

## TERMS OF REFERENCE

### Gender Equality National Consultant

**Individual Consultant is expected to perform this assignment in combination of both remote and office based work model with possible field missions based on needs.**

**Duty Station:** Yerevan CO, Armenia

**Supervisor:** UNICEF Social Policy Specialist

**Time-frame:** from 20 February to 20 December, 2024

**Purpose of Activity/Assignment:**

The purpose of this assignment is to support UNICEF Armenia CO in gender equality programming with a particular focus on gender analysis and gender programme review, engagement in family-friendly policies, validation and finalization of virtual safe space content on VAWG for adolescent girls and young women, improvement of knowledge and capacities on gender-responsive teaching and learning, engagement of girls in STEM and expert support in increasing the gender-responsiveness of social policies.

**Scope of Work:**

In line with the 2021-2026 Country Programme Document, UNICEF identifies and promotes positive gender socialization practices, gender equality and non-discrimination in policies and services thus contributing to greater equality between boys and girls in Armenia. The refugee response requires further expert engagement on gender equality, ensuring that gender CCCs and commitments are properly reflected in UNICEF's response actions. At the same time, in line with the humanitarian-development nexus, there is a need to ensure proper follow-up on cross-sectorial gender equality programming thus linking it to the newly developed multi-year workplan between UNICEF and the Government.

Technical expertise is required in a number of areas, including:

1. Review of gender and GBV analyses by UN sister agencies and provision of technical inputs, as well as development of a gender snapshot based on multi-sector needs assessment findings led by UNICEF;
2. Conducting and documenting a light gender programme review, including in alignment with CPD evaluation processes;
3. Provide expert support in designing follow-up recommendations and actions to the case study on family-friendly policies in collaboration with UNICEF and UNFPA;
4. Revision, validation and support in uploading of articles on VAWG and support in discussions and improvement of virtual safe space content and functionality for adolescent girls and young women;
5. Contribution to cross-sectorial interventions, including on engagement of girls in STEM and gender-responsive teaching and learning;
6. Support to review of social policies, including strategies and legal packages, from the gender equality perspective;
7. Participation in relevant meeting with Ministries and partners, as well as contribution to design and implementation of awareness raising interventions on key dates.

**Budget Year:**

2024

**Requesting Section/Issuing Office:**

*Social Policy*

**Reasons why consultancy cannot be done by staff:**

*The consultancy requires very specific expertise and knowledge of gender equality programming, including in emergency situations. The post of the Gender Equality Officer has been vacant since November 2022 and has been taken over in part by the Social Policy Specialist, however, considering the volume of technical and expert work, there is a need to engage a substantive expert to support in catering for proper substantive inputs and engagement in gender equality programming across sectors and also as part of the refugee response.*

<b>Work Assignment Overview</b>		
Tasks/Milestone:	Deliverables/Outputs:	Timeline
1. Review of gender and GBV analyses by UN sister agencies and provision of technical inputs, as well as development of a gender snapshot based on multi-sector needs assessment findings led by UNICEF, including contribution to gender programming in emergency response;	Prepared gender snapshot from MSNA and provided contributions to gender and GBV analyses and gender in emergency response	March 2024
2. Conducting and documenting a light gender programme review, including in alignment with CPD evaluation processes and in line with UNICEF guidelines;	Light gender programme review conducted	July 2024
3. Provide expert support in designing follow-up recommendations and actions to the case study on family-friendly policies in collaboration with UNICEF and UNFPA;	Follow-up recommendation to GRFP case study provided	April 2024
4. Revision, validation and support in uploading of articles on VAWG and support in discussions and improvement of virtual safe space content and functionality for adolescent girls and young women in line with child safeguarding and data protection principles;	VAWG articles validated and finalized and virtual safe space functionality improved in collaboration with UNFPA	May-June 2024
5. Contribution to cross-sectorial interventions, including on engagement of girls in STEM and gender-responsive teaching and learning;	Two successful initiatives implemented	September 2024
6. Support to review of social policies, including strategies and legal packages, from the gender equality perspective;	At least three social policy packages reviewed and improved from gender equality perspective	October 2024
7. Participation in relevant meeting with Ministries and partners, as well as contribution to design and implementation of awareness raising interventions on key dates.	Participation in at least 5 meetings with Government and partners; Development of awareness raising interventions for three key moments (International Women's Day, 16 Days of Violence, and International Day of the Girl Child)	December 2024

<p><b>Minimum Qualifications required:</b></p> <p><input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p>	<p><b>Knowledge/Expertise/Skills required:</b></p> <ul style="list-style-type: none"> <li>At least 5 years of experience in gender equality programming with a particular focus on adolescent girls and young women;</li> </ul>
--	---

A Master's degree in communication, gender equality, social sciences, public policy, sociology or a related field.

- Relevant experience in advancing gender equality in emergency contexts is an asset;
- Relevant experience in supporting research, studies, monitoring and evaluation, advocacy and communication for social change, with focus on gender equality;
- Familiarity with national legislation, conceptual and policy framework on gender equality, as well as international conventions and best practices;
- Proven ability to effectively engage with a broad and diverse spectrum of stakeholders, including Government, non-governmental partners, as well as international partners;
- Experience of working with UNICEF or other UN agencies as an asset;
- Demonstrated awareness on gender equality, child rights and equity principles, as well as ethics and integrity;
- Fluency in written and spoken Armenian and English.

**Terms of the application:**

The deadline for the submission of applications is **12 February 2024**. Applications should include:

- Cover letter;
- CV;
- Financial Proposal.

All qualified applicants should apply online, using the UNICEF E-Recruitment system and following the online application link.

Incomplete applications will not be considered.