

## MARY M MUTUPA

**Independent Consultant, Gender, Human Rights, Policy & Legal, Dispute Resolution**

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### **Biography**

Ms. Mutupa is a Dispute and Human Rights Lawyer and Gender expert with a unique skills-set with over 17 years' experience of which 14 years has been at Senior Management level managing multi-disciplinary and diverse stakeholder projects in the civil society sector. She has extensive experience in managing high impact projects. She holds a Masters Degree in Human Rights Law, Bachelors Degree in Law and Postgraduate Diploma in Lecturing and Teaching Methodologies among other qualifications. She is a member of professional bodies such as the Arbitral Women International, Chartered Institute of Arbitrators, African Arbitration Association and Institute of Directors Zambia.

As a trained Alternative Dispute Resolution (ADR) practitioner, she specializes in Commercial Mediation, Court Annexed Mediation, Negotiation, Arbitration (International and Domestic) and general dispute resolution. She has acquired trainings from The Edwards Academy-USA, ADR Centre-Italy and Chartered Institute of Arbitrators (London). Over the past 8 years she has sat as an Arbitrator and Mediator on domestic matters on employment, land/property, commercial transactions, financial transactions, family disputes among others. She is committed to building capacity for non-state actors, state actors, Civil Society Organizations and communities in the area of Alternative Dispute Resolution, conflict management, Mediation skills and arbitration. She has provided trainings in mediation skills and conflicts management for several Civil Society Organizations in Zambia, for 2yrs lectured at the University of Zambia in the School of Law and covered courses on Alternative Dispute Resolution, Investment Law and Trade Law and does visit Cavendish University and University of Lusaka as a guest lecturer. In addition, Provides trainings for small businesses on dispute avoidance and management. She has written articles on dispute resolution which publications has proved to be useful not only for law students but practitioners in Zambia and beyond.

In 2016, took on the Deputy Executive Director role at the National Legal Aid Clinic for Women in Zambia, a leading national legal aid provider for women and children and was responsible for organizational programming which included, Programme design, monitoring and evaluation, implementation and reporting, client management, human resource management. Other responsibilities include, managing high impact projects on Public Interest Litigation, Gender Based Violence, Legal Literacy, Advocacy for Policy and Legal reforms, Land Governance and Food Security, Women's Land Rights, Children's Rights. Facilitated the revision of the community workshop manuals on women and children's rights, Facilitated the development of advocacy toolkit, supported the development of the Operational guidelines on GBV prevention and response for community centers.

In 2015, took on the role of Mediation project consultant at the Chartered Institute of Arbitrator Zambia, and was responsible for managing the mediation project which focused on achieving gender equality in the training of Court Annexed Mediators and capacity building for High Court of Zambia Judges and enhancement of case management. She developed reporting tools and coordinated trainings for High Court Judges and Mediators. Facilitated the revision of the Mediation Manual with the support of USAID.

In 2013, took on the role of Governance Programme Officer at ActionAid International Zambia, a role that had two projects namely; women rights and good governance. Supervised seven Local Programme Managers and three Project Officers in the execution of the programmes. Work focused on training women on human rights, gender and economic empowerment and supporting them to establish women's community groups. Supervision of the Project Officers included advocacy for Economic Justice, Decentralization and Constitution reforms.

In 2012, took on a role as a Constitution Project Coordinator at the Jesuit Centre for Theological Reflection, managed the coalition building, legal analysis, communication and publicity, partnership building, research, development of knowledge products and advocacy for enactment of the new Constitution which was enacted in 2016 with 80% of the provisions which were submitted by the coalition.

In 2006, took on the role of Programme and Resource Manager at the African Women Millennium Initiative (AWOMI) in Dakar, Senegal. Programme design, planning and activity implementation; organizing and coordinating trainings, training curriculum development; policy analysis; newsletter development; Developed campaign kits and monitored the campaigns on women's rights and end fistula campaigns.

**Languages:** English (native speaker), French (basic)  
**Country experience:** Zambia, Switzerland, Senegal, South Africa

**Key skills and expertise**

- Dispute Resolution
- Mediation
- Negotiation
- Arbitration
- Gender mainstreaming
- Policy analysis
- Project management
- Monitoring and Evaluation
- Strategic planning
- Human Rights Based Approach
- Proposal Writing
- Report writing
- Partnership management
- Organizational development

**Specialist thematic areas**

- Dispute Resolution
- Arbitration
- Mediation
- Negotiation
- Conflict Management
- Gender
- Human Rights

**Pots Held**

2023 to date	Independent Consultant
2016-2023	Deputy Executive Director, National Legal Aid Clinic for Women, Lusaka Zambia
2020- 2021	Lecturer – Alternative Dispute Resolution, International Trade Law and Investment Law
2015-2016	Project Consultant, Chartered Institute of Arbitrators, Lusaka Zambia
2013-2015	Governance Programme Officer, ActionAid International Zambia, Lusaka Zambia
2012-2012	Constitution Project Coordinator, Jesuit Centre for Theological Reflection, Lusaka Zambia
2010-2011	Programme Coordinator, African Women Millennium Initiative Zambia, Lusaka Zambia
2006-2008	Programme and Resource Manager, African Women Millennium Initiative, Dakar, Senegal.

**Qualifications**

2020	Diploma in Teaching and Lecturing Methodologies, University of Lusaka, Lusaka, Zambia
2017	Master’s Degree in Human Rights Law (LLM) University of Lusaka, Zambia
2015	Bachelor of Laws Degree (LLB) Cavendish University, Lusaka, Zambia

**Selected Consultancies**

Oct 2023-Jan-2024	Independent Consultant- Amnesty International- 2023 Human Rights report on Zambia.
May 2023	Independent Consultant – Development of survey tools and analysis of knowledge levels on the implementation of the Children’s Code Act of 2022. Zambia.

October 2019	Independent Consultant- NIRAS- End of Project Evaluation of the BBC Media Action Radio Waves & Tikambe Projects in Zambia.
June 2018	Consultant- Review of the Social Exclusion and Gender Analysis (SEGA) Formative Study Report: "To Inform VSO Zambia Strategic Planning and Programmatic Approach". Lusaka Zambia
April 2015	Associate Consultant- Harmonization of Policy, Legal and Regulatory Regimes on Access to Information in Zambia, Jesuit Centre for Theological Reflection and GIZ, Lusaka Zambia
September 2014	Lead Consultant- Constitution writing for Gender for Results Network- African Development Bank
October 2012	Lead Consultant on Economic Social and Cultural Rights- Jesuit Centre for Theological Reflection (JCTR)
February 2011	Lead Consultant- Training Workshop on the Universal Periodic Review process - OSISA – Swaziland and Zimbabwe
November 2010	Lead Consultant - Study on the HeRWAI Analysis of the Zambian Reproductive Health Policy: Addressing Low Access to Family Planning Services- AMANITARE
October 2010	Proposal writing –Law Association of Zambia -National Legal Aid Clinic For Women
November 2010	Lead Consultant on the Development of the Communication Strategy on engagement with UN human rights system – Swazi Lawyers for Human Rights.
August 2009	Lead Consultant - Regional training on civil society organization's engagement with international and regional human rights systems, OSISA.
August 2009	Resource Mobilization -Women and Law in Southern Africa Regional Office.

### **Publication**

July 2010	Author - Working with the Universal Periodic Review of the United Nations Human Rights Council: A Handbook for Civil Society Organizations.
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### **Supervised Publications**

September 2022	Development of Minimum Standards on GBV Village One Stop Centre
January 2016	Analysis of the Gender Equality Bill
August 2015	Democratization in Zambia: Introspection into Gains, Challenges and Prospects for the future.
May 2015	Assessment of the newly created District Councils.
November 2013	Analysis of the Zambia's Revised Decentralization Policy
April 2012	Analysis of the Draft Zambia Constitution

### **Reference**

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