

TERMS OF REFERENCE
for NATIONAL INDIVIDUAL CONSULTANT
conduct an Assessment of the National Action Plan on Gender Equality in Turkmenistan for
2021-2025 (NAPGE)

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA Turkmenistan CO
Title:	National individual consultant to conduct an assessment of the National Action Plan on Gender Equality in Turkmenistan for 2021-2025 (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 approaches the completion of the second NAPGE covering the period of 2021-2025 which was developed following CEDAW recommendations of 2018</p> <p>The National Action Plan for Gender Equality in Turkmenistan for 2021-2025 has prioritized 7 strategic directions requiring specific state attention and measures to be implemented within the covered period:</p> <ol style="list-style-type: none"> 1. Strengthening and improving the legal framework in order to achieve gender equality; 2. Provision of gender-responsive health care; 3. Promoting equal access to education; 4. Preventing gender-based violence against women and girls; 5. Economic empowerment of women and girls; 6. Increasing the participation of women at all levels, including in the political and public spheres; 7. Strengthening institutional mechanisms to support gender equality. <p>In addition, in 2022 a Road Map was developed following the recommendations of the National Survey on the Health and Status of a Woman in the Family in Turkmenistan to be implemented within the 2022-2025 period.</p> <p>Since the timeframe of the NAPGE and the Road Map finishes in 2025, the Government of Turkmenistan is interested in assessing the implementation of both documents to demonstrate what results were achieved, and how and why they were or were not achieved, identify the factors that contributed to the achievements or created bottlenecks, understand the level of coordination among and contributions made by each responsible party and partners, understand the challenges and gaps to better inform the strategic planning of gender equality actions for the years to come. Taking this into account the Assessment was requested by the Institute of State, Law and Democracy of Turkmenistan and included in the Work Plan of 2025 between UNFPA and the Institute.</p> <p>Overall, the assessment is to determine relevance, efficiency, effectiveness, impact and sustainability of the achieved results. The Government of Turkmenistan plans to develop a new NAPGE for 2026-2030 and the assessment represents a critical importance both in feeding it with evidence on achievements and obstacles and in supplying with recommendations and strategic guidance.</p> <p><i>The scope of the assessment:</i> the assessment will cover almost the full NAPGE implementation period from January 2021 to May 2025, since the evaluation will assess the results achieved until the assessment time.</p>

	<p><i>Methodology:</i> The suggested methodology will need to include structuring of the assessment, desk review of documents, data collection, structured interviews, analysis, judgments on findings (conclusions) and generating recommendations.</p> <p><i>Potential limitations</i> may include limited data; limited critical thinking on the side of national stakeholders derived from the local culture to present and showcase everything in a positive manner skipping the gaps and challenges; limited understanding of the assessment/evaluation concept, value and use by some stakeholders.</p> <p>UNFPA provides technical support to ensure independent expert assessment of the NAPGE 2021-2025 and the Road Map implementation and results as well as generating recommendations for the next NAPGE. The <u>National Consultant</u> will be providing necessary logistical and contextual support to the International Consultant in providing materials and national documents, arranging online meetings with the UNFPA implementing partners, data collection; and will conduct field visits.</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Under the direct supervision of the UNFPA Gender and Youth National Programme Analyst, the Programme Manager will be responsible for the following:</p> <ol style="list-style-type: none"> 1. <u>Inception report</u> – 2 days: to provide related documentation including background information, policies and practices, previous reports pertaining to gender equality (VNR, Beijing+25, CEDAW Report and Concluding Observations, UPR, etc), current national development agenda, ongoing CCA/UNSDCF processes for the desk review and support with structuring the assessment process, development of an Outline, methodology and key focus areas. 2. <u>Data collection</u> – 8 days: will include interviews with stakeholders in the week of 21-24 April, 2025. 3. <u>Analysis of findings and reporting phase</u> – 10 days: will be include contribution to the report with the following actions for sharing: <ol style="list-style-type: none"> a. Online presentation for members of the Working Group of the Interagency Commission on international obligations, b. Final report evaluation results and recommendations upon feedback and comments from stakeholders and UNFPA.
<p>Expected Outcomes and Deliverables:</p>	<p><u>The total number of days: 20 working days:</u></p> <p>Deliverable 1: Inception report by April 15, 2025 Deliverable 2: Draft report on data collection – by April 30, 2025 Deliverable 3: Presentation in Russian language, final evaluation report with recommendations by May 10, 2025.</p>
<p>Duration and working schedule:</p>	<p>The duration of this consultancy is 20 working days from 10 April 2025 to 10 May 2025 including operational closure of the contract.</p>
<p>Place where services are to be delivered:</p>	<p>The consultancy services will need to be delivered home-based.</p>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>The National 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</p>
<p>Supervisory arrangements:</p>	<p>The IC will perform under the overall guidance of and report to the UNFPA Gender and Youth National Programme Analyst</p>
<p>Expected travel:</p>	<p>No travel is expected.</p>
<p>Required expertise, qualifications and</p>	<p>UNFPA will be looking for an expert consultant with proven national experience in conducting evaluations and analysis.</p>

<p>competencies, including language requirements:</p>	<ul style="list-style-type: none"> ● At least Master Degree in Gender Studies, Social Sciences or equivalent; ● Excellent knowledge and at least 7 years of proven experience in evaluation of strategic planning documents, programmes and projects in the area of gender equality; ● Profound knowledge of gender equality thematic topics including gender legislation, international instruments, national mechanisms, addressing GBV, gender stereotypes and women issues; ● Prior experience and knowledge of gender equality systems in the Central Asia region; ● Working experience with the knowledge of UNFPA mandate is an advantage; ● Ability to integrate different experiences, methodologies, and approaches from a diverse range of stakeholders, organizations, and technical experts from multiple sectors; ● Excellent Russian speaking and writing skills required. Knowledge of Turkmen and English would be considered an asset; ● Strong analytical skills; ● Effective communication skills.
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>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.</p>
<p>Other relevant information or special conditions, if any:</p>	<p>The consultancy fee will be calculated based on the NO-D level of the UN Salary Scale for National Officer categories effective 1 November 2020 and will be paid in a lump sum upon successful completion of all deliverables.</p>
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	