

UNFPA Turkmenistan

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT (national)

National Consultant to conduct Training of Trainers for lead trainers on volunteerism and Men Engagement Programme

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA Turkmenistan CO
Title:	National Consultant to conduct Training of Trainers for lead trainers on volunteerism and Men Engagement Programme
Background and purpose of consultancy:	<p>UNFPA is the United Nations sexual and reproductive health agency. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled.</p> <p>UNFPA Turkmenistan signed an Annual Work Plan with the State Committee of Turkmenistan for Physical Culture and Sports on providing "Assistance to the implementation of the 2021–2025 Programme for the Support and Development of Physical Culture and Sports in Turkmenistan as well as strengthening mechanisms for youth participation by advancement of physical culture, sports, peace and gender equality".</p> <p>The programme was supported by a Regional Project on “Strengthening prevention and response to GBV in Central Asia” which is a part of a Central Asia programme funded by the Central Asia - UK Integrated Security Fund funding (ISF). The project aims at (i) promoting social norms changes as well as behavioural changes at community level and among religious leaders; (ii) building capacity of key services providers and will strengthen GBV coordination mechanisms at national level.</p> <p>One of the activities of UNFPA CO within the UNFPA ISF Project stands at the intersection of work on prevention of GBV and work with men and boys. In its efforts to end GBV, the UNFPA works towards changing harmful social and gender norms that perpetuate gender inequality. To prevent rather than merely mitigate GBV and promote gender equality, it is important to challenge specific harmful male gender norms by addressing areas such as toxic masculinity, emotional intelligence, role of men in reproductive health and etc. Broadening the discussion about engagement of men is essential for understanding the interconnectedness between traditional gender norms with GBV, and for effectively reflecting on inequalities and change from men’s perspective.</p> <p>In 2022 UNFPA CO developed the concept and methodology of Volunteerism programme based on peer-to-peer principles of education and focusing on engagement of men in the promotion of gender equality that would contribute to awareness raising among men on gender issues, prevention of GBV, as well as changing specific harmful male gender norms by addressing areas such as toxic masculinity, emotional intelligence, role of men in reproductive health and etc.</p> <p>In 2023 - 2024 UNFPA and the State Committee of Physical Culture and Sports piloted in three selected areas a gender-focused social volunteerism programme to promote out-of-school education on gender equality, engagement of men, youth participation and activism to be applied in sports schools. Based on the assessment of the results of 2-year piloting phase, it was recommended to conduct a Situational analysis of social norms and gender stereotypes regarding the rights of women, girls, including women and girls with disabilities and expand the the programme of gender-focused volunteerism and men engagement to cover all sports schools and implement it at the national level with further institutionalization.</p> <p>Within this context the UNFPA CO plans to hire one National Consultant to conduct Training of Trainers for lead trainers from sports schools on volunteerism and Men Engagement Programme.</p>

<p>Scope of Work:</p> <p>(Description of services, activities, or outputs)</p>	<p>The National Consultant will carry out the following tasks:</p> <p>TOT:</p> <ol style="list-style-type: none"> 1. <u>Review</u> the developed materials and available resources provided by UNFPA on engagement of men and volunteerism programs; 2. In cooperation with the MenEngagement programme coordinator <u>take a lead in the design and plan</u> a 3-day Training of Trainers and include the topics of facilitation skills, gender equality, prevention of gender-based violence, volunteerism, youth, sports and physical culture, healthy living styles. 3. <u>Lead and co-facilitate the training</u> in cooperation with the MenEngagement programme coordinator for 12 coordinators and 6 volunteers applying pre- and post- training assessment, training feedback and evaluation and planning next steps.
Expected Outcomes and Deliverables:	<p><u>The total number of days: 10 working days</u></p> <p>Deliverable 1: Agenda, presentations and other training materials by June 9, 2025;</p> <p>Deliverable 2: Report on the results of TOT with attachments on finalized presentations, LOPs, completed feedback forms by June 20, 2025.</p>
Duration and working schedule:	Duration of this consultancy is from June 5 through June 20, 2025.
Place where services are to be delivered:	The place where services are to be delivered is Ashgabat.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Dates for deliverables are provided under the section Scope of work. All written deliverables will be provided in an electronic format. Training will be conducted in an offline format.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The National Consultant will work in cooperation with the MenEngagement programme coordinator and report to the UNFPA Programme Analyst on Gender and Youth and will provide an update weekly on progress, challenges encountered, and support requirements.
Supervisory arrangements:	The National Consultants will directly report and work under the guidance of the UNFPA Programme Analyst on Gender and Youth.
Expected travel:	This consultancy does not require any travel.
Required expertise, qualifications and competencies, including language requirements:	<ul style="list-style-type: none"> • Higher education in teaching; • Minimum five years of experience working with youth and adolescents; • Minimum five years of experience in designing, planning and facilitating trainings on gender equality and volunteerism programs; • Experience and knowledge to promote gender equality, inclusivity and human rights; • Fluency and strong writing skills in Turkmen and Russian languages.
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 volunteer youth, other.
Other relevant information or special conditions, if any:	<p>The consultancy fee will be calculated based on GS-6 level of the UN salary scale for General Service Category effective 1 November 2020 and will paid in a lump sum upon quality provision of the deliverables.</p> <p>The temporary COA to charge: TKM05GEN, FPA90, MENEDUCATE, PU0074, 71305 To be transferred to TKM05GEN, UKB60 once the funds arrive</p>
Signature of Requesting Officer in Hiring Office:	

Date: