

TERMS OF REFERENCE
INDIVIDUAL CONSULTANT/CONSULTANT

Section:	Child Protection		
Title:	Senior Consultant to develop a national strategy and action to prevent and mitigate child marriage in Lebanon	Duty station:	BEIRUT
Reporting to:	Child protection Specialist (GBV), UNICEF LEBANON	Contract type:	Individual SSA
Duration:	Six (06) months	Start date:	10 July 2017

Section	Content
Background	<p>Child marriage, defined as a formal marriage or informal union before age 18, is a reality for both boys and girls, although girls are disproportionately the most affected. Evidence shows that girls who marry early often abandon formal education and become pregnant. Maternal deaths related to pregnancy and childbirth are an important component of mortality for girls aged 15-19 worldwide, accounting for 70,000 deaths each year. Child brides are at risk of violence, abuse and exploitation. Finally, child marriage often results in separation from family and friends and lack of freedom to participate in community activities, which can all have major consequences on girls' mental and physical well-being. Where prevalent, child marriage functions as a social norm. Marrying girls under 18 years old is rooted in gender discrimination, encouraging premature and continuous child bearing and giving preference to boys' education.</p> <p>Although child marriage in Lebanon was not identified as a priority prior to the Syria crisis, there is no minimum age for marriage in Lebanese civil law. Religious law determines the age of marriage, as such it varies depending on religion and denomination; however marriage before the age of 18 is legalized by all Personal Status Codes in Lebanon. Among Sunni and Shiite communities, marriage is permissible for girls as young as 9 years old, although it is no longer customary to marry this young. Although child marriage has been reported as a cultural practice within some communities prior to displacement, assessments and focus group discussions with adolescent girls and caregivers highlight that girls are being forced to marry at an early age and that marriage is used by some families as a harmful coping mechanism for economic survival—as families marry off their daughters at an early age to reduce their economic burden—as well as a protection mechanism from sexual violence that is perceived as pervasive in the community.</p> <p>Within the scope of its support and commitment to work on ending child marriage in Lebanon, and in response to the growing phenomenon of child marriage among all population cohorts in Lebanon since the onset of the Syria Crisis, the Higher Council for Childhood – an inter-ministerial body commissioned to follow up on issues affecting children in Lebanon – is leading the development of a national strategy to end child marriage. This is being done in coordination and with the support of UNICEF, as well as key national actors such as the National Commission for Lebanese Women (NCLW), ABAAD Resource Centre for Gender Equality, the Arab Institute for Human Rights, and the Ministry of Social Affairs (MOSA) in Lebanon.</p> <p>In May 2016, a significant first step in this process was the National Consultation on Child Marriage in Lebanon, a one-day meeting held on 26th May that resulted in participants agreeing on a set of priorities that should constitute the pillars of a National Strategy to End Child Marriage in Lebanon. One of the outcomes of the consultation included the hiring of a consultant to draft the strategy and action plan in consultation with national stakeholders. In consultation with UNICEF MENA regional office, UNICEF Lebanon has committed to support that task.</p> <p>In October 2014, the Ministry of Social Affairs in partnership with UNICEF, developed the MoSA National Plan to Safeguard Children and Women in Lebanon. The Plan set out a clear strategy, framework and plan to lead the child protection, gender-based violence (GBV) and elements of the primary health responses within Social Development Centres (SDCs) of MoSA in a sustainable manner. The plan aims to strengthen the country's decentralized child protection system. MoSA and UNICEF are currently preparing for Phase II of the MoSA National Plan that should extend over 2017-2020,</p>

	<p>which will involve a review of the current plan and be comprised of a situation analysis of women and children in Lebanon and a capacity assessment of MoSA. The process of drafting the national strategy should feed into the MOSA NP review and drafting of Phase II.</p> <p>Whereas Lebanon has committed to addressing all forms of discrimination and violence against women and girls and ratified various conventions and declarations that prohibit such discrimination and violence (Convention on Elimination of Violence Against Women (CEDAW); the Beijing Platform Declaration and Platform of Action; the 1994 Cairo International Conference on Population and Development (ICPD) Declaration; the Declaration on Violence Against Women; the Convention on the Rights of the Child; s – Women’s Rights Protocol; among others, not much has been done in regard to putting in place practical initiatives that explicitly protect children from child marriage. This gap has persisted in spite of child protection being a core government responsibility as articulated in The National Social Development Strategy (2011); National Action Plan to Eliminate the Worst Forms of Child Labour (2013); the National Strategy for Child Protection and Prevention against All Forms of Violence, Abuse and Neglect (2012); National Strategy for Women in Lebanon (2011 - 2021); and other sector policies and strategic plans. The drafting of a national strategy to address child marriage is an essential and key initiative seeking to address this gap. The recent GoL State party report to the CRC committee (2016) as well as the CRC recommendations highlight the need to address the issue of child marriage in Lebanon. This is in line with the Joint General Recommendation/General Comment No. 31 of the Committee on the Elimination of Discrimination Against Women and No. 18 of the Committee on the Rights of the Child on Harmful Practices according to which:” the effective prevention and elimination of harmful practices require the establishment of a well-defined, rights-based and locally-relevant holistic strategy which includes supportive legal and policy measures, including social measures that are combined with a commensurate political commitment and accountability at all levels. The obligations outlined in CEDAW and CRC provide the basis for the development of a holistic strategy to eliminate harmful practices [such as child marriage]’.</p>
Scope of work	<p>UNICEF Lebanon Country Office (LCO) is seeking to hire a senior consultant with strong gender and child protection background to support the Lebanese Higher Council for Childhood (HCC) in the development of a national strategy to end child marriage by supporting HCC’s leadership of an engaged group of civil society actors, while also ensuring that a multi-sectoral collaboration is in place with engagement of key actors from several sectors such as education, child & social protection, legal, youth, livelihood, health and communication for development (C4D). The consultant, working under the technical supervision of UNICEF Child Protection Specialist (GBV) will support the HCC to address effectively the intersection between safety/protection, material/economic, and social/religious drivers and reinforce positive social norms that promote marriage within the context of full consent from two adults.</p> <p>Specifically, the incumbent will: -</p> <ol style="list-style-type: none"> i. Undertake a desk review of existing and concurrent efforts to better understand child marriage in Lebanon. This should include reviewing and mapping national strategies, frameworks, initiatives, and stakeholders supporting child marriage prevention and response; as well as regional or global strategies, frameworks, and initiatives that could inform or support these efforts. It should build on research already conducted and provide a mapping of policy and program initiatives (including interventions aimed at mitigating the contributing factors to child marriage), to provide an understanding of what is being done, what works, and what can go to scale including the mechanisms and strategies needed to do so. Given the large number of existing and concurrent research initiatives around child marriage, it will be critical to collate existing findings and coordinate with key focal points such as UNFPA, Lebanese American University, University Saint Joseph, International Rescue Committee, Danish Refugee Council, etc. in order to avoid duplication and minimize time demands on core child marriage key informants and partners.

- ii. Organize 6 field level consultation workshops in Akkar, Tripoli, Bekaa, Beirut/Mount Lebanon and South Lebanon, and 1 National consultation with governmental agencies/relevant ministries representatives, judges, parliamentarians, religious leaders, UN and National and International NGOs from relevant sectors (including GBV, Child Protection, Health, Education, Social Protection, Youth, etc), academic institutions
- iii. Organize 25 FGDs with men, women, boys and girls (married and not married) as well as community leaders from the different cohorts present in Lebanon (Lebanese, Syrian, Palestine refugees from Lebanon, Palestine Refugees from Syria) and from different settings (urban, rural, informal settlements), to identify priorities.
- iv. Draft a National Strategy that has an explicit theory of change and evidence based logic for the prioritization of the most promising interventions for reducing child marriage in Lebanon. The strategy and its costed action plan should define the Outcome, Outputs, Activities and Inputs, timeline, responsibilities, budget and a clear M&E plan and timeline for implementation. The action/implementation plan should outline clearly the roles and responsibilities of the different ministries and non-government stakeholders. Strategy development should build on the pillars identified through the National Consultation held in May 2016, the findings of the MENA RO study and any follow-on national studies undertaken by UNICEF or key stakeholders in Lebanon (see i.); ensuring a multi-sectoral approach that addresses the complex interaction between education, health, legal, protection, livelihood, other sectors and child marriage by leveraging a variety of resources and actors.
- v. Regarding the costing of the national strategy, thought should be given and realistic proposal should be validated to ensure a budget (from the government) is allocated to implement the strategy.
- vi. Finalize and validate the strategy and action plan with a clear timeline through national Consensus Building Workshop to present and endorse the strategy.
- vii. Support to launching the strategy as needed (TBD).

The consultant is also expected to:

- a. Make frequent extended travel in Lebanon to arrange and organize the focus group discussions and key informant interviews,
- b. Conduct frequent field visits to understand context and ongoing programmes addressing child marriage.
- c. Present regular progress to the HCC, UNICEF and the steering Committee through meetings, national workshops and field workshops, validation workshops, and dissemination.
- d. It is further expected that the Senior consultant is a fluent Arabic speaker (verbal and written fluency) as several meetings with key informants will be in Arabic and several key documents such as policies and draft laws are in Arabic.

Suggested Methodology:

- 1. Desk Review of reports, research and other relevant information
- 2. 6 Stakeholder consultations (government and civil society, judges, parliamentarians, religious leaders, UN and bilateral Agencies); 5 organized at field level and one at national level, for validation purposes
- 3. Focus group discussions with 25 groups (boys', girls' groups, men, women's groups, community leaders) from the different cohorts (Lebanese, Syrian, Palestinian refugees, urban, rural settings).
- 4. Bilateral meetings with relevant key actors involved in the development of the strategy (HCC, MOSA, UNICEF, Strategy Core Group, SGBV TF).
- 5. Co-facilitate national and field consultations with HCC and national actors.

	<p>who are working for preventing and responding to child marriage in Lebanon and describe their current roles; collate information on policy and program initiatives (including program evaluations whenever available) and research on child marriage.</p> <p>iii. Draft a document that maps policy and program initiatives and stakeholders, and synthesizes research efforts with clear remaining knowledge gaps identified and recommendations for which actor(s) are best placed to fill them. Submit the draft report to supervisor for comments and feedback. Finalize the report.</p> <p>iv. Develop an inception report detailing the tasks that will be achieved including final timeline for the implementation of the consultancy</p> <p>v. Present process and findings of desk review to the Steering Committee for endorsement.</p>			
	<p>Task 2: National and field consultations:</p> <p>i. Organize 5 field level (in Akkar, Tripoli, Bekaa, Beirut/Mount Lebanon and South Lebanon) and 1 national consultation workshop with governmental agencies, UN and National and International NGOs from relevant sectors (including GBV, Child Protection, Health,</p>	<p>One report detailing: Outcomes of the consultations organized at national and field level.</p> <p>Templates of KIIs and FGDs forms and transcripts will be shared with UNICEF and HCC prior and after the KIIs and FGDs.</p>	<p>Due 01 September 2017 (10 days)</p>	<p>25%</p>

			Meeting report due 29 September 2017 (3 days)	
	<p>Task 3: Draft a National Strategy.</p> <p>Draft a national strategy based on the outcomes of the National Consultation on Developing a National Strategy to reduce Child Marriage in Lebanon that was organized in May 2016 and based on the national and field level consultations, that has an explicit theory of change and evidence based logic for the prioritization of the most promising interventions for reducing child marriage in Lebanon. The strategy and its costed action plan should define the Outcome, Outputs, Activities and Inputs, timeline, responsibilities, budget and a clear M&E plan. The strategy should contribute to the SGBV LCRP indicator “# of girls between the ages of 20-24 who were married before the age of 18”.</p> <p>i. Produce an initial draft strategy, costed action plan, and the proposed M&E indicators and share it with HCC, UNICEF, and Steering Committee.</p> <p>ii. Finalize the draft strategy and action plan based on the feedback received.</p> <p>iii. Task 7: Organize 1 national Consensus</p>	<p>A Draft National Strategy on Reducing child marriage in Lebanon with a costed Action Plan that includes:</p> <ul style="list-style-type: none"> • Final draft strategy; • Final Action Plan • Budget, • M&E plan • Timeframe for action plan and strategy <p>Workshop Report Final Endorsed Strategy and Action Plan</p>	<p>Due 23 October 2017 (16 days)</p> <p>National workshop to be held by 31 October 2017. (2 days)</p> <p>Workshop report due within a week of workshop taking place. (2 days)</p> <p>Final Endorsed Strategy and Action Plan due by 10 November 2017. (5 days)</p>	40%

	<p>Building Workshop to present and endorse the strategy:</p> <p>iv. Share the draft strategy with governmental and non-governmental stakeholders during a national validation workshop to be organized by UNICEF and HCC to build the consensus around the strategy and get initial commitment on division of labor.</p> <p>v. Produce a workshop report that delineates the engagement of the different governmental and non-governmental actors in moving the agreed activities in the Action Plan forward</p> <p>vi. Make final changes and fine tuning to the strategy document and action plan</p>			
	<p>Task 4: Support to launching the strategy as needed with the development of IEC materials</p>	<p>The national strategy will be launched during the annual 16 Days of Activism campaign to End Violence Against Women and Girls that is held between 25 November and 10 December every year.</p> <p>The Consultant is expected to support the launch of the strategy through the development of IEC materials such as infographics and factsheets on the national strategy to address child marriage.</p>	<p>13 November-01 December 2017 (15 days)</p>	<p>10%</p>
Timing	<ul style="list-style-type: none"> The Consultancy will take approximately six months for all deliverables listed above to be completed. The Consultancy is expected to begin in July 2017. 			
Reporting Requirements	The consultant will report to UNICEF Child Protection Specialist (GBV):			

	<p>The consultant is expected to work closely with the Lebanese Higher Council for Childhood and will receive general guidance from the steering committee comprised of civil society organizations and key lines ministries, in close coordination with the UNICEF consultancy manager</p> <p>The consultant will report on a monthly basis to the UNICEF Child Protection Specialist (GBV).</p> <p>All reports/deliverables as specified above will need to be submitted to the UNICEF consultancy manager, in soft copies in USB or CD to the UNICEF Child Protection Specialist (GBV) within the stipulated time frame above. UNICEF shall be entitled to all intellectual property and other proprietary rights including, but not limited to, patents, copyrights, and trademarks, with regard to documents and other materials developed under the consultancy.</p> <p>Payments will be made based on the above-mentioned payment schedule and deliverable submission, upon certification of deliverable receipt & satisfaction by consultancy manager & presentation of invoice by the consultant.</p>
Profile Requirements	<p>UNICEF is looking for an experienced consultant with strong gender and child protection background to support the Lebanese Higher Council for Childhood (HCC) in the development of a national strategy to end child marriage by supporting HCC's leadership of an engaged group of civil society actors, while also ensuring that a multi-sectoral collaboration is in place with engagement of key actors from several sectors such as education, child & social protection, legal, youth, livelihood, health and communication for development (C4D)</p> <p>Academic Background:</p> <ul style="list-style-type: none"> The consultant should have an advanced degree (Master's or equivalent) with specialization in Social Sciences, Social Work, Gender, Monitoring and Evaluation, Development Studies, Law or a related field. <p>Years of relevant experience and skills:</p> <ul style="list-style-type: none"> Minimum eight (8) years' experience preferably in gender and child protection program design and implementation, delivering results with diverse teams, monitoring and evaluations tasks with an emphasis on addressing social norms and child marriage specifically. Proven experience with UNICEF and/ or other UN agencies, or Governments on developing national strategies related to child marriage. (If available, please share work-samples such as copies of the contracts and final strategies as part of application). Experience and understanding of the Lebanese policy environment, particularly in regards to child marriage and related gender-based violence and/or child protection issues. (If available, provide share work-samples of Lebanon specific-work undertaken reflecting evidence of the modality of the Lebanon context. Fluency in written and spoken Arabic and English. Reports will be submitted in Arabic and English. (Provide work-samples in English and Arabic as part of application submission). It is expected that the senior consultant will have a thorough understanding of appropriate methodology & tools, along with realistic time-planning skills for the specialized consultancy.
Administrative Issues	<ul style="list-style-type: none"> This Consultancy can be half in-country and half home-based, subject to prior agreement with the consultancy manager on travel dates etc. When at UNICEF Lebanon Country office, UNICEF may provide the consultant with temporary desk space, if available and access of Wi-Fi & printing facilities. Under this consultancy agreement, a month is defined as 21.5 working days, and fees are prorated as per number of days worked. Consultants are not paid for weekends or public holidays; any absence will be deducted from the negotiated payments. All remuneration must be within the contract agreement. Consultants are responsible to submit payment invoices along with deliverables over the course of consultancy contract.

- | | |
|--|--|
| | <ul style="list-style-type: none"> • The consultant is expected to arrange for the visa requirements, if and when required. • UNICEF Lebanon may facilitate with the visa procedures, however all visa related costs must be borne by the consultant. For any applicants who may be Beirut based expatriates/spouses of international staff etc., UNICEF will require work-permit review prior to contract issuance. • The selected consultant will be required to share proof of health/medical insurance prior to contract issuance. Health/medical insurance costs for the duration of this consultancy will be borne by the consultant and cannot be billed to UNICEF • Consultants are expected to submit an all-inclusive financial proposal showing cost-breakdown showing professional fees (on a monthly lump-sum basis); living allowance costs and travel costs for Beirut to & from their home-base location (on the basis of the most economical and direct route, at the beginning and at the end of the assignment –in line with UNICEF travel policies). Beirut based consultants may only provide a financial proposal without the travel and DSA component. The all-inclusive financial proposal should be in line with the table in the Deliverables and Schedule section of these TORs.
The selected consultant may not commence work or travel until the relevant individual contract has been duly approved, signed by both parties and returned to the HR section, together with the required documents and certifications. • All qualified international and national applicants are equally encouraged to apply. UNICEF Lebanon reserves the right to select either an international or national consultant in view of responses received. |
|--|--|