

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT – Expert on Social Norms

TERMS OF REFERENCE	
Hiring Office:	The United Nations Population Fund (UNFPA) Regional Office for Eastern Europe and Central Asia in Istanbul
Purpose of consultancy:	The objective of this consultancy is to support UNFPA staff to build strategies on how to foster harmful social norm change through the application of the new conceptual framework for policy, advocacy, community-led dialogues and monitoring the norms change based on UNFPA – CARE Social and Gender Norms Change Framework under the Global GBSS Phase II Program Addressing Gender-Biased Sex Selection and Related Harmful Practices funded by EU in the South Caucasus 2020 – 2023.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The Global Program on addressing GBSS, funded by the EU, is implemented in the following countries: Armenia, Azerbaijan and Georgia.</p> <p>The objectives of the Program is to scale up the successful results and effective practices achieved during Phase I, address gaps, and to foster gender-transformative approaches to eliminate discriminatory social norms and harmful practices by scaling up effective, evidence-based interventions.</p> <ul style="list-style-type: none"> • Specific Objective Outcome 1: Coordination and oversight management strengthened • Specific Objective Outcome 2: Explored the contextual realities that underlie sex selection and its interconnectedness with other harmful practices. • Specific Objective Outcome 3: Indicators for tracking change and the impact of interventions developed and used. • Specific Objective Outcome 4: Improved social and cultural patterns of behaviour that are based on the idea of the valuing of girls. • Specific Objectives Outcome 5: Multi-stakeholder and multi-sectoral national and regional capacity for advocacy, development, implementation and monitoring and evaluation of policies and programmes to address sex selection are strengthened <p>Applying the social and gender norms framework is one of the main areas of programme interventions of Phase II, to measure and monitor changes in social norms and, based on the findings, design targeted awareness-raising campaigns to change minds and attitudes about culture and norms and send clear messages to, engage in conversations with communities about the role and value of girls and women in family and society, their human rights etc.</p> <p>Moreover, in 2022, the Global Programme was rebranded as the “Every Girl Counts” Strategy. The new program identity reflects UNFPA’s focus on social and gender norms change as the most transformative and sustainable pathway to ending harmful practices.</p> <p>Against this background, in close consultation with the UNFPA EECARO Gender team, Senior GBV Adviser/GHRCB, HQ, and three country office GBSS program teams, the consultant will be responsible for the following:</p> <p>1. Conduct capacity building hands-on practical training:</p> <ul style="list-style-type: none"> - Intro to the concept of gender and social norms from the human rights-based perspective - to strategize on how to foster discriminatory social and gender norms change; - how to flip the negative norms into positive norms and design the relevant key messages; - how to assess evidence of change in social and gender norms; - how to measure shifts in the building blocks of norms, e.g., knowledge, attitudes and behaviors; - what are the relevant standard indicators through introducing real case studies to present the proven tools to understand and measure norms;

	<p>2. Tailored technical assistance on applying/adapting the UNFPA-CARE framework on social and gender norms change related to harmful practices to:</p> <ul style="list-style-type: none"> - Armenia: - Support in identifying the format/approach to initiate discourse on discriminatory social and gender norms. - Propose mechanism for evidence collection on how to measure the impact of changes in the legal and statutory regulations on addressing discriminatory social norms and practices. - Propose mechanism to assess the value-added of the innovations and technologies in addressing the discriminatory social norms - Azerbaijan: - Identifying the influence of discriminatory social norms on GBSS, son preference, GBV, etc. - Tools to assess progress and results of the campaigns aimed at eliminating discriminatory social norms. - Georgia: - Support Georgia Gender Team to adapt and contextualise SN Change framework on GBSS to country specificities considering cultural and ethnic diversities. - Support to elaborate/identify relevant tools for measuring social norm change achieved through advocacy and communication initiatives implemented as part of GBSS programming in Georgia. - Elaborate a roadmap to work with local CSOs on social norm change and suggest mechanisms to assess the impact of their interventions in addressing discriminatory social norms. - Support Georgia Gender Team to elaborate a roadmap for applying SN Change Framework to advocacy and communication initiatives focused on changing discriminatory inheritance practices that favour sons over daughters.. 									
Duration and working schedule:	The consultant will work for a total of 22 workdays during the period of June 2023 - August 31, 2023.									
Place where services are to be delivered:	Home-based with one mission to Istanbul									
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<table border="1"> <thead> <tr> <th data-bbox="496 1563 831 1644">Deliverable</th> <th data-bbox="831 1563 1166 1644">Estimated number of days</th> <th data-bbox="1166 1563 1501 1644">Start day and deadline</th> </tr> </thead> <tbody> <tr> <td data-bbox="496 1644 831 2007"> Desk review of the available GBSS Program documents: Global, regional, national; Communication package, M&E framework, UNFPA-CARE Framework etc., Deliverable: Brief inception report of assignment that includes: 1) Work plan and methodologies of assignment; </td> <td data-bbox="831 1644 1166 2007">3 days</td> <td data-bbox="1166 1644 1501 2007">June 2023</td> </tr> <tr> <td data-bbox="496 2007 831 2114">Preparation for the sub-regional training in Istanbul</td> <td data-bbox="831 2007 1166 2114">4 days</td> <td data-bbox="1166 2007 1501 2114">June 2023</td> </tr> </tbody> </table>	Deliverable	Estimated number of days	Start day and deadline	Desk review of the available GBSS Program documents: Global, regional, national; Communication package, M&E framework, UNFPA-CARE Framework etc., Deliverable: Brief inception report of assignment that includes: 1) Work plan and methodologies of assignment;	3 days	June 2023	Preparation for the sub-regional training in Istanbul	4 days	June 2023
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	<p>Deliverable: Training plan with an outline of the contents to be covered and proposed participatory methods of delivery aligned to the contents.</p>		
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>Facilitate the three days capacity strengthening training for UNFPA staff (Georgia, Azerbaijan, and Armenia)</p> <p>Deliverable: Training report/Preparation of TA Plan</p>	<p>3 days</p>	<p>July, 2023</p>
<p>Supervisory arrangements:</p>	<p>Develop a plan and provide a remote-based TA with tailored activities for three countries</p> <p>Deliverable: TA plan agreed and fulfilled with three country offices and EECAR</p>	<p>10 days</p>	<p>July - August, 2023</p>
<p>Expected travel:</p>	<p>Final report</p>	<p>2 days</p>	<p>August 31, 2023</p>
<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>The timelines for the deliverables are subject to further discussion and agreeing with a consultant and COs:</p> <p>Facilitate a two days hands-on capacity strengthening workshop for Georgia, Armenia and Azerbaijan for UNFPA staff:</p> <p>prepare workshop concept and agenda, handouts;</p> <p>facilitate the workshop. (June - July, 2023)</p> <p>Follow up remote based technical consultations with workshop participants: Georgia, Azerbaijan and Armenia (July - August, 2023)</p> <p>Details of country-based deliverables are subject to further discussion and agreement with CO colleagues;</p> <p>The consultant will be directly supervised by Regional Gender Adviser, EECARO.</p> <p>International travel with location TBC.</p> <p>Education:</p> <p>Advanced Degree in Social Sciences, International Development, Gender/Women’s Studies or related field.</p> <p>Experience:</p> <ul style="list-style-type: none"> - A minimum of seven years of professional experience in international development programming in the area of gender equality, GBV and harmful practices; - Substantive knowledge and experience in international development on transforming patriarchal masculinities and social norms, including working with men and boys for gender equality; - A solid and culturally sensitive knowledge of social norms and behaviors within local communities and proven ability to liaise with a myriad of stakeholders and partners, including government, civil society, and grassroots organizations; - Demonstrated ability to design capacity-building strategies based on clear needs identification and understanding of the operating context, - Strong knowledge of UNFPA’s work on son preference and gender-biased sex selection. 		

	<p>Language Requirements:</p> <p>Fluency in English is mandatory.</p>
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	Consultant will be provided with all the relevant support and materials by UNFPA HQ, Regional and Country Offices.
Other relevant information or special conditions, if any:	<p>The consultancy fee will be paid for a total of 22 workdays as one lump sum upon satisfactory completion of all the deliverables and acceptance by UNFPA.</p> <p>The CoA to be used is: EUB36-RECA9GEN-GENKSMNORM</p>
<p>Signature of Requesting Officer in Hiring Office: Nurgul Kinderbaeva</p> <p>Date: 10-May-2023</p> <div style="text-align: right;"> <p>DocuSigned by:</p> <p><i>Nurgul Kinderbaeva</i></p> <p>1A9B176CE00A4A5...</p> </div>	

Cleared by:

Kamila Abdullaeva

10-May-2023

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