

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT
SENIOR GENDER CONSULTANT FOR THE DEVELOPMENT OF TRAINING MODULES

TERMS OF REFERENCE	
Hiring Office:	UNFPA
Purpose of consultancy:	<p>The UNFPA 2018-2022 country programme will contribute to the equitable enjoyment of sexual and reproductive health and reproductive rights of all Sri Lankans particularly among girls, women and young people. The Fund works towards the achievement of the Sustainable Development Goals (SDGs) and the International Conference on Population and Development (ICPD) agenda through three transformative goals to 1. End unmet need for family planning 2. End preventable maternal deaths and 2. End sexual and gender based violence and harmful practices. Within the classification of a middle-income country UNFPA Country Office (CO) in Sri Lanka is engaged in policy advocacy and dialogue to further strengthen the rights of women and girls in the development and humanitarian settings.</p> <p>Sexual and Gender-based Violence (SGBV) is widely recognized as a major public health priority and grave violation of Human Rights, with serious consequences for the health and well-being of survivors, their children and families. Victims and survivors of SGBV need a multidisciplinary support to ensure their needs are met. Due to negative gender related norms and attitudes, women and girls are disproportionately affected, exacerbating existing gender inequalities and increasing the risk of SGBV and sexual exploitation and abuse.</p> <p>The UNFPA is one of the lead UN agencies working towards the implementation of the UN Joint Peace Programme (JPP). As a part of this project, UNFPA in partnering with the local organisation is conducting a formative research to understand the drivers of Violence Against Women (VAW) upon finalization of the formative research UNFPA hope to develop a training module to address the current prevalent beliefs and behaviours.</p> <p>For this purpose, the consultancy is aimed at developing a training module. The modules will be based on changing prevalent beliefs that reinforce harmful norms within families and communities</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<ul style="list-style-type: none"> - Develop detailed timeline for drafting of the training modules and the training programmes. - Provide technical support to conduct the formative research. - Review the findings and data of the formative research - Develop training modules based on the formative research findings - Submit the first draft of the training modules for technical review - Submit the final draft of the training modules for technical review - Finalize the training modules - Validation of the module and field test - Facilitate the training programme. - Summary report
Duration and working schedule:	21 st of March 2022 - 31 st of October 2022 (104-108 days in total –12 days x 9 months)
Place where services are to be delivered:	Home based / trainings and meetings

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>Complete task spelled out above by 31st October 2022</p> <p>Key Results expected and payment schedule:</p> <ul style="list-style-type: none"> - Submission of detailed work plan – 10% of total contract value by 15th March 2022 - Submission of the final draft of the training modules - 40% of the total contract value by 15th May 2022 - Submission of the final training modules after the field test, validation meeting and the report of the trainings - 40 % of the total contract value by 30th June 2022 - Submission of the summary report on consultancy - 10% of the total contract value by 31st August 2022.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The monitoring & progress will be by the United Nations Population Fund.
Supervisory arrangements:	The consultant will work under the direct supervision of the National Programme and Policy Analyst and the Assistant Representative of UNFPA
Expected travel:	Travel within the Colombo district
Required expertise, qualifications and competencies, including language requirements:	<ul style="list-style-type: none"> • An advanced degree in gender, health, social sciences or any related field is required along with 5 years of relevant work experience. • University degree (bachelors/first level) in related fields and relevant work experience of a minimum of 7 years will be considered in lieu of a Master's degree. • Proven strong experience in women's inclusion and gender related policy development. • Experience in facilitating training programmes including TOTs and working with senior government officials will be an added advantage. • Proficiency in both spoken and written English, and Sinhala/Tamil. • Proficiency in current office software applications and knowledge of social media.
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	N/A
Other relevant information or special conditions, if any:	N/A
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Sharika Cooray, National Program & Policy Analyst, Gender & Women's Rights</p> <p>Date: 17.02.2022</p>	