**TOR for National Gender Expert for EPIC Programme in Armenia**

**Programme:** Economic and Social Participation of Vulnerable Displaced Persons and Local Population in the South Caucasus (EPIC)

**Programme Director:** Friederike Rochowanski

**Programme duration:** 10/2018 – 10/2021

**Duration of Consultancy:** up to 40 days within 4 months as from signature of contract

**Place:** Yerevan and regions of Armenia with a high number of Syrian-Armenian refugees

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1. **Background**

The "Economic Participation of IDP and vulnerable population of selected host communities in the South Caucasus - EPIC" project is a three-year programme and is implemented by The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a service enterprise for development cooperation with international operations and global experience. Owned by the Federal Republic of Germany, the organization operates as a private-sector enterprise with a development-policy mandate: to make sustainable improvements to the living conditions of people in partner countries.

GIZ is highly committed to Gender Equality, and the project promotes women and men in vocational qualification, business startups and self-initiative. It empowers them to actively represent their own concerns and interests to promote change in their communities, the local and national levels. The project manages the equal access for women also through selecting regions (e.g. ensuring accessibility of educational institutions for women who are less mobile for cultural and family reasons), and sectors as well as vocational qualification initiatives. It has the identifier GG-1, which corresponds to the OECD DAC Gender Marker 1[[1]](#footnote-1).

Currently an international gender expert is supporting the EPIC team in the region, and the national expert will build upon the inputs of the international gender expert.

1. **Programme objectives**

The EPIC programme is regionally implemented in Armenia, Georgia and Azerbaijan, with the aim of improving the conditions for pro-poor & inclusive growth of the vulnerable IDP and local community members. In Armenia the project is closely cooperating with the Ministry of Economic Development and Investments, and the Working Group on Women and Youth (platform of about 20 organizations).

The aim of the project is to improve economic participation of the Syrian Armenian refugee communities and the vulnerable local population, fostering income generation and community development opportunities through capacity building and mobilization, geared towards employment generation, entrepreneurship promotion, and community development among the target group by applying pilot approaches.

The programme serves the following objectives:

1. Improving the capacities of the institutions responsible for promoting the economic participation of Syrian-Armenian refugees and the vulnerable local population**;**
2. Improving awareness and knowledge of the target groups in the refugee and vulnerable host communities to enable, especially young people, to make greater use of services that are geared to labour market needs, business start-up advice and training, including psychosocial measures (where necessary);
3. Improving business development opportunities to create income and employment potential
4. **Background of the assignment, objectives:**

The EPIC Programme in Armenia is looking for a national gender expert to support the development and implementation of the intervention within Armenia. This includes:

* Further development and support of implementation of the national gender equality strategy for EPIC developed by the international gender expert (including mainstreaming and affirmative action) throughout the different programme components
* Adaptation of the regional gender strategy at a country level and support to the country project team, key political actors and implementation partners in its consistent implementation
* Situation analysis/ needs assessment through desk study (containing information on national situation on gender, including Syrian Armenian refugees) and rapid appraisal in the communities;
* Development of qualitative and quantitative country-level gender objectives adjusted to the national operation plans
* Needs assessment of the partners (combined with the activities under the development of national strategy)
* Needs-based capacity development measure for the partners
* Ensure that the training materials used in the programme implementation for the different components (economic component) are gender mainstreamed and – if necessary - do include affirmative action interventions for the target group, wherever the gender analysis or further research has pointed to it
* Develop and /or finalize a training strategy for the EPIC team and implementing partners with the international Gender Support person & in coordination with the GIZ Gender Advisor, and EPIC team until latest 28.02.2019.
* Ensure that vulnerable women and girls both from the Syrian Armenian refugee community and local vulnerable population have equal access to the programme components, as men and boys.
* Support with the psychosocial measures to address women’s needs
* Measures to address vulnerable women (single households)
* Ensure close cooperation between the different GIZ projects in Armenia in the field of economic empowerment (especially for women and youth, and the refugee community), by facilitating cross-learning and deducting lessons learned
* Development of qualitative and quantitative indicators, gender objective of monitoring
* incorporation of gender aspect into the monitoring milestones and their definition
* Measure results: how to tackle women and transformation tools for measuring results (most significant change)

1. **Scope of Work:**

The incumbent shall undertake the following tasks:

* Have a briefing session with the international gender expert and the GIZ Country office Gender Focal Point in order to ensure a harmonized approach on the ground
* Desk review of the already existing material and GIZ, as well as EPIC gender strategy so far already elaborated by the international gender consultant
* Build upon the lessons learned from the GIZ projects in the same field, like EISRA (Economic Integration of Syrian Refugees in Armenia, the Private Sector Development (Tourism, IT, Wine), SMEDA (Small and Medium Enterprise Development), as indicted by the Programme Team Leader for EPIC in Armenia.
* Conduct participatory rapid appraisals, and needs assessments with integrated gender analysis in the programme implementation regions, as needed
* Fine-tune the Gender Equality Strategy based on the existing documents and including the gender appraisals in the field, including gender mainstreaming and affirmative action where needed, for the EPIC programme in Armenia
* Ensure implementing partners gender competencies: especially of the Ministry of Economic Development and investments and other institutional partners, review their implementation manuals and support their Gender Focal points as appropriate
* Organize one, or a series of tailor-made gender equality training sessions for all local partners – including the coaches of the Economic Component.
* Explore – in tandem with the international gender expert – the viability of cooperation with the Engaging Men Alliance in specific programming components, and include them if appropriate, into the programme’s components.
* Support the development of a monitoring system for the field staff, and take part in the monitoring in the field, taking care that the relevant indicators of the EUP GAP II and the SDGs 4 and 5 are monitored accordingly (as previously agreed with the international gender expert, and in line with the EPIC monitoring framework)
* Ensure that the EPIC team applies a Code of Conduct on gender equality and diversity, and a zero tolerance on PSEA (psychological and sexual exploitation and abuse) for the team and all EPIC partners, in line with GIZ guidelines
* Support the network on Women’s Socio-Economic Empowerment together with GIZ Armenia and the EPIC team, including governmental and civil society representatives in order to ensure coordination on a higher level.
* Review the EPIC public relations and programme visibility material on its gender sensitivity, and gender transformational content; and give relevant input to ensure gender stereotypes are not reinforced

An estimated total of up to 40 expert days is considered for the consulting assignment.

1. **Duration and place of assignment:**

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| --- | --- | --- |
| Type of service | Location | Max. estimated expert days |
| Briefing session with international gender expert and GIZ AZ gender advisor | skype | 1 |
| Co-facilitating a gender training in Georgia | Georgia | 3 (25-27 February 2019) |
| Planning with international gender expert and gender experts from Georgia and Azerbaijan, including advisory for implementing partners | Georgia | 2 (28 February – 1 March 2019) |
| Desk research and document reviews | Yerevan | 5 |
| Field work and support to the monitoring system | Yerevan and other programme locations (if needed) | 12 |
| Review of training materials of local partners ensure gender mainstreaming/affirmative action | Yerevan | 5 |
| Trainings | Yerevan and other programme locations (still need to be identified) | 9 |
| Support of a network (donors, government, civil society) | Yerevan | 3 |
| Total | Armenia | 40 days |

1. **Required qualifications and Competencies:**

The incumbent is expected to have the following competencies:

* Gender studies or at least 10 years of proven professional experience in working in the implementation of gender quality and women’s empowerment programmes
* Excellent knowledge of and writing skills in Armenian and English
* Extensive knowledge and experience on gender equality topics, such as women´s and girls’ empowerment, women’s human rights, integration of women and youth into the labor market, engaging men for gender equality, etc.
* Experience in working with the Syrian Armenian refugee community and vulnerable women considered an asset
* Knowledge of participatory rural appraisal methodologies and data gathering, and analysis regarding gender equality topics
* Professional facilitation and communication skills
* Experience in conducting training of trainers, and participatory training methodologies
* Development of training materials regarding gender equality
* Experience in supporting teams, with a high service orientation
* Experience in supporting high level networks and advocacy for women’s and girls’ rights and gender equality, value added if it in the field of socio-economic empowerment of women and youth

Personal attitudes and behavior:

* High level of cultural sensitivity, non-discriminatory attitude regarding diversity issues, and proven capacity to adapt to working environments without prejudice of any sort
* Positively promotes team effort and high performance by all staff through shared successes.
* Acts with high degree of integrity and professionalism.
* Holds self and others to account to deliver on agreed goals and standards of behavior.
* Promotes innovation and learning.
* Pleasant and polite attitude at all times; ability to reflect professional standards
* Willingness to travel up to 40% of the time to the field and coordination meetings.

1. **How to apply:**

**Women and men are equally encouraged to apply.**

Interested and qualified candidates should submit their CVs and a cover letter of interest in English, as well as their financial offer to by XXX, 2019. Please note that only short-listed candidates will be contacted.

The successful candidate will report to Ms. Karine Simonyan, Team Leader, EPIC Armenia.

1. **Significant** (marked 1) means that gender equality is an important and deliberate objective, but not the principal reason for undertaking the project/programme.  [↑](#footnote-ref-1)