

## UNFPA Turkmenistan

### Terms of Reference for Individual consultancy services.

<b>TERMS OF REFERENCE</b>	
<b>Hiring Office:</b>	UNFPA Turkmenistan CO
<b>Title:</b>	Individual consultancy services (international) on conducting the Situation Analysis on Adolescents and Youth (10-30 years of age) in Turkmenistan.
<b>The background and purpose of the consultancy:</b>	<p>As UN Agencies embark on conducting the terminal evaluation of the UNSDCF 2021-2025 and conduct comprehensive common country analysis for the new cycle of UNSDCF for 2026-2030, and as UNFPA, UNICEF, and UNDP start preparing for the new Country Programmes by 2025, the UN system in Turkmenistan have come together to explore the possibility of undertaking a Situational Analysis on Youth in the country with involvement of the WHO and IOM in Turkmenistan.</p> <p>Youth development is not only critical to accelerate the progress towards 2030 Agenda for Sustainable Development. The role of youth as drivers of change has also been recognized in other development frameworks, including the UN Youth 2030 Strategy Secretary-General's <i>Our Common Agenda</i> and other global frameworks including, inter alia, the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, the Istanbul Declaration, the Global Compact on Refugees and the Global Compact for Safe, Orderly and Regular Migration, the outcome of the United Nations Conference on Housing and Sustainable Urban Development (Habitat III) and the outcome of the high-level meeting of the General Assembly on the appraisal of the United Nations Global Plan of Action to Combat Trafficking in Persons UN Framework Convention on Climate Change the role of young people in climate change.</p> <p>Fulfilling the human rights, needs and well-being of youth, and youth with disabilities including adolescents, young women, is critical to the achievement of the 2030 Agenda for Sustainable Development, as well as other United Nations conferences and summits, including the Vienna Declaration and Programme of Action, the Programme of Action of the International Conference on Population and Development, and the Beijing Declaration and Platform for Action, and their review conferences.</p> <p>The Law of Turkmenistan on State Youth Policy was amended in 2022. The Government proclaimed the year of 2023 as the Year of Happy Youth with the new and young President Serdar Berdimuhamedov. Currently the young people ratio in Government and Turkmenistan Parliament is unprecedentedly high since the beginning of Independent Turkmenistan's 30 years history.</p> <p>Established conducive environment in the political landscape allows addressing the needs of and placing young people as a cross-cutting priority of the United Nations, ensuring that their perspectives are reflected across the United Nations work and in Government policies, programs and plans. as well as their inclusion in programs implemented by national structures and line ministries, civil society, youth</p>

organisations, academia, and media towards enhancing, empowering and strengthening young people in Turkmenistan.

Generating decent work and quality employment for youth is recognised as one of the biggest challenges that needs to be tackled. This development challenge is also emphasized as a priority area of the World Programme of Action for Youth linked to the employability of youth, including quality education and health, and access to information and technologies.

Strengthening family-based care for youth who, for various reasons, are unable to live with their parents is an important objective in line with the principles of the UN Guidelines for Alternative Care of Children and is intended to shift the approach from placing youth in large institutions to family-type care, and to prevent unnecessary separation of youth from their families.

For children and young people, disasters, other humanitarian crises and the ever-growing impacts of climate change can raise the risk of child marriage, child labour, conflict and public health emergencies, threaten nutrition and food security, prevent access to school and social safety nets, and decrease access to resilient health, water and sanitation services—especially for girls without adequate hygiene provisions. Such impact can lead to death, disease and illnesses and adversely affect children’s education and development. Therefore, all children and young people need to be provided with a clean and safe environment enabling them to be empowered, educated, prepared and resilient to the existing and potential challenges.

Possible areas for further scoping and broader consideration are as follows: education, employment, health, including mental health, reproductive health and rights, child protection, climate change and disaster impacts, juvenile justice, civic engagement, and the full and effective participation of youth in the life of society. This should be underpinned by the guiding principle of leaving no one behind, which recognizes dignity, equity, and gender equality as fundamental in achieving the SDGs.

Within the past and current programme cycles, UNFPA programmatic engagement with Government of Turkmenistan has been pillared on its key strategic goal aiming at ensuring universal access to reproductive health, focusing on women, adolescents, and youth.

Findings and recommendations of the consultant’s report will be the basis for the development of the national Youth development action plan for 2026-2030. Investing in adolescents is key to sustainable and inclusive growth and development. A recent Lancet study shows that investing in adolescent capabilities yields high economic and social returns – a 10-fold benefit from health and education programmes in terms of economic growth and averted social cost.

<https://www.thelancet.com/commissions/adolescent-health-and-wellbeing>

**Scope of work:**

To provide high quality technical expertise for the rapid review of the situation of adolescents and youth in Turkmenistan (10-24 years old) and development of the mid-term and longer-term policy recommendations based on the analytical content in order to align the National Youth Policy with the UN Strategy on Youth, SDG Agenda, and other UN strategic documents and inform a policy dialogue with the Government to influence decisions on planning of the youth-centric policies and programmes in the country in order to inform upcoming UNSDCF and individual country programmes of UNICEF, UNDP, and UNFPA beyond 2025.

Hypothesis to test during the analysis should include but not limited to the following ones:

Adolescents and youth, and those from underrepresented groups including young women and youth with disabilities are engaged in communication platforms and mechanisms that elevate and amplify their voices, ideas, and creativity. Young people are systematically engaged in the decision-making processes of state bodies of Turkmenistan, their schools, and communities, and contributing to services, policy, legislation, and financing at subnational, and national, levels.

The Government emphasises the importance of family-based care for children who cannot live with their own parents for various reasons, prevents the separation of children from families and enhances existing alternatives to residential care institutions.

Adolescents and youth, especially those with disabilities, leaving residential institutions, are independent and have equal access to, health services employment, training, or education in the community.

Adolescents and youth have larger access to inclusive quality community-based social and child protection services.

Adolescents and youth are better equipped with knowledge and skills about their right to health including reproductive rights.

Adolescents and youth are better prepared for employment by developing marketable skills, including both soft and hard skills.

Adolescents and youth have better access to formal and non-formal health services, mental health services and psychosocial counselling and means for these services free of judgments and stigma.

Adolescents and young people, including young people with disabilities aged 10-30 years old have better access to quality education (secondary, TVET and higher education)

Adolescents and youth have better opportunities in the sphere of youth employability and employment mechanisms (focus on youth aged 14-15+), in particular with regards to: (i) access to practical work experience and economic

opportunities, including in the private sector; (ii) access to entrepreneurship and other self-employment options; and (iii) active labour market policies systems (e.g. Public Employment Services).

Opportunities and gaps around the issue of social inclusion of vulnerable young people (aged 10-24 years old) are identified, especially regarding the educational and professional rehabilitation of young persons with disabilities.

Gender equality and female empowerment is strengthened, in particular in areas linked to: (i) non-segregated learning, including at tertiary education level, and professional opportunities; (ii) unpaid work redistribution and the care economy; and (iii) female leadership.

Young people are well equipped to address the impact of climate change, natural and manmade disasters and humanitarian crises.

**The anticipated situation analysis on adolescents and youth should include the following thematic areas:**

The process of Youth policy legislation analysis and formulation and implementation

- Youth participation in decision making process and existing programmes to strengthen youth participation.
- Civic engagement and participation, including youth leadership.

Youth wellbeing index, covering the domains of gender equality, economic opportunity, education, health (including reproductive health), citizen participation, safety and security, and information and communication technology.

Access of young people to Health and Social services and Education

- Education opportunities (tertiary, vocational and out-of-school)
- Marketable hard and soft skills development and employability
- Skills development/employability/employment opportunity programmes
- Opportunities in education and health, for young men and women from rural areas
- Reproductive health and rights
- Availability and access to health services (gender, disability, and age specific)
- Availability and access to mental health services and psycho-social support
- Availability and access to social services and social protection
- Children in contact with the law
  
- Access to and preferred digital technology and communication platforms
- Conflict prevention and social cohesion
- Availability of national programmes related to youth empowerment (financial, programmatic, leadership development, skills development, other)
- Young people with disabilities and inclusive society
- Young people in institutions (reintegration and rehabilitation)
- Gender equality, gender-based discrimination and gender-based violence (GBV)
- Empowering girls and young women

	<ul style="list-style-type: none"> <li>- Social norms related to young people.</li> <li>- Climate change (elevating, meaningful youth engagement for Climate Action)</li> <li>- Role/impact of business sector, youth development as well as public financial management</li> </ul> <p>The analysis should indicate, to the extent possible, how investments in youth can advance the National Commitments to SDG Transformation and the key SDG transformative areas bringing multiplier effects across all SDGs: (1) food systems; (2) energy transition; (3) digital connectivity; (4) education; (5) job and social protection; and (6) climate change, biodiversity loss and pollution.</p> <p>Further details on the assignment to be provided by the Reproductive Health program specialist in UNFPA Turkmenistan.</p> <p>In addition to this consultancy two other international experts to be hired under two different ToRs: on the demographic dividend and on the PVE and economic aspects of youth empowerment.</p> <p>All three reports are to be developed at the same time and to be complementary and resourceful for each other for better synergy and avoidance of any redundancies in the reports.</p>
<p><b>Duration and working schedule:</b></p>	<p>Duration of this consultancy is <b>34 working days</b>, from April 1<sup>st</sup> till May 4<sup>th</sup>, 2024. Operational closure of the contract is August 20<sup>th</sup>, 2024.</p> <p><b>1. Desk review: 4 days</b></p> <ul style="list-style-type: none"> <li>- Design study tools for primary data collection within the draft inception report with detailed research methodology, design and research protocols, as applicable, including for ethical reviews.</li> <li>- Finalise the inception report and reach a final agreement on the scope, structure, schedules and timeframes of the SitAn.</li> <li>- Undertake a thorough desk review of all existing data sources including: a literature review of the key strategic youth related documents and approaches (concepts and definitions) including mental health policy and legislation relating to children and young people; a mapping of current and existing government led, and UN supported programmes, plans, initiatives, reports, studies, and data sets.</li> </ul> <p><b>2. Actual Assessment/Analysis: 23 days</b></p> <ul style="list-style-type: none"> <li>- Develop a national youth profile based on the existing information – vulnerabilities, gaps/challenges/issues, current values, opportunities, preferred communication platforms (can be in the form of the visual infographic-based document to be used for policy advocacy).</li> </ul>

	<ul style="list-style-type: none"> <li>- Conduct a situation mapping of the current youth mental health system and services across health, education and social care systems using existing WHO mapping tools.</li> <li>- Hold focused meetings and consultations with the UN joint working group on Youth SitAn to address the scoping exercise.</li> <li>- Develop an interview guide and document with the national counterparts, including the Mejlis, Youth Organization, Ministry of Education, Ministry of Sports, Ministry of Health, Ministry of Labour and Social Protection, Ministry of Internal Affairs, Union of Entrepreneurs and Industrialists, Ombudsperson's office, local NGOs, and others.</li> <li>- Design focus group discussions (FGD) Guide and hold and document FGDs with the selected group of adolescents and youth, including teenage girls to address the needs of the scoping exercise. It also sought to tap youth perceptions of social change and their current and anticipated living situations, and it strives to give voice to youth observations and concerns about employment, health, mental health, education including higher education, participation in Youth development, social norms, and the challenges they face, as well as their potential involvement in development.</li> <li>- Based on the preliminary findings, make a presentation to the UNCT and Interagency working group of the UN for the Youth Sitan, which should include a proposed outline of the analytical report and follow up actions.</li> </ul> <p><b>3. Reporting: 7 days</b></p> <p>Develop an analytical report on the subject of the survey, based on the agreed outline, which should include the results of the research work, youth profile, policy recommendations, and suggested road map with focus on how to deliver the recommended actions.</p>
<p><b>Outcomes and deliverables</b></p>	<p><b>Consultancy report</b> per the template to be provided.</p> <p><b>Technical report</b> on consultancy which includes:</p> <ul style="list-style-type: none"> <li>(a) <b>Inception report</b></li> <li>(b) <b>Final analytical report</b> based on the agreed outline, about adolescents and youth in Turkmenistan, which should include findings, policy recommendations, youth profile, and road map with focus on how to implement the recommended actions.</li> </ul>
<p><b>Place where services are to be delivered:</b></p>	<p>The consultancy services will need to be delivered both remotely (home based) and on site. All the logistic and transport arrangements to and from Turkmenistan to be carried out and covered by the UNFPA office in Turkmenistan.</p>
<p><b>Delivery dates and how work will be delivered:</b></p>	<p>Dates for the mission must be within April 2024. All deliverables should be submitted in an electronic format.</p>
<p><b>Monitoring and progress control, including reporting requirements,</b></p>	<p>The UNFPA Program Specialist on Reproductive Health will support the International Consultant's work through reviewing submitted materials. The consultant will regularly provide an update on progress, challenges encountered, and support needed.</p> <p><b>Ethical Considerations</b></p>

<p><b>periodicity format and deadline:</b></p>	<p>UNFPA requires its consultants to adhere to ethical principles and standards when doing research. The selected consultant should clearly identify any potential ethical issues and approaches, as well as the processes for ethical review in the inception report.</p> <p><b>National Ownership</b></p> <p>The involvement of appropriate national partners will be a critical condition for the development of all the mission outcome materials in ensuring stakeholder ownership and its subsequent utilisation.</p>
<p><b>Supervisory arrangements:</b></p>	<p>The International Consultant will directly report and work under the overall guidance of the UNFPA RH Program Specialist on reproductive health.</p>
<p><b>Expected travel:</b></p>	<p>Travel to Ashgabat, Turkmenistan is expected for at least 5 days in April 2024. Exact number of days in the country and travel dates to be communicated to the selected consultant. Logistic arrangements such as visa, tickets, stay in Turkmenistan to be arranged by the UNFPA country office. Travel costs will be covered according to the UNFPA's Duty Travel Policy.</p>
<p><b>Required expertise, qualifications, and competencies, including language requirements:</b></p>	<ul style="list-style-type: none"> <li>- Minimum seven years of experience in conducting sociological studies, desk reviews and research, including both qualitative and quantitative studies.</li> <li>- Experience in writing analytical papers, in the field of youth and adolescents, knowledge of gender and equity analysis a definite asset.</li> <li>- Researchers with MA and PhD degrees in social sciences, political sciences, economics, and statistics.</li> <li>- Proven track record in submitting structured and well-written reports (in English and/or Russian) - samples of such reports will be requested from candidates.</li> <li>- Good knowledge of the work and approaches in youth related programming used by the UN.</li> <li>- Previous experience in youth and adolescent issues and rights will be an asset.</li> <li>- Fluency and strong writing skills in English language, knowledge of Russian is an asset.</li> <li>- Strong analytical and conceptual thinking</li> <li>- Ability to work independently and respond to feedback in a timely and professional manner.</li> <li>- Excellent organisational skills, attention to detail, and ability to contribute to a team.</li> <li>- Familiarity and experience with Turkmenistan country context is an asset</li> </ul>
<p><b>Inputs/services to be provided by UNFPA or implementing partner, if applicable:</b></p>	<p>UNFPA, UNICEF, WHO, IOM will provide the consultant with all the necessary materials, data, information, and available reports. UNFPA, UNICEF, IOM, and UNDP will put together a list of core sources and readings before the start of the consultancy.</p>
<p><b>Other relevant information or special</b></p>	<p>The consultancy fee will be calculated based on the P4 Salary Scale for Professional and higher categories effective 1 January 2024. The fee will be paid once upon fully completion of all deliverables underlined in working schedule</p>

**conditions, if  
any:**

**Signature of Requesting Officer in Hiring Office:**

DocuSigned by:

*Kenal GOSHLIYEV*

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**Date:** February 28<sup>th</sup>, 2024.

Reproductive Health Program Specialist,  
UNFPA Turkmenistan