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 medical staff on the male involvement approach to antenatal and childcare services in Azerbaijan.

Agency: UNFPA Azerbaijan Country Office


Location: selected 3 cities 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 organize gender-transformative capacity building programme for representatives of health services to foster male involvement in prenatal care in Azerbaijan.

The project is expected to equip health care workers with knowledge on key concepts of gender equality as well as common understanding on the role of men in prenatal care, to motivate them to act as agents of change for promoting engagement of men in childcare.

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 of the gender transformative capacity building programme for healthcare providers with detailed activities 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, methods of engagement, activity plan and timeline, project core messages, and plans for tracking project progress;
- Develop the intervention methodology and Resource Manual including protocols, checklists, data collection tools, and tip sheets based on the Regional Resource Package on engaging men in prenatal care and Regional Training Manual for Healthcare Workers with adaptation of both documents to the local context in close partnership with the local health care providers. Validate the proposed project concept through consultations with national and local stakeholders;
- Design and effectively deliver two day training for the healthcare providers based on the Resource Manual developed on key concepts of Gender Equality, Men engagement in childcare (agenda, presentations, handouts, video, pre- and post-evaluation etc.): minimum 30 healthcare workers to be reached;
- Establish and maintain close partnership with other organizations engaged in implementation of the project components on promoting responsible fatherhood (Papa Schools, Active Fatherhood, etc.)
- Develop and disseminate information leaflets on the benefits of engaging fathers in antenatal and childcare, as well as services to be provided within Papa Schools and active fatherhood programmes;
- Provide regular updates to UNFPA on the progress of the services, including adapting the Regional Resource Package and Manual, capacity building training, final project narrative and financial reports.

III. TIMEFRAME FOR COMPLETION OF DELIVERABLES (2020):

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<th>#</th>
<th>Deliverables</th>
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<tr>
<td>1</td>
<td>A detailed work plan of the gender transformative capacity building programme for healthcare providers with activities outlining how the proposed interventions will lead to project outcomes is</td>
<td>October 20, 2020</td>
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developed and submitted for clearance to UNFPA. The work plan should also include a proposed list of project outcomes and outputs, target audiences, methods of engagement, activity plan and timeline, project core messages and visual identity, and plans for tracking project progress.

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<td>2</td>
<td>Intervention methodology and Resource Manual that includes adapted versions of the protocols, checklists, data collection tools, and tip sheets is developed in close partnership with the local health care providers based on the Regional Resource Package on engaging men in prenatal care and Regional Training Manual for Healthcare Workers</td>
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<td>November 15, 2020</td>
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<td>3</td>
<td>Training report of the two days training session held for the healthcare providers including the training agenda, presentations, handouts, photo and video materials from the training, pre- and post-evaluation and any other relevant documents is submitted to UNFPA.</td>
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<td>December 10, 2020</td>
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<td>4</td>
<td>Information leaflets on the benefits of engaging fathers in antenatal and childcare, as well as information on the services to be provided within Papa Schools and active fatherhood programmes are developed and disseminated among the project target groups</td>
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<td>5</td>
<td>Final project narrative and financial reports are submitted to UNFPA</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 the 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 training and awareness raising campaigns on gender equality. Specific experience with public partnership and work with male groups for promoting gender equality will be considered an advantage;
- Have demonstrated capacity to develop comprehensive training 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 to be engaged in the action should be submitted alongside the proposal.
VI. PAYMENT SCHEDULE:

- First installment: 20% of the total amount (October 20, 2020) – upon completion of the project deliverables 1;
- Second instalment: 60% of the total amount (December 10, 2020) – upon completion of the project deliverables 2 and 3;
- Third instalment: 20% of the total amount (February 28, 2021) – upon completion of the project deliverables 4 and 5.