

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE	
Hiring Office:	UNFPA Eastern Europe and Central Asia Regional Office (EECARO)
Purpose of consultancy:	<p>Gender transformative programming is crucial in ensuring gender justice and women's rights. To truly transform gender relations that drive gender equality and justice requires engaging men and boys in our work to address how rigid and persistent gender norms impact power dynamics between men and women, but also among men. Rising conservatism and retraditionalization in the region, as well as the COVID-19 pandemic, has exacerbated gender inequalities and made gender roles more narrow and constricting, burdening everyone in the society. Engaging men and boys in achieving gender justice gives everyone more options in terms of their experiences, behaviors and choices.</p> <p>The Regional EECA MenEngage Platform, coordinated by UNFPA EECARO and Country Offices in the region, is an alliance comprising of non-governmental organizations, civil society organizations, government representatives, academics and UN partners across 17 countries in the Eastern Europe and Central Asia region. The EECA MenEngage Platform members aim to work collectively and individually to generate, disseminate and exchange knowledge and information on engaging men and boys in gender equality and addressing masculinities as an approach to gender-transformative programming, and provide a space for capacity development, and be a collective for joint actions for gender justice. Through this regional alliance, we seek to provide a collective voice on the need to challenge harmful gender norms, including through the engagement of men and boys alongside women and girls, to build and improve the field of practice around gender-transformation and advocating before policymakers at local, national and regional levels.</p> <p>Ultimately, the EECA MenEngage Platform contributes to scaling up gender-transformative programming by UNFPA and its partners, including working with men and boys in gender justice. The EECA MenEngage Platform complements and adds value by bringing on the lens of engaging boys and men in gender equality and addressing masculinities to the struggles and achievements of women's rights, feminist and social justice organizations/movements in the region, through strong partnership and collaboration. Ultimately, the platform aims to become an effective and sustainable tool for a civil society-led network.</p> <p>The platform was launched five years ago, and given the geopolitical, demographic and social changes that have occurred, UNFPA is looking to take stock of what the platform has achieved and update the platform's strategy in-line with regional priorities and needs, including supporting the transformation of the platform into an effective, inclusive and sustainable network that is civil-society-led.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The consultant will develop an updated and actionable four year strategy for the EECA MenEngage platforms. More specifically, the consultant is expected to:</p> <ol style="list-style-type: none"> 1) <u>Countries, partners and staff consultations and identification of priorities.</u> <ul style="list-style-type: none"> o Undertake a desk review of available publications, reports and products developed for the Men Engage platform, including the website, previous strategy and policy briefs. o Conduct consultations with regional and country staff (4-5) and partners (2-3) to identify their need, expectations and priorities for the strategy. o Draft a report (2-4) page to highlight consultations identifying key achievements, success, challenges and opportunities. 2) <u>Updated strategy the key issues, objectives, rationale and roles of different members in the strategy.</u> <ul style="list-style-type: none"> o The update should focus on the strategy's goals and objectives, its rationale based on the regional context and UNFPA's global strategy, the key issues the strategy will be addressing and how, and the role of the UNFPA EECARO office and country offices. o The update should ensure the end goal of creating a sustainable and effective network and exit strategy. 3) <u>Budgeted implementation plan for the strategy.</u> <ul style="list-style-type: none"> o Develop clear actions, including budget, HR requirements, time requirements, and responsibilities (country offices' and regional office's) to implement the strategy o Implementation plan should identify required actions and aspirational actions. o Implementation plan should work towards creating a sustainable and effective CSO-led network. 4) <u>Mapping of key regional stakeholders and actors.</u> <ul style="list-style-type: none"> o Identify potential regional partners and key stakeholders working on engaging men and boys for gender equality, and ways to engage with them.

	<ul style="list-style-type: none"> ○ Update country-based partner list. ○ Provide concrete recommendations on priority engagement and partnerships. <p>5) <u>Regional webinar to present the new strategy and action</u></p> <ul style="list-style-type: none"> ○ Prepare and facilitate a webinar to present the new strategy to UNFPA country offices in the region.
Duration and working schedule:	19.5 days between the end of May to July 2021.
Place where services are to be delivered:	Remote work and communication with UNFPA EECARO. No travel is foreseen.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>The Consultant is expected to deliver the following outputs with the deliverables to be produced and submitted to UNFPA EECARO in electronic format within the timeframe of this assignment:</p> <ul style="list-style-type: none"> ● Methodology and work plan - ½ day ● Consultations & report - 7 days ● Updated strategy - 4 days ● Implementation plan - 4 days ● Mapping of key stakeholders and actors in the region - 2 days ● Webinar - 2 days <p>The Consultant works in narrating and ensuring the quality of texts (structure, coherence of content, syntax, style, presentation) and will be responsible for editing of the document with a view to ensure clarity and continuity of the narration, internal consistency, including terminological accuracy, as well as general readability and accessibility to broad users.</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The work of the Consultant at all stages will be monitored and coordinated by the EECARO Gender Team, under the overall leadership of the Regional Gender Adviser.
Supervisory arrangements:	The Consultant will perform under the overall guidance of and report to the UNFPA EECARO Regional Gender Adviser and direct supervision by the Gender Specialist.
Expected travel:	Travel is not foreseen during the consultancy.
Required expertise, qualifications and competencies, including language requirements:	<p>Education & Experience:</p> <ul style="list-style-type: none"> ● Master's Degree in International Development, Gender Studies, Social Studies or related field ● Min 7 years of professional experience in the area of Gender, Masculinities, Development, Economy, Political or Social Studies or related field; ● Experience of development of multi-year actionable strategies, stakeholder mapping, communication and advocacy materials, analytical reports; ● Strong analytical skills; ● Previous experience in delivering similar assignments; ● The experience of work with the UN is an asset. <p>Language Requirement</p> <ul style="list-style-type: none"> ● Excellent spoken and written skills in English ● Knowledge of Russian is an asset <p>Corporate Competencies</p> <ul style="list-style-type: none"> ● Demonstrates integrity by modeling the UN's values and ethical standards; ● Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability; ● Treats all people fairly without favoritism.
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	Not applicable
Other relevant information or special conditions, if any:	The payment will be made as a lump sum amount (equivalent to 19.5 work days) to be paid at the end of the assignment, upon satisfactory completion of the deliverables and acceptance by UNFPA EECARO

	The COA to be charged is: RECA8GD2_X_PU0074_A_19000
Signature of Requesting Officer in Hiring Office: Date:	