



**EISA INTERNATIONAL ELECTION OBSERVATION MISSION TO THE 2019  
PRESIDENTIAL, LEGISLATIVE AND PROVINCIAL ELECTIONS IN MOZAMBIQUE  
TERMS OF REFERENCE FOR NATIONAL GENDER EXPERT**

**DURATION OF ASSIGNMENT: 25 CALENDAR DAYS DURING THE PERIOD OF 2  
SEPTEMBER 2019 - 30 OCTOBER 2019**

These Terms of Reference (ToR) describe the role and responsibilities of the national gender expert during the period of his/her assignment on the EISA International Election Observer Mission (EOM) to the 15 October 2019 presidential, legislative and provincial elections in Mozambique.

EISA will deploy an election observer mission (EOM) to observe the 2019 presidential, legislative and provincial elections in Mozambique. The EOM is a long-term mission that will cover the pre-election, the voting and the post-election phases of the process. Observers will be deployed to the 10 provinces of Mozambique and the city of Maputo from 26 August 2019 to 26 October 2019. It is led by His Excellency, John Dramani Mahama, former President of the Republic of Ghana with Mr. Denis Kadima, EISA's Executive Director as the Deputy Mission Leader. The Mission will be comprised of a team of 20 Long-Term Observers (LTOs), 22 Short-Term Observers (STOs).

**Objectives of the Mission**

The deployment of the EOM is in line with EISA's mission of promoting credible elections, citizen participation and strengthening political institutions for sustainable democracy in Africa. Within the Mozambican context, the EOM seeks to contribute to the transparent and peaceful conduct of the 2019 electoral process by providing an independent assessment which could serve as a basis for possible reforms in the post-election phase.

Specifically, the Mission is deployed to:

- Contribute to the assessment of the integrity of the electoral process in Mozambique through the observation and documentation of pre-election, Election Day and post-election activities.
- Ascertain whether the elections in Mozambique meet international benchmarks set out in the African Charter for Democracy, Elections and Governance, the AU/OAU Declaration on the Principles Governing Democratic Elections in Africa, , the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa, the SADC Principles and Guidelines Governing Democratic Elections, the Declaration of Principles on International Election Observation and Code of Conduct for Observers and the Principles for Election Management, Monitoring and Observation (PEMMO).

- Provide an opportunity for peer learning among EISA observers drawn from across the continent.

**The key outputs of the EISA EOM are:**

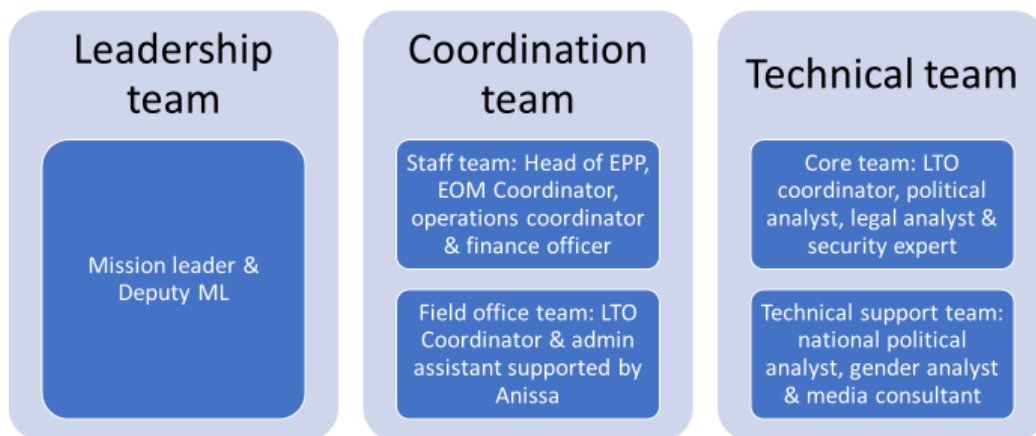
- An arrival statement that announces the presence of the mission in Mozambique
- A pre-election statement which provides the Mission’s assessment of the pre-election context (to be confirmed)
- A preliminary statement which provides the Mission's initial assessment of election day procedures
- A final report which provides the Mission's overall assessment of the electoral process

**Structure of the EISA EOM**

The EISA EOM in Mozambique consists of the following four components:

- A mission leadership team comprised of a mission leader and a deputy mission leader. The team is supported by the Head of EPP.
- A mission Coordination team led by the mission coordinator and comprised of an operations coordinator and a finance officer. The team is supported by an administration and logistics assistant.
- A technical team comprised of a core team of 4 international experts, led by the LTO coordinator, and comprised of a legal analyst, a political analyst, a security expert. The team is supported by a team of national experts, namely: a gender analyst, a political analyst and a media and publicity consultant.
- A team of 20 LTOs and 22 STOs.

Structure of EOM



**Role and Responsibilities of the National Gender Expert**

Reporting to the LTO coordinator, the political and media analyst will work with other members of the technical team to perform the following duties and responsibilities:

- Develop a work plan to specify workdays in line with the number of days provided for the assignment.
- Provide analysis on the current status of women’s representation in Mozambique by evaluating the composition of women in parliament and governance;
- Provide analysis on the participation of women in the 2019 electoral process as party leaders, candidates, electoral staff, voters etc;
- Provide an analysis on media coverage of women candidates and gender issues in the elections;
- Provide a gender analysis of the outcome of the 2019 electoral process;
- Assess the extent to which the legal framework allows for the equal participation of women in elections and politics;
- Work closely with members of the EISA EOM technical team to mainstream gender in mission reports and statements as required;
- Make presentations at observer briefings and meetings as required;
- Accompany the technical team members and EOM leadership to meetings upon request;
- Liaise with CSOs that work on gender issues on behalf of the EISA EOM during the elections,
- Provide verbal and written daily summaries of meetings attended;
- Work closely with other members of the technical team to provide to produce relevant sections of the draft final report of the Mission in line with the timelines provided in the section below;
- Perform other tasks as may be required by the LTO coordinator.

*The key outputs of the gender expert are:*

Output	Timeline for submission
Daily press review on the coverage of women candidates in the elections (including print and broadcast media).	30 September 2019-30 October 2019
Produce a first pre-election brief on the status of women representation in Mozambique and the participation of women in the 2019 elections	7 September 2019 @ 16:30
Produce a gender analysis of the campaigns, with particular focus on media coverage of female candidates and violence against women	1 October 2019 @ 16:30
Draft the relevant gender sections of the EOM report (working closely with all technical team members)	25 October 2019
Verbal and written briefing of all meetings attended	Briefing on each meeting attended (as may be required)

**Requirements:**

- A university degree in Political Science, law, sociology or related social science
- Excellent command of the spoken and written English language
- Proven gender analysis skills
- Understanding and familiarity with Mozambique's legal framework and governance systems
- Previous experience working on gender and women's political participation in Mozambique or in Africa is an added advantage
- Ability to interact with multiple stakeholders at different levels
- Understanding of state protocols and experience working with high-level personalities
- Ability to work under pressure in a multi-tasked and multi-cultural environment

### **Hours of work**

- The national expert will be required to work from 09:00-17:00 on days agreed with the mission coordinator, prior to commencement of the contract. S/he will be required to work on some weekends especially during the briefing and deployment of observers. S/he may also be required to work daily for extended hours especially during the period of short-term observer deployment (7-18 October 2019). The work hours and modalities of work will be agreed with the Mission Coordinator.

### **Work Facilities**

EISA will endeavor to provide a conducive work environment to ensure that the media and publicity consultant is able to deliver on their outputs as follows:

- Office space with internet connectivity at the Mission Headquarters in Maputo
- Provide airtime for work-related communication
- Provide transportation for work-related travels
- Providing relevant newspapers daily

### **Remuneration**

EISA will pay the gender expert a once-off fee of two thousand two hundred and fifty US dollars \$2250 for the entire period worked.