TERMS OF REFERENCE

Project Title: "EU 4 Gender Equality: Together against gender stereotypes and gender-based violence"

Call for proposals: to organize gender-transformative capacity building programme for representatives of local faith-based organizations (FBOs) to foster their engagement in actions aimed at tackling gender stereotypes and discriminatory practices against women and girls in Azerbaijan.

Agency: UNFPA Azerbaijan Country Office


Location: Baku and selected regions

I. BACKGROUND

The three-year joint programme "EU 4 Gender Equality: Together against gender stereotypes and gender-based violence" aims at strengthening equal rights and opportunities for women and men through shifting social perceptions, gender stereotypes, and men's participation in caretaking. The programme is funded by the European Union and implemented jointly by UN Women and UNFPA in the EaP countries at the national and regional levels.

The programme aims to shift societal perceptions around gender stereotypes and patriarchal norms limiting women's rights; improve men's involvement in the caretaking of their children and participation in father's programmes; and spur the adoption of best practices in perpetrator's programmes among the ministries of social affairs and Programme for perpetrators in the respective countries.

Key trends in Eastern Europe illustrate that elimination of gender inequality and the push towards the empowerment of women and girls represent both a driver of progress towards the Sustainable Development Goals (SDGs) and a solution for the sustainable development of the whole region. In Azerbaijan, several efforts have been undertaken in recent decades to advance gender equality and promote women's rights. Nevertheless, despite the available normative frameworks, series of individual, institutional and structural barriers continue severely affecting the effectiveness and sustainability of gender equality reforms. The Azerbaijani share of the programme encompasses the following major objectives:

- Shifting societal perceptions around gender stereotypes and patriarchal norms which limit women's rights;
- Men's involvement in the care taking of their children and participation in fathers programmes have increased.
II. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED SERVICES

Within the Objective 1, the project is seeking the services of local civil society organizations (CSOs) to organize a gender-transformative capacity building programme for representatives of local faith-based organizations (FBOs) to foster their engagement in actions aimed at tackling gender stereotypes and discriminatory practices against women and girls in Azerbaijan.

The project is expected to contribute to lasting attitudinal and behavioral changes as well as sensitization of broader population groups, and influencers regarding discriminatory cultural practices at the national and local levels.

The specific components of the subject assignment are as follows:

- Initial orientation with UNFPA and other relevant partners and stakeholders;
- Develop a country-specific concept of the gender transformative capacity building programme including training of trainers (ToTs) and mentoring program for FBOs with a detailed Theory of Change outlining how the proposed interventions will lead to the expected project outcomes. The concept should include inter alia, the content development methodology, initial list of project outcomes and outputs, target audiences, methods of engagement, activity plan and timeline, and core messages and plans for tracking project progress;
- Validate the proposed content and delivery methodology through consultations with representatives of FBOs and national gender experts;
- Design the ToTs agenda and training manual including different learning modules and visuals (PPPs, handouts, video and audio) to ensure effective delivery;
- Deliver three-day ToTs for the representatives of FBOs;
- Organize 4 months mentoring program for ToTs participants;
- Provide full technical and logistical support to at least ten outstanding participants of the ToTs to deliver:
  - A half-day community-level awareness-raising sessions with young male groups in Baku and selected regions (each participant should conduct at least five sessions reaching at least 100 people).
- Provide regular updates to UNFPA on the progress of the services, including ToTs, mentoring and community-level awareness-raising sessions, interim and final project narrative and financial reports.

III. TIMEFRAME FOR COMPLETION OF DELIVERABLES (2020-2021):

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<th>Deliverables</th>
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<td>1</td>
<td>The country-specific concept of the gender transformative capacity building programme including ToTs and mentoring program for FBOs is developed and submitted to UNFPA alongside a detailed Theory of Change outlining how the proposed interventions will lead to the expected project outcomes. The concept should include inter alia, the content development methodology, initial list of project outcomes and outputs, target audiences, methods of engagement, activity plan and</td>
<td>October 15, 2020</td>
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timeline, project visual identity and core messages and plans for tracking project progress.

2 Consultations are held with representatives of FBOs and national gender experts to validate the proposed content and delivery methodology. October 30, 2020

3 Develop and submit for UNFPA review and clearance the agenda and training handouts for the ToTs as well as the training manual including different learning modules and visuals (PPPs, handouts, video and audio) to ensure effective delivery. November 15, 2020

4 Training report of three-day ToTs for the representatives of FBOs is submitted to UNFPA December 5, 2020

5 At least ten outstanding participants of the ToTs finalise half-day community-level awareness-raising sessions with young male groups in Baku and selected regions as part of the mentorship programme organised (each participant should conduct at least five sessions reaching at least 100 people). February 15, 2021

6 A report on the media coverage (including TV, social media) of the implemented activities is developed and submitted to UNFPA February 15, 2021

7 Final project narrative and financial reports are submitted to UNFPA February 28, 2021

IV. MONITORING AND EVALUATION:
The selected CSO will work under the supervision of the National Project Coordinator and in close cooperation with UNFPA Azerbaijan CO and Regional Programme Team, the delegated representatives of the concerned UN agencies and the SCFWCA.

V. ELIGIBILITY CRITERIA:
- Have registration as a legal non-profit entity or public entity;
- Have proven experience of at least three years in planning and implementation of capacity building activities on gender equality. Specific experience with faith-based organizations and male groups for promoting gender equality will be considered an advantage;
- Have demonstrated capacity to develop comprehensive ToTs modules (training curriculum and manual), and other relevant training materials on sensitive topics;
- Specific experience with innovative and context-specific gender sensitive national projects will be considered an asset.

CVs of the project coordinator and key trainers/experts, including gender expert(s) to be engaged in the action should be submitted alongside the proposal.
VI. PAYMENT SCHEDULE:

- First instalment: 20% of the total amount (October 30, 2020) – upon submission and acceptance by UNFPA of deliverables 1 and 2;
- Second instalment: 60% of the total amount (December 05, 2020) – upon submission and acceptance by UNFPA of deliverables 3 and 4;
- Third instalment: 20% of the total amount (February 28, 2021) – upon submission and acceptance by UNFPA of the deliverables 5, 6 and 7.