



TERMS OF REFERENCE

Post Title: International Consultant on Women's Economic Empowerment Programme

Duration: 30 working days, over a period of 1.5 months, intermittent basis

Contract: Individual contract

Duty Station: Phnom Penh, Cambodia

Report to: Country Director/Regional Programme Manager

I. Background

The goal of UN Women's presence in Cambodia is to ensure that gender equality and women's empowerment are achieved and women's human rights are promoted and protected. UN Women's programmes in Cambodia can be summarized as follows:

- Promoting gender equality and women's empowerment through building knowledge and skills within government and civil society to promote gender responsive laws, policies, plans and institutional structures to ensure the implementation of these in line with international human rights standards;
- Promoting women's effective leadership, including excluded groups of women and their meaningful participation in democratic governance;
- Empowering excluded women's groups to organize themselves and advocate for gender responsive policies and programmes;
- Supporting innovative efforts of the government and civil society groups to end gender based violence, address the impact of HIV/AIDS and promote economic security and rights.

The Asia Pacific Arab States regional programme has been working since 2001 to empower women migrant workers in Asia and, as a result of the experience gained through this programme, has produced a set of key best practice recommendations for UN Women's work protecting and empowering women migrant workers. UN Women's current migration programme builds on these recommendations, as well as international conventions such as General Recommendation (GR 26) of CEDAW.

The Asia Pacific regional programme on empowering women migrant workers in Asia has been implementing in selected countries including Bangladesh, Cambodia, India, Indonesia, Vietnam, Philippines and Thailand. The aim of the programme is to protect and empower women migrant workers from a gender sensitive rights-based development approach.

The regional programme is now in phase three and is focusing on ensuring more effective legal protection and empowerment of women migrant workers from Asia through the following key areas:

- 1) Increasing the number of legal mechanisms and instruments to empower women migrant workers at different stages of migration;
- 2) Building the capacity of duty bearers and stakeholders on gender responsive governance of migration with rights based approach.

The key strategies of the regional programme include:

- Advocacy;
- Building networks and partnership;
- Capacity building;
- Dissemination of knowledge.

Congruous with the focus of the third phase of the regional programme is the promotion and protection of women's economic rights and security. Women who lack economic security are easy targets for exploitation if they feel they have no other choice than to leave their country in search of work elsewhere. The protection and promotion of economic rights and security is, therefore, not only a human rights priority, but also key to putting an end to exploitation and trafficking of female migrant workers. In this regard, UN Women supports women to reshape conditions at both ends of the economic spectrum — from boosting women's participation in economic policy-making to supporting efforts to provide women and their communities with practical skills needed for securing sustainable livelihoods. In promoting and protecting women's economic rights and security, migrant women can be economically empowered by their migration and non-migrant women can increase their economic security by being empowered to explore the economic opportunities closer to home.

In 2011, the Cambodia Country Office's Economic Empowerment of Women programme made great strides in the development of an enabling environment in Cambodia that will be able to support the Economic Empowerment of Women in the coming years. Whilst the work of the programme is ongoing, an evaluation of the progress of the programme and some of its specific activities is required in order that an updated work plan for 2012 can be formulated and the momentum of the programme can be kept up. In addition, a larger scale concept paper that looks at the aspirations of the programme in the coming years is also needed with a view of building on and replicating current successes and expanding the programme so that it has a wider reach and more significant effect in Cambodia.

II. Objective of the Assignment

The overall objective of the assignment is to provide assistance to UN Women's Cambodia Country Office's Economic Empowerment of Women Programme in evaluating the progress

of activities in 2011, updating the work plan for 2012 and devising an overall country specific “big picture” strategy for the programme in the coming years.

III. Expected Outputs

The consultant will deliver the concrete outputs as following:

1. Work Plan for the Economic Empowerment of Women Programme for 2012 updated to reflect the progress of the activities as at end of year 2011 and the 2012 approved budget;
2. Concept Paper/Strategy setting out the big picture for the Cambodia Country Office’s Economic Empowerment Programme in 2012/2013 and looking forward to 2015.
3. An evaluation of the 2011 capacity building training as delivered to officials of the Ministry of Labour and Vocational Training, Ministry of Woman’s Affairs and Ministry of Interior with a proposal for a formal programme of training in 2012.

IV. Specific tasks

- Work with the National Coordinator to review the Annual Work Plan for the Programme in 2012, updating it to reflect the progress of the activities in the final quarter of 2011 and the approved 2012 budget.
- Work with the National Coordinator of the Economic Empowerment of Women Programme to draft a country strategy for the programme looking at the bigger picture and potential outputs over the next 3-4 years and proposing ideas for specific programme activities in the Cambodian context under different programme headings including (but not limited to) the following:
 - Promoting and enabling institutional, legal and regulatory environments for women's equal ownership and access to economic resources and assets such as land, finance and property;
 - Strengthening women's economic capacity and rights as entrepreneurs, producers and home-based workers;
 - Bringing a gender analysis to economic policies and the distribution, use and generation of the public resources.
- Provide technical support to UN Women in providing capacity building training to officials of the Ministry of Labour and Vocational Training, Ministry of Women’s Affairs and Ministry of Interior. To include:
 - Monitoring and evaluating the capacity building work of 2011 and formalising and documenting the capacity building programme for 2012;

- Creating a proposal for training the officials of the Ministry of Labour and Vocational Training, Ministry of Woman's Affairs and Ministry of Interior to roll out the training on a sub-national level.
- Provide technical support to the MoLVT in their work to create and agree with Malaysia a standard employment contract between Cambodian Migrant Workers and Malaysian Employers.
- Arrange and administer a multi-stakeholder forum on exploitative labour recruitment and trafficking, where development partners and NGOs can meet and share their work plans and updates on all work related to this area of work for the purposes of awareness and making agreements on collective action where necessary. Task to include discussions with stakeholders on the terms of reference for the forum and devise a programme for the rotating chair.
- Provide technical support to MoWA in the course of fulfilling their Letter of Agreement with UN Women.
- Continue to keep the Cambodia office's Country Director fully informed of the results of research and the developing programme possibilities.

V. Duration of the Assignment

The consultant is expected to carry out the assignment for 30 working days over a period of 1.5 months. The assignment is expected to commence on 15 February 2012 and to be completed by 31 March 2012.

VI. Accountability and Reporting System

Under the overall guidance and the advisory support of the Country Director, the international consultant is expected to work closely with the Regional Programme Manager and cooperate with other team members in UN Women Cambodia's country office.

VII. Required qualifications and experience

- Post-graduate degree in gender & development, law or relevant field
- At least 5 years professional experience in development, law or relevant field, including proven experience in the field of migration or economic empowerment, particularly in Cambodia
- Sound and practical experience in strategic planning and operational planning;
- Strong experience in legal framework and policy formulation;
- Solid experience in coordination with government and NGOs in Cambodia;
- Very strong facilitation skills and interpersonal skills;
- Proven experience in capacity development, coaching and mentoring;
- Currently based in Cambodia;
- Proven research and analytical skills;

- Proven ability to work within limited time constraints in the preparation of high quality documents

Please send the consultancy fee rate and P11 (attached) and CVs to hr.bangkok@unwomen.org

Deadline of Application: **08 February 2012**