

**TERMS OF REFERENCE (to be completed by Hiring Office)**

**Consultancy:**

Hiring Office:	UNFPA ASRO/ Hub
Purpose of consultancy:	<p>Women and girls safe spaces (WGSS) are formal or informal places where women and girls feel physically and emotionally safe. The term ‘safe,’ in the present context, refers to the absence of trauma, excessive stress, violence (or fear of violence), or abuse. It is a space where women and girls, being the intended beneficiaries, feel comfortable and enjoy the freedom to express themselves without the fear of judgment or harm.</p> <p>The key objectives of a safe space are normally to provide an area where women and girls can:</p> <ul style="list-style-type: none"><li>• Socialize and re-build their social networks;</li><li>• Receive social support;</li><li>• Acquire contextually relevant skills;</li><li>• Access safe and non-stigmatizing multi-sectorial GBV response services (psychosocial, legal, medical);</li><li>• Receive information on issues relating to women’s rights, reproductive health, and services.</li></ul> <p>The creation of WGSS has emerged as a key strategy for the protection and empowerment of women and girls affected by the Syrian crisis. Women and girls themselves continue to mention that WGSS are often the only place they reach out for information, specialized support as well as for socializing.</p> <p>In the last few years, the WGSS model has been replicated in all Syria regional response countries by UNFPA, implementing partners and other GBV actors. However, gaps still remain on gender transformative aspects of the WGSS structure, activities conducted, staffing, etc. In particular, the aspect of women and girls empowerment through vocational trainings, skills building and livelihood activities often seems to reiterate stereotyped gender norms.</p> <p>The UNFPA Knowledge Series products aim to provide all stakeholders in the humanitarian community with simple, effective, and replicable information or approaches that can aid humanitarian responses. These are based on lessons learned from UNFPA programming and operations in the Arab States Region and are meant to serve as practical tools to inform responses or enable actors to adapt successful approaches to suit their contexts.</p> <p>Under UNFPA’s <b>Arab States Knowledge series</b>, the <b>objective</b> of this consultancy is therefore <b>to review WGSS model that is being utilized, to recommend ways of promoting gender transformative approaches and programmatic actions in WGSS..</b></p> <p>Practical approaches and recommendations should be provided especially in the area of women and girls empowerment activities (including vocational training, livelihood and skills building programmes) <b>Examples of gender transformative practices that could/should be replicated (from the ASRO region and beyond) should also be identified.</b></p>

<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<ol style="list-style-type: none"> <li>1) Develop and submit a methodological framework, including key questions and data gathering tools to be presented and reviewed. The methodology should include a desk review and qualitative remote data gathering with key stakeholders.</li> <li>2) Data gathering will be organized remotely with key stakeholders</li> <li>3) Writing the Knowledge Series : this will include key findings of the desk review and data gathering, identification of existing gender transformative approaches/actions and a set of practical recommendations to make existing WGSS more gender transformative. The consultant should develop a draft report and should factor in at least 2 rounds of reviews before the final draft.</li> </ol> <p><b>Deliverables:</b></p> <ul style="list-style-type: none"> <li>- <b>Research Framework</b></li> <li>- For the Knowledge series: <ul style="list-style-type: none"> <li>o Provide an outline of the report in word document to be reviewed and discussed before the writing of the report</li> <li>o Draft report for review (in word document)</li> <li>o Incorporation of 2 round of feedback</li> <li>o Final report (in word document)</li> </ul> </li> </ul>
<p>Duration and working schedule:</p>	<p>The consultant will be hired from the 1st Dec 2020 to the 15<sup>th</sup> Feb 2021 for a total of 25 days.</p> <p>Below is a proposal of what the 24 days will be allocated to (subject to review based on consultant's proposal)</p> <p>½ day (introductory calls)</p> <p>2 ½ days (<i>methodological framework</i>)</p> <p>5 days (desk review)</p> <p>10 days – (<i>data gathering</i>)</p> <p>4 days (<i>report writing</i>)</p> <p>3 days (<i>review and incorporation of 2 round of feedbacks to produce final report</i>)</p>
<p>Place where services are to be delivered:</p>	<p>The consultancy will be home based.</p>
<p>Delivery dates and how work will be delivered (<i>e.g.</i> electronic, hard copy etc.):</p>	<p>The delivery dates will be decided based on the needs of UNFPA Syria hub and will be subject to change. Indicatively:</p> <ul style="list-style-type: none"> <li>- Methodological framework – by 10<sup>th</sup> Dec</li> <li>- Draft report – by 20th January</li> <li>- Final Report – by 15th February</li> </ul>

Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Regular communication with the Regional GBV specialist and the regional Syria Hub will be maintained throughout the contract duration primarily through electronic means (emails and calls) to discuss and report progress against objectives.
Supervisory arrangements:	Jennifer Miquel, head of the regional Syria Response hub.
Expected travel:	N/a
Required expertise, qualifications and competencies, including language requirements:	<ol style="list-style-type: none"> <li>1) Advanced Degree in social science, gender, health, human rights and related fields</li> <li>2) Minimum 7 years' experience in the field of gender transformative programming and gender mainstreaming, gender based violence and social work in humanitarian setting</li> <li>3) Proven experience in gender transformative livelihoods programming</li> <li>4) Good understanding of WGSS and GBV/SRH integration in humanitarian settings</li> <li>5) Excellent written and spoken English</li> <li>6) Experience in developing, conducting and writing reports and recommendations</li> <li>7) Knowledge of the Syria regional crisis and of Arabic an advantage</li> </ol>
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	UNFPA will provide the consultant with relevant documents for desk review.
<p><b>Work Environment:</b>  UNFPA provides a work environment that reflects the values of gender equality, teamwork, respect for diversity, integrity and a healthy balance of work and life. We are committed to maintaining our balanced gender distribution and therefore encourage women to apply. UNFPA promotes equal opportunities for all including persons with disabilities.</p> <p>How to apply:  Interested candidates are kindly requested to provide us with their CVs through the email address <a href="mailto:mazahreh@unfpa.org">mazahreh@unfpa.org</a> , indicating the Consultancy Title in the e-mail's subject.</p> <p>Deadline for receipt of applications is <b>29 November 2020</b>.</p> <p>Candidates who are seriously being considered will be contacted for an interview</p>	