

**TERMS OF REFERENCE FOR INDIVIDUAL INTERNATIONAL CONSULTANT**  
**to review and advise on the Road Map on the implementation of the CEDAW Concluding**  
**Observations**

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Turkmenistan CO
Purpose of consultancy:	<p>Turkmenistan ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1996, and in 2005 it submitted its combined initial and second periodic report, which was considered at the thirty-fifth session of the Committee in May 2006. The last, fifth report was submitted in 2016 and considered in July 2018 at the 1612th and 1613rd of the Convention. The most recent, sixth Periodic Report was submitted in July 2022 and in September 2023 the country received List of Issues from the CEDAW Committee. The country prepares to the hearings that would be held on 2nd of February, 2024.</p> <p>These reports contain information on key legislative, judicial, administrative and other measures taken in the reporting periods in line with provisions of the Convention. In addition to reflecting legal, structural and political changes they also provide answers to the concluding comments of the Committee.</p> <p>Turkmenistan made significant progress in implementing its obligations under the CEDAW and ensure equal rights for women and men in all spheres of life. In ratifying the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women on 18 April 2009, the Government once again reaffirmed its firm intention to ensure the full and equal enjoyment by women of all fundamental human rights and freedoms. In 2007, Turkmenistan adopted the Law on State Guarantees for Gender Equality, which was amended in 2015 under a new title “The Law On State Guarantees of Ensuring Equal Rights and Opportunities for Women and Men”. In early 2015, the National Action Plan on Gender Equality for 2015-2020 was approved by the Presidential decree. The Plan is the first one in the history of Turkmenistan and consists of 14 key strategic actions developed to address Gender Equality issues in the country including legislation, awareness raising, stereotypes, GBV, monitoring and evaluation, and others. The second National Action Plan on Gender Equality for 2021-2025 was approved in December 2020 with the goal to further develop mechanisms for introducing a gender approach into the process of developing and implementing state policies in various spheres of society and includes 7 strategic directions on strengthening legal framework, provision of gender-responsive healthcare, promoting equal access to education, preventing gender-based violence against women and girls, economic empowerment of women and girls, increasing the participation of women at all levels, including in the political and public spheres and strengthening institutional mechanisms to support gender equality.</p> <p>The Government delegation participated in the Constructive Dialogue with the CEDAW Committee on February 2, 2024 and the country received Concluding observations. On June 11-12 the Institute of State, Law and Democracy supported by UNFPA conducted a 2-day meeting of the Working Group of the Inter-Ministerial Committee on Human Rights and developed a draft Road Map for the implementation of the CEDAW Concluding observations.</p>

	The Institute of State, Law and Democracy (ISLD), as the lead Secretariat agency responsible for the CEDAW national reporting, approached UNFPA Turkmenistan with the request for technical expertise to review the draft Road Map and advise on the areas that can be improved for the effective implementation of the Concluding observations prior to the finalization of the Road Map.
Scope of work:  <i>(Description of services, activities, or outputs)</i>	It is expected that the IC will: <ol style="list-style-type: none"> <li>1. Review the draft Road Map on the implementation of CEDAW Concluding observations, considering the country 6<sup>th</sup> Periodic report, List of issues and questions in relation to the sixth periodic report of Turkmenistan (2023), Reply to List of Issues (2023), 4<sup>th</sup> UPR cycle and other relevant documents – 4 days;</li> <li>2. Conduct an online working meeting with the Institute of State, Law and Democracy (ISLD) to gauge on the current national context, political will to advise on the improvements – 1 day;</li> <li>3. Provide recommendations for improvement focusing on how the suggested actions meet the CEDAW recommendations, whether the indicators are tangible and fit the purpose and the use of the UN language for better clarity – 2 days;</li> <li>4. Advise on addressing the implementation of recommendations that were set to be reported within a 2-year period – 2 days;</li> <li>5. Prepare and submit a consultancy report summarizing results of the advisory work and final recommendations on further implementation of the Road Map – 1 day.</li> </ol>
Duration and working schedule:	Duration of this consultancy is from 22 July to 16 August, 2024. The total number of working days is 10.
Place where services are to be delivered:	All services will be delivered in a home-based mode from the country of residence of the IC.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Deliverable 1: Recommendations for the draft Road Map by 5 <sup>th</sup> of August, 2024; Deliverable 2: Recommendations for addressing the implementation of recommendations that were set to be reported within a 2-year period by 5 <sup>th</sup> of August, 2024; Deliverable 3: The consultancy report by August 16, 2024.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The UNFPA National Programme Analyst on Gender and Youth will monitor the Consultant's work through reviewing submitted materials and participation in the meeting.
Supervisory arrangements:	The international Consultant will directly report and work under overall guidance of the UNFPA National Programme Analyst on Gender and Youth.
Expected travel:	No travel is expected under the contract.
Required expertise, qualifications and competencies, including language requirements:	<ul style="list-style-type: none"> <li>• Advanced university degree in law, women studies, gender equality or a related field with a particular focus on women empowerment / reproductive rights;</li> <li>• At least 10 years of relevant experience;</li> <li>• Experience in reviewing CEDAW Committee work, reports, procedures and Concluding observations;</li> <li>• Experience of work in the CIS or Central Asia countries is an advantage;</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent written and spoken English;</li> <li>• Excellent communication skills;</li> <li>• Results driven, ability to work under pressure and to meet required deadlines;</li> <li>• Cultural and gender sensitivity.</li> </ul>
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	UNFPA shall provide international consultant with all necessary materials, data, information and reports that are available.
Other relevant information or special conditions, if any:	<p>The ICs daily fee will be calculated based on P5 gross salary rate and paid upon successful delivery of services.</p> <p>TKM05GEN, GENNAP, UKB60, PU0074, B5470</p>
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	