

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title: Develop Gender Programmatic Review for the UNICEF Indonesia Country Office	Duty Station: Home-based
Purpose of Activity/Assignment: <p>UNICEF Indonesia Gender Action Plan 2024-2025 identifies areas of priority focus for promoting gender equality in the remainder of the current CPD (2021-2025). To strengthen the office's commitments to gender equality, UNICEF Indonesia is looking for a gender consultant to conduct a GPR and identify the gaps and opportunities in gender integration across all sectors of UNICEF work: Nutrition, Health, WASH, Education, Child Protection, Social Policy and Social and Behaviour Change (SBC). The recommendations from the GPR will inform the development of the new Country Programme Document (CPD) (2026-2030). It will be an opportune moment to align the new CPD with the next global Gender Action Plan (forthcoming).</p> <p>The consultant will be provided with the GPR toolkit and internal documentation, tools and resources from the country office. Further inputs will be provided based on discussion rounds with UNICEF Indonesia staff, implementing partners and government counterparts.</p>	
Background: <p>Indonesia has made significant strides in promoting gender equality through legislative and policy measures aligned with international human rights standards. Notable achievements include the passage of the 2022 Sexual Violence Crime Law and Regulation 30/2021 on Sexual Violence in Higher Education. The country's legal framework, including the Law on Human Rights and laws addressing domestic violence and child protection, emphasizes gender equality and non-discrimination.</p> <p>The government's commitment to gender equality is reflected in the integration of gender perspectives into the 2020-2024 National Medium-Term Development Plan (RPJMN), targeting an increase in the Gender Development Index and Gender Empowerment Index. While progress has been made, challenges persist, such as exceptions to the minimum marriage age and concerns regarding the new Criminal Code, which may infringe on women's, religious minorities', and LGBT individuals' rights. The Criminal Code introduces positive measures against sexual violence on children but also raises concerns about privacy rights, criminalizing consensual sex outside of marriage, and limiting access to sexual and reproductive health information.</p> <p>Liberal and religious tensions regarding premarital sex in Indonesia create significant barriers to sexual and reproductive health services for young people. This contributes to a high adolescent fertility rate of 36 births per 1,000 women aged 15-19.* Stigmatization of premarital sex, along with discrimination by healthcare providers, leaves sexually active but unmarried young individuals struggling to access essential information, contraception, and healthcare. Most adolescent pregnancies occur within the context of union (marriage or cohabitation), but about one in four women conceived outside of union, and of these women, 92 per cent were married or in a union by the time they gave birth.† Child marriage rates at the national level have been decreasing over the last decade, from 14 per cent in 2011 to 8.06 per cent of girls married before their 18th birthday in 2022.‡</p> <p>The Global Gender Gap Index§ indicates setbacks in Indonesia's gender parity scores, with declining representation of women in senior roles and a wide income gap. Challenges persist across different sectors, impacting children, adolescents, and young people, emphasizing the need for continued efforts to address gender-related issues.</p>	

* Indonesia Demographic and Health Survey. 2017

† Harvey, Chloe M., Ingrid FitzGerald, Jo Sauvarin, Gerda Binder, and Karen HumphriesWaa. 2022. 'Premarital Conception as a Driver of Child Marriage and Early Union in Selected Countries in Southeast Asia and the Pacific.' *Journal of Adolescent Health* 70 (3, Supplement):S43-S6.

‡ Statistics Indonesia (bps.go.id)

§ https://www3.weforum.org/docs/WEF_GGGR_2023.pdf

Scope of Work:

The Gender Programmatic Review process will include the following main components:

1. Carry out a desk review of key programme documents of the Indonesia Country Office (ICO): Strategy Notes, Annual Workplans; Annual reports; sector related reports and evaluations; and a selection of key tools/guidelines deployed in each section;
2. Facilitate a discussion with sector focal points (e.g. through the ADAP-Gender WG) to present the results of the desk review and propose workplan for the GPR in keeping with global guidance.
3. Carry out consultations with key stakeholders: UNICEF Indonesia management; key programme staff (Chief of sections with gender focal points), partners (both implementing partners, youth organisations and government counterparts). The consultations aim at mapping gaps and opportunities in existing programmes, partnership and approaches; identifying opportunities for strengthening UNICEF gender equality programming.
4. Identify and analyse causes of gender inequitable outcomes underlying the GAP priorities identified in Indonesia. The analysis will assess opportunities and facilitating factors that could contribute or hamper success of impact of gender programming, with specific attention to the potential impact of the Criminal Code (see above).
5. Submit the final GPR report incorporating feedback and present to the country office during a debriefing session the identified challenges, recommended priorities and proposed interventions to improve gender-responsive and gender-transformative programming in the Indonesia Country Office. The GPR should include strategic sector-specific recommendation for integration in the sector specific Programme Strategic Notes and to inform the next Country Programme Document (2026-2030).

UNICEF recognises that women and children with disabilities and those with HIV face multiple and intersecting challenges which will need to be reflected in the Gender programmatic Review analysis and recommendations.

Supervisor: Celine Herbiet

Start Date: 9 April 2024

End Date: 15 August 2024

Work Assignment Overview

Tasks/Milestone	Deliverables/Outputs	Timeline
1. Carry out a desk review of key programme documents of the Indonesia Country Office (ICO): Strategy Notes, Annual Workplans; Annual reports; sector related reports and evaluations; national gender strategies or action plans.	Prepare an inception report (no more than 5 pages) with methodology and work plan for the GPR exercise.	April 20, 2024
2. Inception meeting with key stakeholders (findings from desk review and workplan/inception report)	Presentation of findings and proposed approach for ICO management and chiefs of section	April 30, 2024
3. Conduct interviews with UNICEF ICO staff and key stakeholders to identify gaps and opportunities. Discussions with each sector to map gender related activities and have an in-depth discussion on the areas selected for the analysis.	Identify and analyse causes of gender inequitable outcomes. Assess the current ICO programmes through the "Gender related Barriers and Bottleneck" lens. Assess opportunities and facilitating factors.	May 30, 2024
4. Submit final Gender Programmatic Review Report incorporating feedback from staff; and presentation that includes executive summary, methodology, in	Submission of electronic copy of the following documents • Power Point presentation to staff of key findings and recommendations.	July 5, 2024

United Nations Children’s Fund

<p>depth analysis findings, recommended gender priorities.</p>	<p>• UNICEF ICO GPR Report.</p> <p>Final debriefing session for ICO senior Management, RO advisors and programme managers</p>	
<p>Minimum Qualifications required: <input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>Enter Disciplines: Advanced degree in Economics, Law, Social Sciences, Development studies, Political Sciences, Public Health, Statistics or related fields.</p>		<p>Knowledge/Expertise/Skills required:</p> <ul style="list-style-type: none"> - A minimum of 10 years of work in Gender, Women’s Rights, Adolescent and Young People programming and strategy development. - Demonstrable experience and expertise in gender equality with special focus on strategy development, programme development, monitoring of gender results and budgeting for gender equality programmes - Proven professional experience in integrating gender into any of the following areas of UNICEF work; WASH, Health, Nutrition, Education, Child Protection, Social Policy, Adolescent Programming and Social and Behaviour Change - Strong technical skills in gender, research and ability to support countries especially on gender assessments or reviews in the UN system. - Knowledge of gender analysis tools and their application in strategy development - Knowledge of disability rights and programming - Excellent communication skills both oral and writing - Knowledge of Indonesia context is a great asset. - Demonstrable expertise in research including data collection, data analysis and reporting. - Proven experience of rights based approaches to development

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

UNICEF offers [reasonable accommodation](#) for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during

United Nations Children's Fund

your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.