

# Terms of Reference for short term mission

## Expert on Law and Human rights

### Basic Information on the project and Terms of Reference

Support to democratic, citizen-centred governance, and inclusive development in Libya requires concerted efforts which aim at **fostering the representation and meaningful participation of women in decision-making**. Engagement and active participation of women as citizens is a prerequisite to ensuring that national and local governance processes and policies are geared towards **women empowerment, citizen participation, stability, and social cohesion**.

The activities related to this ToR fall within the program Mouwatinat which aims at providing support to inclusive governance and the rule of law in Libya- implemented by the VNG International and funded by the European Union. The program which lasts 24 months, starting in august 2022, focuses on support to the Ministry of State for Women's Affairs (MoWA) and the Libyan Women Elected Officials Network (WEON), as well as Libyan women of the specific existing and new pilot center areas and of marginalized regions (such as the South), in the field of women's empowerment and women's participation in public life and decision-making.

Based on the Libya Political Dialogue Forum Roadmap, the Government of National Unity created the MoWA. One of the main objectives of the project is to Support the MoWA to fulfil its mandate to strengthen women empowerment across all governmental policies and strategies through concrete actions. As a part of this broader strategy, an action plan to prevent violence against women is being adopted. For this purpose, an analytical study of the legislation related to women protection against violence will be conducted.

### Position description

<b>Position</b>	<b>Expert on Law and Human rights</b>
<b>Project</b>	MOUWATINAT
<b>Activity name and number</b>	2.2.4 Technical assistance and coaching on leading policy reform in relation to women's representation and gender mainstreaming.
<b>Information on the specific activity</b>	<p>In Libya, the issue of women's rights in general and prevention against violence is considered complex and evolving. Despite significant progress in recent years, there are still numerous challenges. While the Libyan legal framework provides an important aspect of protection for women, it remains incomplete and inconsistent, perpetuating discrimination even among different groups of women.</p> <p>In this context, there is an urgent need for a comprehensive legal analysis of the status of legislation related to women's rights in Libya. This study aims to bridge this knowledge gap by providing a comprehensive examination of the Libyan legal framework, identifying areas for improvement, and proposing reform recommendations. By shedding light on the current status of women's</p>

rights in Libya and especially the prevention against violence, this study seeks to guide political and legislative reforms that promote and protect women's rights, prevent violence against women and contribute to the country's comprehensive development.

The study will cover the following areas:

1. Overview of the Libyan legal framework: including the constitution, laws, and regulations related to women's rights in Libya, such as personal status law, penal law, and labor law.
2. International human rights obligations: Analysis of Libya's international commitments in the field of human rights
3. Women's rights in Libya: Detailed analysis of the current status of women's rights in Libya, including:
  - Violence against women and girls
  - Political participation and representation
  - Economic empowerment and entrepreneurship
  - Education and healthcare
  - Family law and personal status
  - Vulnerable groups of women
4. Gaps and areas for improvement: Identification of gaps and areas for improvement in the current legal framework, including discriminatory provisions and lack of enforcement. A specific focus on the theme of "violence against women and girls" should be performed.
5. Reform recommendations: Developing tangible recommendations for legislative and policy reforms to protect women's rights in Libya. A specific action plan is proposed for the theme "violence against women and girls".

**Activities to implement, tasks and responsibilities**

To prepare the analytical study of the legislation related to women's rights, the expert will realize the following:

1. Evaluate the current status of women's rights legislation in Libya, identifying strengths, weaknesses, gaps, and potential areas for improvement.
2. Review the compliance of existing legislation with international standards related to women's rights and conventions approved by Libyan state .
3. Identify the legal, institutional, and socio-cultural obstacles hindering the full realization of women's rights in Libya.

	<p>4. Propose tangible recommendations to enhance existing legislation, strengthen the protection of women's rights, and improve their promotion in Libya.</p> <p>To do so, the proposed methodology should include :</p> <ul style="list-style-type: none"> <li>- Desk review: Review of existing literature, laws, and regulations related to women's rights in Libya including detailed legal analysis of the Libyan legal framework and international human rights obligations</li> <li>- Focus groups with the Strategies Commission at the Ministry of Women Affairs. This commission should be involved in all the phases of the mission. Presential meetings in Tripoli will be planned.</li> </ul>
<p><b>Expected results</b></p>	<p><b>The expected results are the following:</b></p> <ul style="list-style-type: none"> <li>- A comprehensive report on the status of legislation related to women's rights in Libya, including recommendations for reform is prepared.</li> <li>- The Strategies Commission at the Ministry of Women Affairs is informed about the gaps and recommendations and prepared to implement reforms.</li> </ul>
<p><b>Outputs / Deliverables</b></p>	<p><b>The expert will provide the following:</b></p> <ul style="list-style-type: none"> <li>- Report in Arabic on the status of legislation related to women's rights in Libya, including recommendations for reform.</li> </ul>

## Terms and Conditions

<p><b>Minimum qualifications</b></p>	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• The expert must have at least a master's degree or higher in Law, Human rights and interdisciplinary studies.</li> </ul> <p><b>Professional experience</b></p> <ul style="list-style-type: none"> <li>• At least 5 years' experience in Women's empowerment, gender mainstreaming, conducting legal analysis and research on women's rights in the Middle East and North Africa region.</li> </ul> <p><b>Skills</b></p> <p>The expert should have the following core competencies:</p> <ul style="list-style-type: none"> <li>• Demonstrated knowledge and experience of working on women's empowerment in Libya.</li> <li>• Good written and oral communication in Arabic and English,</li> </ul>
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	<ul style="list-style-type: none"> <li>• Strong analytical skills,</li> <li>• Excellent teamwork and communication skills</li> </ul>
<b>Approximate number of working days</b>	24 working days spread over two months
<b>Period of the assignment</b>	29 May – 29 July 2024
<b>Requested documents</b>	<ul style="list-style-type: none"> <li>- An updated resume as well as any documents confirming your competence.</li> <li>- A financial offer indicating the daily amount excluding VAT, the VAT rate, and the total amount excluding VAT (HT) and including VAT (TTC).</li> </ul>
<b>The documents should be addressed to these email addresses</b>	<a href="mailto:rafika.adhadhi@cilg-international.org">rafika.adhadhi@cilg-international.org</a> <a href="mailto:cilg@cilg-international.org">cilg@cilg-international.org</a>
<b>Deadline for submitting the offers</b>	<b>May 27, 2024, at 5 PM</b>
<b>Location of the Assignment</b>	Tunis, Tripoli and online