**Terms of Reference for international consultant**

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| **1) Development and facilitation of the workshop on raising of CSOs’ capacities in engaging men to promote gender equality and changing social norms toward gender-based violence**  **2) Support in coordination and facilitation of the three-day regional workshop on addressing discriminatory gender social norms in CA countries** |

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| Hiring Agency: | UNFPA Country Office in the Republic of Kazakhstan (hereinafter - UNFPA) |
| The goals and objectives of consultants: | **International consultant to:**  **1) develop and facilitate a workshop for strengthening CSOs’ capacities in engaging men in promotion of gender equality, changing social norms toward gender-based violence**  **2) support a team leader in coordination and facilitation of the three-day regional workshop on addressing discriminatory gender social norms in CA countries**    **Background**  UNFPA is the UN specialized agency for reproductive and sexual health, population, and gender equality issues. Achieving gender equality requires the active involvement of men to turndown unfair gender stereotypes, establish healthy and trust-based relationships between men and women, and support and respect human and individual rights, so UNFPA actively supports and promotes at the global level the concept of engaging men in promoting gender equality.  Engaging men and boys in promoting gender equality and eliminating all forms of violence against women and girls is an important component for UNFPA and the government of Kazakhstan. Men Engage concept is reflected in the Family Demographic Policy of the Republic of Kazakhstan as one of the priorities.  UNFPA in Kazakhstan has been implementing projects on the promotion and integration of Men Engage concept since 2019. The very first survey on the Role of Men and the level of their involvement into family life and parenthood conducted with support of UNFPA in 2021 showed that women's needs for their spouses' help with household chores are in most cases not fully met and childcare responsibilities are often carried out by women. It is noteworthy that, according to the results of the study, almost every fifth man (21%) shares the opinion that a woman should endure violence in order to save her family. Among women, there are also those who agree with this opinion (9%). According to the latest Analytical report on public perception of gender equality and women’s empowerment in Kazakhstan (2024), demonstrates that the complex of existing stereotypes about socially determined gender roles, according to which the main function of women is the birth and upbringing of children, largely determines the gender inequality that exists in Kazakhstan. More than half of the surveyed women (53.6%) and three thirds of the surveyed men (67.9%) agree with the statement “The main duty of a woman is to create the comfort of the family, the upbringing, development and health of her children, she should not work.”  These data suggest that further work with society is needed to change such social norms. In order to change negative social norms and individual behavior there is a need to address the systems and groups—peers, families, communities, media, and policies—that influence how people internalize, reproduce and reinforce gender inequitable norms. This could be done through work with civil society organizations, communities, religious leaders, building capacities of CSOs working in the field of promoting gender equality and preventing violence against women and girls on fatherhood involvement, healthy boyhood, issues of equality etc.  Therefore, within the framework of the UK Integrated Security Fund project “Strengthening prevention and response to violence against women and girls in Central Asia” (UK ISF) countries implement activities to shift discriminatory social norms. Recognizing that GBV is not merely a result of individual behaviours but rather deeply ingrained in social norms, gender biases, roles and stereotypes, discriminatory practices, and unequal power dynamics, the UK ISF project adopts a holistic, gender-transformative approach that aims to challenge and change these root causes across multiple levels of intervention.  Taking into consideration all listed above UNFPA is planning to conduct two workshops for different audiences. Both these workshops will be implemented within the framework of the UK ISF project. Recognizing that GBV is not merely a result of individual behaviours but rather deeply ingrained in social norms, gender biases, roles and stereotypes, discriminatory practices, and unequal power dynamics, the UK ISF project adopts a holistic, gender-transformative approach that aims to challenge and change these root causes across multiple levels of intervention.  **UNFPA will hire one international consultant to:**  1) conduct a **workshop for strengthening CSOs’ capacities in engaging men in promotion of gender equality, changing social norms toward gender-based violence.** The consultant willdevelop and facilitate the workshop on raising of CSOs’ capacities in engaging men to promote gender equality and changing social norms toward gender-based violence. International consultant will work in collaboration with national expert.  2) support a team leader to conduct and facilitate **a three-day regional workshop on addressing discriminatory gender social norms in CA countries.**  ***Task 1:***  1) **An international consultant** will develop and facilitate two 3 days workshops (in two cities of Kazakhstan: Almaty and Astana) for the representatives of CSOs on engaging men, changing social norm, gender issues, GBV.  Target audience:  Representatives of civil society (NGOs, activists, journalists, educators and other stakeholders) working in the field of human rights, gender equality and violence prevention.  Aim of the workshop:  To increase the capacity of participants in the issues of involving men in the prevention of gender-based violence through the development of skills, knowledge and tools for changing gender norms and stereotypes.  Objectives of the workshop:   * To provide participants with knowledge about theoretical and practical approaches to involving men in gender equality, based on the MenEngage concept. * To show the role of men in preventing violence through the transformation of gender stereotypes and strengthening healthy masculinity. * To discuss regional and international experience, including successful cases from Central Asia and the world. * To develop practical skills of communication, support and interaction with men as allies in the fight against gender-based violence. * Provide a safe space to discuss personal and professional challenges related to men’s involvement. * As part of the workshop, participants will develop products, concepts or projects aimed at involving men in the prevention of gender-based violence, which can be implemented in their professional activities.   ***Task 2:***  2) **An international consultant** will support a team leader in coordination and facilitation of the three-day regional workshop on addressing discriminatory gender social norms in CA countries.  Target audience:  Representatives of authorities from Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan, representatives of FBOs and religious leaders, community leaders, representatives of CSOs working on engaging men and boys, positive masculinity, changing gender stereotypes and discriminatory social norms, as well as Associations of PwD.  Aim of the workshop:  The workshop aims to move beyond theoretical discussions/experience and good practices sharing and provide practical, actionable steps for tackling discriminatory gender norms in meaningful and effective ways.  Objectives of the workshop:   * Deep Understanding of discriminatory Gender Norms: To provide participants with a comprehensive understanding of discriminatory gender norms and their impacts on individuals and communities, and how to develop gender transformative strategies to address discriminatory gender norms. * How to identify discriminatory gender social norms and * What works and what does not work to address discriminatory gender norms * To identify gaps and limitations in current strategies/policies/practices and explore why some practices may not effectively challenge discriminatory gender norms. * Development of Practical Solutions: To engage participants in collaborative problem-solving to develop actionable strategies for addressing and transforming discriminatory gender norms. * Enhancing Skills and Knowledge: To build participants’ skills in analyzing gender norms, designing effective interventions, and measuring impact. * Fostering Collaboration and Networking: To create a platform for participants to share experiences, challenges, and successes related to addressing gender norms. |
| Scope of Work:  (Description of services, activities, or results) | 1) **An international consultant** will work on the development and facilitation of a workshop on engaging men for the CSO representatives.  **International consultant** is responsible for completing the following tasks:  1. Review all documents on engaging men developed with support of UNFPA (situational analysis, strategy, communication plan, guideline on how to be responsible Men and husband, guideline on how to conduct Men Engage training, etc,) and other relevant documents and publications on men engage available from other sources.  2. Develop a Concept Note and Agenda of the workshop for CSOs’ on engaging men and changing social norms toward GBV.  3. Prepare presentations, distribution materials/handouts for the workshop, such as presentations, case studies, and pre-; post-tests. Ensure these materials are adaptable for the local context.  4. Facilitate two workshops in Astana and Almaty.  5. Prepare a detailed report on workshop outcomes, integrating feedback from participants.  **Result:**   |  |  |  | | --- | --- | --- | |  | **Result** | **Deadlines** | |  | First draft of a Concept Note and agenda is submitted to UNFPA for review and approval | **21 February 2025** | | Final Concept Note and Agenda is approved by UNFPA | **28 February 2025** | | Materials for the workshop developed and submitted to UNFPA for approval | **6 March 2025** | | 3-days workshop conducted in Astana  3-days workshop conducted in Almaty | **10-12 of March 2025**  **13-15 of March 2025** | | Final report on workshop conduction is submitted to UNFPA | **21 March 2025** |   2) **An international consultant** will support a team leader in coordination and facilitation of the three-day regional workshop on addressing discriminatory gender social norms in CA countries.  **International consultant** is responsible for completing the following tasks:   1. Review relevant literature and data (Situational Analysis of Men and Gender Equality in the Central Asia Region; Analytical report on public perception of gender equality and women’s empowerment in Kazakhstan and others) to understand the specific context and requirements of the workshop participants. Based on the review provide analysis exploring the link between tolerance to GBV, resistance to gender equality and women’s rights and radicalization and conflict. Present findings during the workshop. 2. Jointly with a team leader to develop and provide workshop materials (including in Russian for workshop participants) such as presentations, case studies, and pre-; post-tests. Ensure these materials are adaptable for the local context. 3. Facilitate sessions and discussions related to the MenEngage and youth involvement, focusing on sharing global perspectives and experiences on positive gender social norms, positive masculinities, and addressing discriminatory gender norms and stereotypes. 4. Support a team leader (provide inputs) to prepare a detailed report on workshop outcomes, integrating feedback from both international and local perspectives.   **Results:**   |  |  |  | | --- | --- | --- | |  | **Result** | **Deadlines** | |  | Review relevant literature and data and based on the review provide analysis exploring the link between tolerance to GBV, resistance to gender equality and women’s rights and radicalization and conflict. | **19 February 2025** | | Prepare materials for the training | **21 February 2025** | | Jointly with a team leader to conduct the training | **On February 26-28** | | Jointly with a team leader prepare and submit the consultancy report (in case of any comments/recommendations by UNFPA, the revised final report should be submitted by March 13th). | **7 March 2025** | |
| Duration and work schedule | 17 February to 31 March 2025 |
| The place where the services are to be provided: | Remotely and offline during the workshop (place and time to be confirmed) |
| Dates and ways of submission (for example, electronic version, printed version, etc): | The results of the work should be submitted in accordance to the set deadlines. The materials of the training should be submitted in electronic format (Word, PDF).  Reports to UNFPA on completed tasks and activities should be also provided. |
| Monitor and control the process, including reporting requirements, frequency format, and submission deadline: | Monitoring of implementation will be done by Yuliya Lyssenkova, HIV Analyst, [lyssenkova@unfpa.org](mailto:lyssenkova@unfpa.org); and Sholpan Olzhabayeva, Project Coordinator, [olzhabayeva@unfpa.org](mailto:olzhabayeva@unfpa.org) |
| Oversight mechanisms: | Guidance and clarification on tasks for the consultants will be provided by UNFPA HIV Analyst Yuliya Lyssenkova (lyssenkova@unfpa.org) under the overall guidance of UNFPA SRH Analyst Setik Tanirbergenov ([tanirbergenov@unfpa.org](mailto:tanirbergenov@unfpa.org)); Sholpan Olzhabayeva, Project Coordinator (olzhabayeva@unfpa.org). |
| Expected travel: | Travel to Almaty and Astana will be covered by implementing partner. |
| Required knowledge, qualifications and competencies, including language requirements: | **Competencies:**  **Core Values:**  Tolerance and respect  Integrity  Professionalism  **Key competencies:**  Gender awareness and sensitivity  Accountability  Effective communication  Analytical skills  **Qualification requirements for the international consultant:**   * Higher education in one of the humanities, etc., master's degree in the mentioned sciences will be an advantage. * Extensive experience (at least 10 years) in gender equality, gender-based violence, addressing discriminatory gender norms, working on MenEngage or related fields. Experience with various gender norms in different cultural contexts is valuable. * Extensive experience (at least 10 years) in developing training materials on GBV issues, gender equality and social norms, positive masculinity, including involvement men and boys. * Experience in developing situation analysis, strategy, policy documents on involvement of men and boys in promoting gender equality and GBV prevention and response. * Demonstrated knowledge and understanding of sexual and gender-based violence (SGBV) agenda, gender equality issues, especially in Central Asian countries and Kazakhstan, deep knowledge of men engage concept, positive masculinity and social norms. * Experience working with UN agencies or other international organizations on similar assignments in gender equality, men engage, and human right issues is preferred. * Work experience on having undertaken similar assignments. * Russian - is a mandatory requirement, English is an advantage. |
| Services provided by UNFPA (e.g., support services, office space, equipment), if applicable: | * Toolkits, research, social surveys, and innovative approaches to understanding, preventing, and responding to sexual and gender-based violence and harmful practices. * A Guidance for Men: <https://kazakhstan.unfpa.org/sites/default/files/pub-pdf/unfpa_fatherhood_web_final_rus.pdf> * Training materials for men: <https://kazakhstan.unfpa.org/sites/default/files/pub-pdf/fin._trening_po_otcovstvu_rus_1.pdf> * Study of the UNFPA Kazakhstan country office for 2021 "The role of men, their degree of involvement in the family life and child rearing in Kazakhstan: results of a comprehensive national sociological study". * Situational analysis, Strategy and Communication plan on engaging men for CA countries. * Situational Analysis of Men and GenderEquality in the Central Asia Region. * Analytical report on public perception of gender equality and women’s empowerment in Kazakhstan: <https://www.undp.org/kazakhstan/publications/public-perception-gender-equality-and-expansion-womens-rights-and-opportunities-kazakhstan> |
| Other relevant information or special conditions, if any: | UNFPA will be making payments upon satisfactory submission of deliverables:  UNFPA will pay the consultant a lump sum fee in the amount of after the submission of all materials that meet the requirements of these terms of reference and are accepted by UNFPA in the following amounts:  1) **$3,500** for preparation and facilitation of the workshop on raising of CSOs’ capacities in engaging men to promote gender equality and changing social norms toward gender-based violence;  2) **$1,400** for supporting the team leader in coordination and facilitation of the three-day regional workshop on addressing discriminatory gender social norms in CA countries.  Travel-related expenses for the missions to conduct the workshops are not included in this TOR and will be additionally covered by UNFPA in Kazakhstan in accordance with UNFPA travel policies.  The contractor is not entitled to draw for the execution of this assignment by third parties and provide the results to third-party entities other than UNFPA. The intellectual property rights on the results of this assignment belong to UNFPA.  Should the deliverables not be submitted on time and do not have been of the expected quality, UNFPA reserves the right to reduce the consultants fee by 10%. |
| Signature of the requesting employee at the hiring office:  Date: 31 January 2025 | |

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