



MINISTRY OF GENDER, CHILDREN & SOCIAL PROTECTION
Ministerial Complex, Congo Town
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Terms of Reference (TOR)

Ref: MOGCSP/ UN WOMEN/SGBV/020/26

Consultancy: National Consultant to Develop the Fourth National Action Plan for the Prevention and Response to Gender Based Violence (2026-2030)

Opening date: April 17, 2026

I. Introduction

Liberia is party to key international and regional human rights instruments underpinning action to prevent and respond to gender-based violence (GBV), including CEDAW and its General Recommendations, the Beijing Platform for Action, the African Charter on Human and Peoples' Rights, and the Maputo Protocol. At the regional level, Liberia aligns with ECOWAS commitments to promote gender equality and protect against violence.

Nationally, the country has enacted the Rape Law (2005/2006), the Domestic Violence Act of 2019, the Children's Law, and the Inheritance Act, establishing important legal protections for women and girls and obligations for state institutions across health, justice, and social services.

Despite all these commitments, GBV remains pervasive. Recent statistics indicate high number of reported incidents, with sexual violence disproportionately affecting women and girls. The Ministry of Gender, Children & Social Protection (MGCSP) recorded 3,957 GBV incidents in 2024, including 2,759 rape cases, the majority involving women and girls. Preliminary 2025 data indicate continued high levels of sexual and physical violence. According to the LDHS (2019-20), about 60% of women aged 15 – 49 have experienced physical violence and many experiencing sexual violence, often without seeking help.

The Government of Liberia, through the Ministry of Gender, Children and Social Protection (MGCSP), is initiating the development of the National Action Plan on Gender-Based Violence (GBV) 2026–2030. This process builds on previous GBV National Action Plan of 2018 - 2023.

In 2024, the Government of Liberia, with technical support from UNFPA, reviewed the 2018–2023 GBV National Action Plan (GBV NAP III). The review highlighted the limited overall progress of implementation attributed to the disruptive public health emergencies (Ebola and COVID-19 pandemics), weak national ownership, inadequate and fragmented financing, insufficient coordination among stakeholders, and gaps in survivor-centered services. Legal enforcement challenges persisted due to stigma, delays in prosecution, and resource constraints; rural service delivery lagged behind urban areas due to shortages of trained personnel, essential supplies, and functional referral systems. These systemic and structural challenges call for a renewed, costed National Action Plan with strengthened governance, financing, and accountability. The above review recommends that the new GBV NAP incorporates three additional pillars: (i) Economic Empowerment and Livelihoods, (ii) Digital Safety, and (iii) GBV in Disaster and Concession Contexts. These respond to

evolving risks, technology-facilitated abuse, climate and disaster impacts, and protection concerns in concession and extractive areas

To support this process, the Ministry of Gender, Children and Social Protection will recruit a qualified National Consultant to lead the development of the fourth National Action Plan on Gender-Based Violence. The Consultant will be directly supervised by the Director of the GBV Division at the Ministry, with overall guidance from the Deputy Minister for Gender and technical support by UN Women. The consultant will also work in close collaboration with other relevant stakeholders to produce a comprehensive, inclusive, and context-responsive GBV National Action Plan aligned with Liberia's national priorities and international commitments.

II. Purpose and Objectives of the assignment

The purpose of this consultancy is to lead the development of a multi-sectoral, costed and results-oriented National Action Plan on GBV for Liberia (2026 - 2030). Specific objectives include:

- Synthesize and build on the GBV NAP III review; conduct targeted additional analysis and consultations to fill evidence gaps.
- Develop a clear Theory of Change (ToC), strategic priorities, and a feasible implementation roadmap aligned with national and international obligations.
- Design a cost-cut operational plan and resource mobilization strategy, including gender-responsive and programme-based budgeting approaches.

III. Scope of Work and Key Tasks

A. Planning and Inception

- i. Hold inception meetings with MGCSP, UN Women, and the GBV Technical Working Group to confirm expectations and governance arrangements for the consultancy
- ii. Review key documents including the GBV NAP III, its evaluation report, relevant sectoral policies, laws, administrative/survey data, research
- iii. Produce an inception report including situation analysis incorporating disaggregated data, with detailed work plan, methodology, consultation plan, risk register, ethical protocols, and proposed NAP structure and outline.

B. Technical Support to GBV NAP Development

- iv. Prepare the draft NAP, ensuring alignment with survivor-centered, rights-based principles and UN Essential Services Package; including the following:
 - v. Define GBV in Liberian context (types, causes, consequences)
 - vi. Develop Vision, Mission, Guiding Principles, and a Theory of Change for the NAP, ensuring that women's voices and survivors' perspectives are integrated (reference findings from community consultations from the previous NAP review)

- vii. Define strategic pillars (Prevention, Services, Justice/Accountability, Coordination/Governance; Data/Innovation; Resource Mobilization; Economic Empowerment; Digital Safety; GBV in Disaster/Concession Contexts)
- viii. Set results frameworks with SMART indicators, roles, sequencing, and risk mitigation
- ix. Prepare an implementation roadmap with annual milestones.
- x. Convene the technical working group to provide inputs and validate the draft NAP

C. Costing and Resource Mobilization

- xi. Lead/participate in costing workshops with Ministry of Finance, line ministries, CSOs, and other development partners
- xii. Apply activity-based costing and develop a multi-year financing plan; align with programme-based budgeting and relevant county social development funds
- xiii. Develop resource mobilization strategy and partnership framework (including private sector and basket funding options).

D. Coordination and M&E Frameworks

- xiv. Define coordination mechanisms and roles at national, county, and community levels (MGCSP, line ministries, security/justice, civil society).
- xv. Clarify secretariat functions, TWGs, and information-sharing protocols.
- xvi. Develop M&E framework with baselines, targets, indicators, data sources, reporting responsibilities; and include mid-term and end-line reviews.
- xvii. Provide standardized tools and templates; ensure disability and age inclusion
- xviii. Define accountability mechanisms (e.g., community scorecards, survivor feedback) with safeguards.

E. Validation and Finalization

- xix. Conduct national validation (including workshops) and submit draft NAP for feedback
- xx. Finalize costed NAP with executive summary and dissemination recommendations
- xxi. Submit final costed NAP with implementation roadmap

IV. Expected Deliverables

The National Consultant will produce the following deliverables:

#	Deliverables	Indicative Deadline
1	A detailed consultancy inception package, including a comprehensive methodology, full work plan, and an initial outline of the NAP, delivered in Word and PowerPoint formats, agreed upon with MGCSP and UN Women	March 2026

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2	Desk review and situation analysis report covering an analysis of relevant legislative, policy, and institutional frameworks, mapping coordination structures, presenting a financing snapshot, and identifying data gaps and best practices to inform multi-sectoral programming to address GBV in Liberia.	April 2026
3	Draft of the costed GBV National Action Plan for validation, including the theory of change, NAP pillars, implementation roadmap, monitoring–evaluation–learning (MEL) framework, and preliminary costing, submitted in Word and Excel formats.	April 2026
4	A consolidated report capturing stakeholder feedback from validation sessions, documenting decisions made, and presenting a detailed change log, delivered in Word format	April 2026
5.	A finalized and fully costed NAP including the financing plan, executive summary, annexes, and a supporting presentation slide deck, delivered in Word, Excel, and PowerPoint formats	May 2026

All the deliverables, including annexes, notes and reports should be submitted in English language. Upon receipt of the deliverables and prior to the payment of the first installment, the deliverables and related reports and documents will be reviewed and approved by UN Women. The period of review is one week after receipt.

IV. Inputs

- The Ministry of Gender, Children and Social Protection and UN Women will provide the National Consultant with background materials relevant to the assignment.
- The Consultant is expected to work using his/ her own computer.

V. Performance evaluation:

Consultant's performance will be evaluated based on: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

VI. Required experience and qualifications

The Consultant should fulfill the following requirements:

a. Education

Master's degree in Gender Studies, Law, Public Health, Social Work, Development Studies, or related field (PhD preferred)

b. Experience:

Required:

- Minimum 10 years' experience in gender equality and GBV programming
- Proven experience developing national action plans, strategies, or policies including
- costing methodologies for national Action plans on GBV/VAWG (provide 2-3 samples)

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- Understanding of Liberia's County Social Development Funds and decentralization, legal, policy, and institutional context on GBV
- Experience working with government ministries, UN agencies, and CSOs
- Knowledge of trauma-informed, survivor-centered approaches
- Expertise in results-based management, Theory of Change, and M&E frameworks, Research and data analysis skills (quantitative and qualitative)
- Experience facilitating multi-stakeholder consultations and technical working groups
- Demonstrated knowledge of international standards (CEDAW, SDGs, Maputo Protocol, UN Essential Services Package)

Desired:

Language and other skills:

- Proficiency in oral and written English
- Ability to effectively utilize computer software (i.e., MS Excel, Access, Oracle, SPSS, etc.) for database development and management.
- Excellent facilitation and training skills

VII. Submission of application

Interested candidates are requested to submit an electronic copy of their application via email to hr@mogcsp.gov.lr, addressed to the Human Resource Division, no later than **May 17, 2026**.

Submission of the package

1. Cover letter;
2. CV, including contact information of 3 referees;

All applications must include (as an attachment) a CV and a financial proposal. Applications without a financial proposal will be treated as incomplete and will not be considered for further processing. Please note that only short-listed candidates will be invited for the interview.