

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE	
Hiring Office:	UNFPA Nepal
Title	Gender Equality and Gender Based Violence Consultant
Purpose of consultancy:	<p>UNFPA is the UN’s sexual and reproductive health agency, taking the lead in delivering a world where every pregnancy is wanted, every childbirth is safe and every young person’s potential is fulfilled. UNFPA Nepal entered its 9th Country Programme in January 2023, that aligns with national priorities, the 2030 Agenda for Sustainable Development, the ICPD Programme of Action, the Convention on the Elimination of All Forms of Discrimination against Women, the UNFPA strategic plan, 2022–2025, and the UNSDCF, 2023–2027. The Country Programme aims to contribute to and accelerate achievement of the 2030 Agenda, in particular SDGs 3 and 5 and the three UNFPA transformative results. The vision of the programme is to accelerate the achievement of universal access to sexual and reproductive health and reproductive rights, with a focus on reducing preventable maternal deaths, unmet needs for family planning, gender-based violence, child marriage and other harmful practices.</p> <p>The UNFPA Nepal Country Office manages a portfolio of Gender-Based Violence (GBV) programs, focused on GBV prevention and strengthening multi sectoral essential GBV services and addressing harmful practices. This includes its flagship GBV Prevention and Response (GBVPR) project - II, jointly funded by the Governments of Norway and Switzerland; two global projects on harmful practices addressing early childhood marriage and gender biased sex selection. During the COVID pandemic, UNFPA, with support from the European Union implemented the GBV Response to COVID-19 context in Nepal project, which is currently being scaled up as part of a joint UN program “Empowered Women Prosperous Nepal,” that brings together three other UN Agencies, ILO, UNICEF, UNWOMEN and UNFPA.</p> <p>The second phase of GBVPR program is supported by the governments of Switzerland and Norway and it is expected to conclude in August 2024. The goal of the project is to reduce all forms of gender-based violence and discrimination against women and girls in Koshi and the Sudurpaschim Province in Nepal. To achieve this goal, the project has pursued outcomes in 3 areas: i) primary prevention through changing social norms at the community level; ii) strengthening multi-sectoral, survivor-centred services for GBV survivors; and iii) policy engagement with the local, provincial and federal governments to adopt and implement policies and budgets for the promotion of gender equality and the empowerment of all women and girls.</p> <p>This position is intended to provide temporary cover for GBV Program Analyst – in the Koshi Province. The incumbent has to assist the country office in management, coordination and implementation of the GBVPR-II project activities in the three districts of the province. Under the direct supervision of the GBV Programme Specialist, the consultant will substantively contribute to the effective implementation of the GBVPR-II activities, based in Biratnagar. S/he will provide high quality project and programme management, implementation, and coordination support to ensure compliance with international standards across the UNFPA mandated areas of work. S/he will bridge the gap between the Field and the Kathmandu teams to ensure smooth operation of the GBVPR–II both operationally and technically. S/he will provide necessary guidance to the Program Coordinators based in Udaypur and Okhaldhunga and the Administrative and Finance Associate based in Biratnagar to ensure full policy compliance as well as cost effective, timely and high-quality delivery of the programmatic interventions.</p> <p>The Gender Equality and GBV consultant will provide technical guidance to the UNFPA staff based in the provincial and district offices, the provincial and local counterparts and implementing partners. S/he:</p>

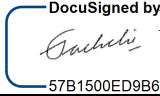

	<p>Plays a key role in supporting the provincial and local authorities to advance gender equality, GBV elimination and reproductive rights goals in line with the 9th Country Program. S/he will be part of the GBVPR-II Project and based in the UNFPA GBVPR-II Project Office in Biratnagar.</p> <p>Engages with policy-makers and other key actors at provincial and local level to support the development of an enabling environment for advancing gender equality, women's empowerment and reproductive rights, including the prevention of discrimination, gender-based violence (GBV) and harmful practices. This includes advocacy and policy advice for the prioritization of gender both as a stand-alone priority area of work as well as to mainstream elements in the overall legal, policy and development programme frameworks; it further includes technical assistance as needed.</p> <ul style="list-style-type: none">• Ensures high quality technical support through policy and advocacy, capacity building, knowledge management and service delivery related interventions. This includes activities in the development context as well as in humanitarian settings.• Provides support to manage the implementing partners and program interventions in the Koshi province, Biratnagar metropolitan city while coordinating with and providing technical leadership to the program coordinators based in Udaypur and Okhlahdunga districts.• Establish and maintain positive working relationships with government counterparts, other UN agencies, civil society organizations, women's, adolescents and youth networks, multi-lateral organizations and bi-lateral donors to address emerging issues effectively and coherently to facilitate programme delivery.
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<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Coordination</p> <p>Actively participate and contribute to plans, programs and policies for Gender Equality and Women’s Empowerment, GBV prevention and response in close collaboration with the Ministry of Social Development (MOSD), local governments, Multi-sectoral GBV referral institutions, GBVPR implementing partners, member of protection/ GBV sub cluster as well as other programs supported by the SDC and RNE including UN programs and projects.</p> <p>Policy Advocacy</p> <ul style="list-style-type: none"> • Engage with government counterparts at the provincial and local levels to advocate for, and support the development of evidence-based laws and policies that promote gender equality, women’s empowerment, reproductive rights and the elimination of gender discrimination and gender based violence with an emphasis on identifying and addressing the needs of those women and girls who are left behind; • Lead the organization of a multi- sectoral dialogue in Koshi province to unpack the existing policies that support GEWE and GBVPR goals and identify gaps. Document the recommendations from the meeting and devise plans to re-engage with the stakeholders for the implementation of the recommendations and action plans. • Provide technical and management support to the activities aiming to develop capacity of provincial and local level officials to develop strategies and plan of actions in the field of gender equality, gender-based violence, and harmful practices in development and humanitarian settings; • Support UNFPA personnel and partners to carry out evidence-based advocacy for the inclusion of gender equality and gender-based violence interventions in local level development plans and budgets; • Work for leveraging resources from provincial and local government towards gender equality, gender responsive budgeting, women and girl's empowerment, GBV prevention and response services and harmful practices. • Work closely with the relevant development partners working on the ground to ensure coherence and coordination across UNFPA’s mandate areas and contribute to ‘breaking silos’ among thematic areas; • Represent UNFPA in relevant technical and coordination fora and contribute to maintaining UNFPA’s reputation as a provider of high quality technical advice and assistance in the area of gender equality and gender-based violence prevention and response; • Convene concerned development partners to ensure coherence and coordination among key actors and programs in the province for optimal efficiency in the use of resources and outcomes, as needed. <p>Technical Support</p>
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	<ul style="list-style-type: none"> • Contribute to the capacity of provincial and local level institutions and other relevant partners for the delivery of a range of interventions that promote gender equality and the empowerment of women and girls and eliminate gender based violence in line with the UNFPA’s Ninth Country Programme for Nepal; • Ensure quality of training activities through facilitative supervision and monitoring undertaken jointly with government and partners, where feasible; • Advise UNFPA and implementing partners on appropriate approaches to changing harmful social norms and practices, and preventing gender-based violence, and provide regular updates based on evidence of “what works” in relation to strategies and interventions in the Koshi province; • Create knowledge assessing on-going programmes and projects, document lessons learned, good practices and replicable practices and actively share and apply this knowledge; • Provide technical support to the relevant GBVPR personnel and implementing partners, and apply specific capacity building tools and interventions in areas relating to gender equality; • Review provincial and local level work plans and ensure the relevant UNFPA supported components are consistent with UNFPA’s Ninth Country Programme Results and Resources Framework including on humanitarian response; • Provide technical support for strengthening mechanism for health response to gender-based violence. <p>Monitoring and Evaluation</p> <ul style="list-style-type: none"> • Support monitoring of GBVPR –II interventions, making regular field visits, providing technical oversight to ensure activities are implemented on a timely basis, with high technical quality, and in line with national standards, protocols and guidelines, including compliance with UNFPA rules regulations, and policies. • Provide support to organize and document the discussions from the oversight meetings at the provincial as well as local level. • Assist in the oversight of operational research and evaluations, as planned; • Lead the meetings with GBVPR-II IPs and field based teams on a monthly, basis for a strong understanding of the context, timely identification and escalation of issues. • Contribute to donor reporting, consolidating periodic results reporting and the experiences from the field. • Identify success stories and good practices relating to addressing gender equality, GBV, harmful practices, and collaborate with UNFPA Communications Team to produce relevant materials. <p>Support any additional related responsibilities that may be deemed relevant for the successful implementation of the UNFPA 9th Country Programme at provincial and local level.</p>
Duration and working schedule:	Full time consultancy for four (4) months.

Place where services are to be delivered:	Biratnagar
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>The consultant shall be paid on a monthly basis but will have to contribute to the following deliverables in addition to day to day support to the management.</p> <p>Deliverables:</p> <ol style="list-style-type: none"> 1. Knowledge documentation on good practices and lessons in terms of strengthening GBV prevention and response referral services in the Koshi province by 30 June 2023. 2. A composite of policies and programs in the Koshi province and the three program districts, Morang, Udaypur and Okhaldhunga contributing to the GEWE and GBVPR agenda and the gaps by 15 July 2023. 3. A meeting report from a provincial engagement with the relevant stakeholders on policy support to the provincial and local governments on GEWE and GBVPR policy support. 4. Meeting minutes documenting discussions and outcomes from coordination meetings with other UN, government and implementing partners.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The consultant will be paid on a monthly basis. GBV Program Specialist will ensure completion of assigned tasks and make recommendations for the payment.
Supervisory arrangements:	The consultant will work under the direct supervision of the GBV Program Specialist and in close collaboration with the UNFPA Gender team in Kathmandu.
Expected travel:	Travel to GBVPR focused districts in the Province as and when required.

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>Education:</p> <ul style="list-style-type: none">• Advanced degree in Gender; human rights, social sciences, Population and Development and/or other related field. <p>Knowledge and Experience:</p> <ul style="list-style-type: none">• Two years of progressively relevant experience in policy and advocacy as well as in programme planning, management, monitoring and evaluation, in a related field preferably within the UN system;• Good analytical skills and ability to understand and adapt to complex socio-cultural backgrounds;• Excellent knowledge of the government systems and its functions, particularly related to gender and population activities;• Demonstrated leadership, facilitation and team working skills, and ability to establish harmonious working relations with other UN agencies, I/NGOs and most importantly with the Government;• Demonstrated capability of good understanding of technical cooperation in gender and population, including humanitarian preparedness and response;• Experience in the usage of computers and office software packages;• Experience in gender-related data management, analysis and meaningful interpretation;• Excellent command of oral and written English and Nepali are essential; knowledge of other local language will be value addition;
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Working conditions:	Admin. Requirements		
	Location:	Office space required:	Others:
	Biratnagar	Yes	
	IT requirements		
	Desktop required:	Email access:	Others:
Yes	Yes	Cell phone	
Other relevant information or special conditions, if any:			
COA	NPL092GE-ZZM25-OPSCOSTPOST		
Signature of Requesting Officer in Hiring Office:		Date:	02-May-2023
Signature of UNFPA Representative:		Date:	08-May-2023