

 <p>United Nations Entity for Gender Equality and the Empowerment of Women</p>	<p>UN Women Bangladesh Program Office Hs 3, Rd 112, Gulshan 2 Dhaka – 1212 Bangladesh</p>	<p>Tel: 88-02-8858593 Fax: 88-02-9883828 Website: www.unwomen.org</p>
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**Terms of Reference (ToR) for
Senior Consultant- “Building accountability to women through the Women
Parliamentarians”.**

Project Name	“Building accountability to women through the Women Parliamentarians”.
Background	<p>“Women hold 19 percent of seats in parliaments, up from 11.3 percent in 1995, yet still far below 30 percent, recognized as the critical mass needed to advance a gender equality agenda”</p> <p>Women’s increasing political participation as a means of building accountability to women is a fundamental prerequisites for a responsive governance and strong democracy. Creating accountability calls for many changes in the governance issues that include building leadership of women, creating spaces for participation and decision-making, advocating for temporary special measures to ensure participation of women, mobilisation of women’s groups on access to local resources, sensitising the informal justice system etc. It will also require systematic and effective advocacy for gender responsive budgeting and planning.</p> <p>Women’s opportunities and public participation have gone through significant changes in Bangladesh in recent decades. Large number of women are now members of local government councils which are the hubs for rural and urban development. At the policy level, government has played leadership roles on many policy issues with strong gender equality agenda, e.g., the National Policy for Women’s Advancement, the 6th FYP and the gender responsive budgeting etc</p> <p>The importance of women’s representation in politics is recognized with the inclusion of an indicator in MDG 3. In 1995, the Beijing Platform for Action called for a gender balance in governmental bodies, while CEDAW mandates the use of temporary special measures, including quotas, to increase the voice of women in political decision-making.</p> <p>To date, globally women only make up 18.6 percent of parliamentarians. However, 29 countries have now reached or exceeded the 30 percent mark. In increasing the number of women in parliaments, show that progress has more to do with political will than level of development. Of these 29 countries, at least 24 have used quotas.</p> <p>Women in Bangladesh have shown gradual improvement in almost all sectors of life based on their own expertise. Leadership by and participation of women has grown in all sectors although the proportion is still low compared to the total percentage of population. Women Parliamentarians (WP) in Bangladesh has shown significant improvement</p>

	<p>in playing their role in the Parliament compared to last decade. They raise their voices for the people of their constituency. In Bangladesh, following the national election in December 2008 and setting up of a new government in January 2009, the nation set forth a new journey with an explicit commitment of the government to establish gender equality and justice. A new position was created for women in the local government structure, the number of reserved seats for women have been increased (from 30 to 45) and the number of directly elected women parliamentarians has also increased (19) bringing the total number of women parliamentarians to 64.</p> <p>While number plays an important role in establishing accountability, there is a need to identify and mobilize around common concerns. Other institutional and informal mechanisms are required to build skills and leverage behind a gender equality agenda. Women bring different views, perspectives and talents in to politics.</p> <p>It has become essential that women elected representatives remain adequately briefed and well conversant with the issues that are important both at the national (viz. CEDAW, VAW, Labor migration, BPfA, GRB and others) and local levels, so that they, in turn, they can facilitate the voice and choice based accountability to women in a genuine attempt to establish gender equality and justice – assisting in implementation of policy guidelines.</p> <p>UN Women Bangladesh program office has been engaged in building the capacity of elected women representatives in Bangladesh. The primary stakeholders of this initiative were the newly appointed women Vice-Chairs of the sub-district councils as well as the women Member of Parliaments. The orientations were designed to foster their knowledge on women’s needs and issues as well as information required for carrying out their duties as elected representatives.</p>
<p>Operational Area</p>	<p>Bangladesh Parliament Secretariat</p>
<p>Objectives/Tasks</p>	<p>The objective of the project is to build information base for the women MPs on gender equality issues with a view to mobilizing them in an all party women Parliamentarians’ network for advocacy on Gender Equality and Women’s Rights as a common concern.</p> <p>Senior Consultant will be responsible for overall implementation of the project in the most effective and efficient way by achieving the expected results according to the workplan provided.</p> <p>Specific Tasks:</p> <ol style="list-style-type: none"> 1) Sensitization on existing policies (macro-economic and sectoral) in Bangladesh with strong implications on gender equality and women’s empowerment <ul style="list-style-type: none"> ➤ Preparing Policy Briefs on: <ul style="list-style-type: none"> • CEDAW and its implications on Women’s lives • Laws related to Ending Violence Against Women (EVAW) • National Women Development Policy & Beijing Platform for Action (BPfA) • Gender responsive budget (GRB) • Gender in national policy documents (FYPlans and PRSPs). • International commitments on gender equality and their

	<p>implications in the national context (e.g., MDGs, BPfA, CEDAW, ILO conventions on domestic work and migration, climate change policies etc)</p> <ol style="list-style-type: none"> 2) Coordinate orientation sessions of the women MPs on issues relating to gender equality and women’s human rights <ul style="list-style-type: none"> ➤ CEDAW and its implications on Women’s lives ➤ Laws related to Ending Violence Against Women (EVAW) ➤ National Women Development Policy & Beijing Platform for Action (BPfA) ➤ Gender responsive budget (GRB) ➤ Gender in national policy documents (FYPlans and PRSPs). ➤ International commitments on gender equality and their implications in the national context (e.g., MDGs, BPfA, CEDAW, ILO conventions on domestic work and migration, climate change policies etc) 3) Facilitate the formation of a network of Women Parliamentarians for advocacy on Gender Equality and Women’s rights issue with eventual linkage with the regional caucus of women MPs 4) Organize roundtable discussions on the following highlighting the leadership and commitment of women MPs : <ul style="list-style-type: none"> ○ Use of CEDAW to promote and protect the rights of women and implementing the concluding comments for change ○ National Women’s Policy and how it affects a woman’s life through the national action plan ○ Domestic violence Act- challenges in implementing it. 5) Develop media partnerships for Press coverage of Roundtable discussions with Women parliamentarian on gender equality and women’s human rights issues. 6) Coordinate building knowledge base of women MPs by linking with iKNOWpolitics (International Knowledge Network of Women in Politics). 7) <u>Exposure visits to different vulnerable communities to advocate for their rights from gender perspectives</u> 8) <u>Facilitate Bi-monthly PMC & monthly PIC meetings</u> 9) <u>Assisting in generating quarterly Financial statement to UN Women</u>
Deliverables	<ol style="list-style-type: none"> I. Ensuring deliverables from activities that are being outsourced from the project: <ol style="list-style-type: none"> a. Policy Briefs developed on Gender equality and women’s human rights issues II. 6 Orientation sessions Report III. 3 Roundtable discussions organized and the report. IV. ToR and work plan of women parliamentarian caucus V. 3 Exposure visits reports of Women Parliamentarians to New Delhi, Islamabad VI. Report of the Exposure visits of Women Parliamentarians from

	<p>India, Nepal, Sri Lanka and Pakistan to Bangladesh</p> <p>VII. Workshop Report on sharing Bangladesh Women parliamentarians' initiatives with visiting WMPs.</p> <p>VIII. 3 News paper supplements</p> <p>IX. Photo essays on 3 local exposure visits to vulnerable communities</p> <p>X. Advocacy campaign materials and reports.</p> <p>XI. Bi- Monthly PSC Meeting minutes</p> <p>XII. Monthly PIC Meeting minutes</p> <p>XIII. Quarterly Financial report</p>
Time frame	<ul style="list-style-type: none"> • Programming: December 2011 – November 2012 • Reporting: December 2012
Selection Qualifications:	<ul style="list-style-type: none"> • A minimum of a Master's Degree in a related field • A minimum of 12 years practical relevant experience (especially governance mechanism in Bangladesh) • Ability to represent UN Women and its project at senior level meetings • Ability to coordinate with other Ministries/Divisions and Development Partners in related fields • Demonstrated ability to manage projects, develop and implement plans, and track results • Fluency in English and Bangla • Excellent oral and written communication skills • Excellent administrative skills and attention to detail • Strong organizational and facilitation skills and ability to determine priorities • Ability of report writing,
Remuneration	BDT 1,00,000 per month
Reporting Modalities	The Senior Consultant will work under the overall guidance and supervision of Project Director of Planning & Development Section, Bangladesh Parliament Secretariat and in consultation with the Coordinator-Governance, of UN Women Bangladesh.