

**TERMS OF REFERENCE**  
**for INTERNATIONAL INDIVIDUAL CONSULTANT**  
**to support the Development of the National Action Plan on Gender Equality in Turkmenistan for 2026-2030 (NAPGE)**

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Turkmenistan CO
Title:	International individual consultant to support the Development of the National Action Plan on Gender Equality in Turkmenistan for 2026-2030 (NAPGE)
Purpose of consultancy:	<p>The National Action Plan on Gender Equality is a major policy document stating state priorities for the achievement of gender equality. Currently the country conducts an assessment of the second NAPGE covering the period of 2021-2025 which was developed following CEDAW recommendations of 2018.</p> <p>The NAPGE for 2021-2025 boosted a number of critical actions by the Government of Turkmenistan to advance the gender policy including, among others, completion and publication of the results of the first National Survey on Health and Status of a Woman in the Family (2022); adoption of the Law of Turkmenistan on Social Services (2021); piloting of social services to GBV survivors in 2 localities (2021-2022) and scaling up these services to 5 regions of the country with the support of the National Red Crescent Society (2024); inclusion of GBV module in MICS7 (2024) and publishing the results, piloting men engagement initiatives to tackle social norms that perpetuate violence against women and girls, and other.</p> <p>The Government of Turkmenistan plans to develop a new NAPGE for 2026-2030 and assigned the Working Group under the Interagency Commission on international obligations of Turkmenistan in the area of Human Rights and humanitarian law to develop the draft NAPGE. The Institute of State, Law and Democracy of Turkmenistan is a key coordinating body and partner for this assignment.</p> <p>The new, third, NAPGE will need to be based on the CEDAW Concluding Observations and UPR recommendations, the above-mentioned assessment, national commitments under the ICPD, SDGs, Beijing Declaration and Platform of Action and Nairobi Summit. The new NAPGE will also need to incorporate goals, targets and indicators agreed under the Sustainable Development Cooperation Framework between the Government of Turkmenistan and United Nations for 2026-2030 and the UNFPA Country Program for 2026-2030, as well as provide specific focus on human rights and supporting women and girls with disabilities, from rural areas and other vulnerable groups.</p> <p>Within this context, to provide technical support to support the country with the development of the new NAPGE UNFPA will hire a International Consultant (IC) who will pair up with the National Consultant to develop a focused, inclusive and impactful NAPGE. The work of the <u>International Consultant</u> will include the actual development of the NAPGE for 2026-2030 providing human rights approach, adherence to international standards and conventions as well as providing international expertise.</p>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p>The International Consultant will carry out the following tasks:</p> <ol style="list-style-type: none"> <li>1. <u>Literature Review</u>: With the support of National consultant review the recent literature on NAPGE in Turkmenistan and the region of Eastern Europe and Central Asia (implementation and evaluation phases), CEDAW Concluding Observations and UPR recommendations for Turkmenistan, the NAPGE 2021-2030 and its assessment, UN and</li> </ol>

	<p>national reports, UN Cooperation Framework on Sustainable Development, UNFPA Country Programme for 2026-2030, MICS 2024 Report, Report of the Survey on health and status of a woman in the family and other relevant literature. These will include collecting information and analyzing the human rights and gender equality situation in the country. - 3 days.</p> <ol style="list-style-type: none"> <li>2. <u>A detailed Inception Report</u>: With the support of National consultant develop a joint work plan for the consultancy including schedule of activities, and a tentative plan for meetings with key national stakeholders - 2 days.</li> <li>3. <u>Data collection</u>: In cooperation with the National consultant conduct online consultations with stakeholders and participate in the NAPGE 2021-2025 assessment reporting meeting (online) - 5 days.</li> <li>4. <u>Development of the draft NAPGE</u>: In close consultations with the National consultant, formulate key insights for the NAPGE that include a vision statement, implementation and accountability matrix, monitoring and evaluation plan that includes linkages with SDGs framework and indicators - 10 days.</li> <li>5. <u>Validation Workshop</u>: Support National consultant and co-present online, discuss and review the draft NAPGE. Incorporate and synchronize all feedback from stakeholders – 2 days.</li> <li>6. <u>With the support from the National consultant finalize NAPGE 2026-2030</u> and submit the final draft to UNFPA and Institute of State, Law and Democracy upon incorporating all received in written feedback to be collected by the Institute – 2 days.</li> <li>7. <u>Advocacy and presentation</u>. With the support from National consultant develop key advocacy messages coming from the new NAPGE and present the Plan to the representatives public UN agencies – 2 days.</li> </ol>
Expected Outcomes and Deliverables:	<p><u>The total number of days: 26 working days:</u></p> <p>Deliverable 1: Inception report by July 5, 2025</p> <p>Deliverable 2: Draft NAPGE 2026-2030 – by July 25, 2025</p> <p>Deliverable 3: Final NAPGE 2026-2030 by August 20, 2025</p> <p>Deliverable 4: Advocacy messages and presentation by August 30, 2025</p>
Duration and working schedule:	The duration of this consultancy is 26 working days from 23 June, 2025 to August 30, 2025 including operational closure of the contract.
Place where services are to be delivered:	The consultancy services will need to be delivered home-based with consultations and presentations arranged in an online mode.
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 IC will perform under the overall guidance of and report to the UNFPA Gender and Youth National Programme Analyst
Expected travel:	No travel expected
Required expertise, qualifications and competencies, including language requirements:	<p>UNFPA will be looking for an expert consultant with proven international experience in conducting evaluations and analysis.</p> <ul style="list-style-type: none"> <li>• Advanced Degree in Human Rights, Women’ Rights, Social Sciences, Gender Studies, Law or equivalent</li> <li>• Excellent knowledge and at least 10 years of proven experience in the development of strategic planning documents, programmes and projects in the area of gender equality, women empowerment and GBV prevention;</li> <li>• Profound knowledge of gender equality thematic topics including gender policy, gender strategy, international instruments, national</li> </ul>

	<p>mechanisms, addressing GBV, gender stereotypes and women empowerment issues;</p> <ul style="list-style-type: none"> <li>● Prior experience in Turkmenistan or in Central Asia and knowledge of gender equality systems in the region;</li> <li>● Working experience with the knowledge of UNFPA mandate is an advantage;</li> <li>● Ability to integrate different experiences, methodologies, and approaches from a diverse range of stakeholders, organizations, and technical experts from multiple sectors;</li> <li>● Excellent English speaking and writing skills required. Knowledge of Russian would be considered an asset;</li> <li>● Strong analytical and effective communication skills.</li> </ul>
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 P5 level of the UN Salary Scale for Professional and higher categories effective 1 January 2025 and will be paid in a lump sum upon successful completion of all deliverables.
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	