

Terms of Reference

Local Consultant

National Human Rights Action Plan

Background

Ministry of Planning and National Development (MPND) and Ministry of Foreign Affairs (MFA) jointly are formulating a National Human Rights Action Plan (NHRAP), for the Government of the Maldives. Maldives is party to many international conventions on protection of human rights. It is committed adhering to international standards and instruments, protecting and promoting human rights in the country. Hence, the current National Development Plan 2006 – 2010 is citizen-centred and guided by the principles of respecting and protecting human rights. The national development policies and strategies are targeted to address the most critical needs of the people. The Plan addresses economic and social rights such as the rights of each Maldivian to health, education, shelter, security, meaningful employment as well as political and civil rights of the population.

In order to promote and ensure protection of the rights of all, there is a need to take stock of the current situation and past achievements. Such stocktaking will assist the Government in reporting to the UN Treaty Monitoring Bodies, as well as form the baseline for the NHRAP.

Therefore, the Government of Maldives, with the technical assistance from an independent expert aims to formulate the first National Human Rights Action Plan. This multifaceted project will be undertaken by two consultants: one local consultant who has the knowledge about the local situation and will work with an expert in the field. The two consultants will work in close collaboration and the leader of the two will be the expert.

Scope of Work

The local consultant is required to undertake the following tasks and any other work related to formulation of a comprehensive human rights action plan and a monitoring mechanism:

- Develop a conceptual framework and methodology to formulate the NHRAP as identified in the Handbook on National Human Rights Plans of Action by Office of the United Nations High Commissioner for Human Rights, and share it with the expert.
- Assist the International Consultant during the consultation process with the NHRAP Coordination Committee members and other stakeholders to develop an appropriate structure and content of the national human rights action plan.
- Review the National Development Plans, Sectoral Master Plans, Human Rights Act of Maldives, studies undertaken by the National Human Rights

Commission of the Maldives, and any other relevant literature in order to identify gaps and ensure that these are addressed in the NHRAP.

- Assist the expert in organising consultative forums/public meetings, present the findings, assess responses and then revise the NHRAP, taking into account the input received and ensure that all relevant feedback from stakeholder consultations are recorded and shared with the Government.
- Submit a collective/joint draft NHRAP to the Coordination Committee including monitoring and evaluation framework for the NHRAP.
- Taking into consideration the comments from the NHRAP Coordination Committee produce a final draft of the National Human Rights Action Plan which covers the contents identified including objectives, strategies, components, priorities, vulnerable groups, programmes and activities, monitoring, evaluation and revision within clear time frames.

Outputs

- Inception report which covers the methodology and proposed outline of the plan, within 1 month of commencing work.
- 1st draft of the National Human Rights Action Plan, at the end of 3 months.

Timeframe

- The consultancy will be for a total of 3 months.

Work Station:

- Ministry of Planning and National Development

Reporting:

The Consultant shall report to the Ministry of Planning and National Development and in the Ministry the focal point shall be Economic and Strategic Planning Section. It will also provide support and other logistic arrangements to the consultants.

Qualification and experience:

- Postgraduate degree in Human Rights or related Social Science
- Knowledge of human rights and democratisation initiatives at national level
- Analytical skills to conceptualize and evaluate development issues; and
- Excellent oral and written communication skills in English.