
- III. Formulate a three-year costed **Action Plan** for the National Disability Board that is inclusive of but not limited to targeted initiatives to address GBV/SGBV/HP and SRHR towards women and girls with disabilities in selected Spotlight Districts
- IV. Ensure that the developed Action Plan is inclusive of a **Partnership-building and resource mobilisation strategy**
- V. Present the draft Action Plan to the National Disability Board at the **validation workshop**
- VI. Finalise the Action Plan by incorporating the stakeholders' inputs.

4. Timeline and overall budget

This assignment is anticipated for 20 days.

The maximum overall budget for this assignment is 8,000 USD inclusive of transportation and communication fees to achieve the above-mentioned assignment.

5. Deliverables

- I. Draft strategic analysis
- II. 3-year costed Action Plan

6. Qualifications and Skills



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Initiated by the European Union and the United Nations:



- Postgraduate degree in Strategic Planning , Sociology, Social Work, Development Studies and any related fields
- At least five years' experience in strategic planning
- At least five years' experience in working with Civil Society Organisations
- Experience in working on gender related issues
- Experience in working with persons with disabilities will be an asset
- Good analytic skills
- Excellent writing and communication skills

7. How to Apply

The applicant should submit the following documents:

- a. A cover letter and CV(s)
- b. A technical proposal
- c. A costed workplan and timeline

The submissions are to be sent to m.chaitezvi@unesco.org cc d.kasote@unesco.org

The deadline for submission is 18th of October 2019, at midnight Harare time.

UNESCO is committed to achieving workforce diversity and equality in terms of gender, cultural diversity, and disabilities. All applications will be treated with the strictest confidence.