TERMS OF REFERENCE

Project Title: “EU 4 Gender Equality: Together Against Gender Stereotypes and Gender-Based Violence”

Call for proposals: support the establishment of the Papa School to promote men's involvement in the caretaking and active fatherhood to challenge discriminatory social norms against women in Azerbaijan

Agency: UNFPA Azerbaijan Country Office


Location: selected 3 cities and/or regions of Azerbaijan

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 2, the project is seeking the services of local civil society organizations (CSOs) to support establishment of Papa Schools (fatherhood preparation courses) to promote men’s involvement in caretaking and active fatherhood to challenge discriminatory social norms against women in Azerbaijan.

The project is expected to engage men as agents of change for challenging the prevailing gender stereotypes. More specifically, the project is seeking to establish a space for involvement of men in parenting and caretaking by advocating for responsible fathering practices thus contributing to promotion of gender-transformative approaches at 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 work plan for establishment of Papa Schools (fatherhood preparation courses) for men with a detailed activity outlining how the proposed interventions will lead to project outcomes. The work plan should also include a proposed list of project outcomes and outputs, target audiences, modes of engagement, activity plan and timeline, project communications strategy, and monitoring plan for tracking progress achieved;
- Develop the intervention methodology and Resource Manual based on the Regional Papa School Manual with its adaptation to the local context in close partnership with the local authorities/municipalities and social service providers.
- Validate the proposed project concept through consultations session or a focus group discussion with young fathers and relevant service providers and professionals;
- Establish three Papa Schools (fatherhood preparation courses) for fathers-to-be in selected 3 cities and/or regions (building up technical, administration, space, etc);
- Design and effectively deliver a two-day training programme for the Papa Schools core staff members based on the Regional Papa School Manual (agenda, PPPs, handouts, video);
- Design and implement awareness-raising sessions on gender equality and gender stereotypes for fathers-to-be in 3 cities/regions to identify the potential action candidates/Papa School teams: minimum 200 young men to be reached;
- Design and disseminate information leaflets on services/activities to be provided within Papa Schools;
- Design and implement male peer-to-peer support initiatives to promote the positive fathering programme among fathers-to-be (through counselling, mentoring, dissemination of information, etc.):
  - Peer-to-peer education methods and other activities that will convey the key messages of the project: minimum 60 active participants of the above-mentioned sessions should be engaged;
  - Provide full technical and logistical support to at least 15 outstanding participants of the peer-to-peer education to deliver:
    - A half-day community-level awareness-raising sessions with young male groups in selected cities (each participant should conduct at least three sessions reaching at least 45 people).
- Provide regular updates to UNFPA on the progress of the services, including counselling, mentoring, and awareness-raising campaign, interim and final project narrative and financial reports.

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

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<tr>
<th>#</th>
<th>Deliverables</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>1</td>
<td>Country-specific work plan for establishment of Papa Schools (fatherhood preparation courses) for men is developed and submitted for UNFPA clearance alongside a detailed theory of change outlining how the proposed interventions will lead to project outcomes. The work plan should also include a proposed list of project outcomes and outputs, target audiences, modes of engagement, activity plan and timeline, project communications strategy, and monitoring plan for tracking progress achieved.</td>
<td>October 20, 2020</td>
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<td>2</td>
<td>The project intervention methodology and adapted version of the Resource Manual based on the Regional Papa School Manual is developed in close partnership with the local authorities/municipalities and social service providers. Consultation session or a focus group discussion is held with young fathers and relevant service providers and professionals to validate the proposed project concept.</td>
<td>October 30, 2020</td>
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<td>3</td>
<td>Three Papa Schools (fatherhood preparation courses) for fathers-to-be in selected three cities and/or regions (building up technical, administration, space, etc) are established.</td>
<td>November 20, 2020</td>
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<td>4</td>
<td>A two-day training programme for the Papa Schools core staff members is effectively delivered based on the Regional Papa School Manual (agenda, PPPs, handouts, video)</td>
<td>November 30, 2020</td>
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<td>5</td>
<td>A minimum of 200 young men is reached through awareness-raising sessions on gender equality and gender stereotypes in three cities/regions to identify the potential action candidates/Papa School teams.</td>
<td>December 20, 2020</td>
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<td>6</td>
<td>The information leaflets on services/activities to be provided within Papa Schools are produced and disseminated among the target audiences.</td>
<td>December 20, 2020</td>
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<td>7</td>
<td>An interim report on the project media coverage (including TV, social media) is drafted and submitted to UNFPA</td>
<td>December 20, 2020</td>
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<td>8</td>
<td>Male peer-to-peer support initiatives to promote the positive fathering programme among fathers-to-be are conducted (through counseling, mentoring, dissemination of information, etc.):</td>
<td>February 15, 2021</td>
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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 awareness raising activities on gender equality. Specific experience with public and private partnership and male groups for promoting gender equality and men’s involvement as advocates for change will be considered an advantage;
- Have demonstrated capacity to establish and manage public schools/courses and adapt modules (training curriculum and manual) in national level, and conduct the relevant training on sensitive topics;
- Specific experience with innovative and context-specific gender sensitive national projects will be considered an asset.

VI. PAYMENT SCHEDULE:
- First instalment: 30% of the total amount (October 30, 2020) – upon completion of the project deliverables 1 and 2;
- Second instalment: 50% of the total amount (December 20, 2020) – upon completion of the project deliverables 3, 4, 5, 6, and 7;
- Third instalment: 20% of the total amount (February 28, 2021) – upon completion of the project deliverables 8, 9 and 10.