

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT (international)
to conduct an in-depth review of GBV data to develop key messages for communication and advocacy
with the Government for response policies and actions

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	Turkmenistan Country Office
Title:	International consultant to conduct an in-depth review of GBV data to develop key messages for communication and advocacy with the Government for response policies and actions
Purpose of consultancy:	<p>For almost three decades, UNFPA has been a strategic partner of the Government of Turkmenistan in empowering women and promoting gender equality. The UNFPA Gender Program aims at working with government agencies to create comprehensive systems and mechanisms to enable women and adolescents to make informed choices and be protected from violence, and to engage men and boys in promoting positive social norms in society.</p> <p>Violence against women and girls is a global issue that has significant consequences on the well-being, health, rights and safety of women and girls, as well as on educational outcomes, productivity and public policies. It also affects children, families and whole communities. If unaddressed, these human rights violations will have serious implications on poverty reduction and development and efforts to achieve the Sustainable Development Goals.</p> <p>In 2020 the country completed a National Survey on the health and status of a woman in the family which provided the data on the GBV prevalence. Yet, gender-based violence in Turkmenistan is considered a highly sensitive public issue. In addition, the country does not have a GBV law that would protect women and girls from domestic violence, in particular. GBV services including hotlines, crisis centers and shelters have been piloted with CSOs in Ashgabat city and are not available in other regions. Currently MoU has been signed (July 2024) with the National Red Crescent Society on scaling up the services through the establishment of Family Support Services to provide hotline, psychological counselling and case management support in the capitals of 5 regions and Ashgabat city.</p> <p>The CEDAW Committee, in its concluding observations on the sixth report in 2024, recommended adoption of the legislation defining and criminalizing all forms of GBV; development of a comprehensive strategy to eliminate all forms of GBV and DV; and provision of free legal and medical aid for victims of violence.</p> <p>Within this context there is a need to hire an international consultant to support the Gender programme by conducting an in-depth review of GBV data and developing key messages for communication and advocacy with the Government for response policies and actions.</p>
Scope of work: (Description of services, activities, or outputs)	<p>The deliverables of this consultancy include:</p> <p>Planning phase:</p> <ol style="list-style-type: none"> 1. Desk review of the available materials on GBV data including the National GBV survey, regional and international statistics regarding GBV in the region, MICS7 data (if available) and correlation with the country data – 6 days 2. Analysis of the data and developing key messages for communication and advocacy with the Government for response policies and actions – 8 days 3. Consultancy report – 1 day
Expected Outcomes and Deliverables:	<p>The total number of days: 15 working days:</p> <p>Deliverable 1: Deliverable 2: Draft Analysis of GBV data and key messages by January 10, 2025;</p> <p>Deliverable 2: Finalized Analysis of GBV data and key messages by February 15, 2025</p>

Duration and working schedule:	Duration of this consultancy is from November 25, 2024 through February 15, 2025.
Place where services are to be delivered:	Home based delivery
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The International Consultant will report to the UNFPA Programme Analyst on Gender and Youth and will provide an update biweekly on progress, challenges encountered, and support requirements.
Supervisory arrangements:	The National Consultant will directly report and work under the guidance of the UNFPA Programme Analyst on Gender and Youth.
Expected travel:	No travel to Turkmenistan is expected within this assignment.
Required expertise, qualifications and competencies, including language requirements:	<ul style="list-style-type: none"> • Advanced Degree in Human Rights, Women' Rights, Social Sciences, Gender Studies, Law or equivalent; • At least fifteen years of experience of work focused on gender equality thematic topics including gender legislation, international instruments, national mechanisms, addressing GBV, gender stereotypes and women issues; • Experience in conducting country analyses, surveys and national inquiries into human rights in the context of sexual and reproductive health, gender-based violence and well-being; • Prior experience in Turkmenistan or in Central Asia and knowledge of gender equality systems and practices in the region; • Excellent English speaking and writing skills required. Knowledge of Russian will be considered an asset.
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 the available materials, information and reports. However, additional information will be identified by the Consultant through reviews, working with specialists, other.
Other relevant information or special conditions, if any:	The consultancy fee will be calculated based on the P6 level of the UN Salary Scale for Professional and higher categories effective 1 January 2023 and will be paid in a lump sum upon successful completion of all deliverables.
Signature of Requesting Officer in Hiring Office:	
Date:	