**Terms of Reference**

**Individual Consultant – Gender Analyst**

**Duty Station:** Lankaran Economic district of Azerbaijan

**Client:** Eurasia Partnership Foundation

**Description of Assignment:** Gender analysis

**Duration of Assignment:**  1 month

**Contract Type:** Individual Contract

**Deadline for applications:** 10 December 2020

**BACKGROUND/OVERVIEW:**

With the financial support of the European Commission, Eurasia Partnership Foundation in partnership with Constitution Research Foundation is implementing a 24-month "AgriVision" project in Lankaran economic region. The goal of the project is to create and test a sustainable replicable agro-tourism / ecotourism development mechanism that would help rural households in the southern region of Azerbaijan increase their revenue and intensify the connection between urban and rural in Azerbaijan.

The project will promote gender equality by prioritizing, to the extent possible, family farms and businesses ran by women. At least 30% of the project direct beneficiaries will be women. EPF will disaggregate all of the quantitative indicators by gender.

**OBJECTIVES, SCOPE OF WORK, COMPETENCIES**

**Objectives:**

Eurasia Partnership Foundation, Azerbaijan is seeking a highly qualified expert to undertake the role of Gender Analyst who will be providing related expertise and support to both the consortium and project team when and where required. The incumbent will work in close collaboration with the operations, consortium members and projects’ staff for resolving issues of different complexity and information exchange. S/he shall promote a quality and results-oriented approach while delivering the assignments.

**Scope of Work:**

In the scope of the project Eurasia Partnership Foundation will contract the services for Gender Analyst who will work closely with the consortium and the project teams. Specifically, his\her responsibility is include but are not limited to the following:

* Conduct gender analysis for the design of the project, and formulate an action plan for a proactive gender-based approach to project implementation, including monitoring and evaluation to ensure that there is continuing awareness of gender mainstreaming issues during project implementation, monitoring of project progress and evaluation of project results;
* Conduct a detailed study on the key barriers to achieving gender equality (including social norms, legislative, institutional capacity, political will etc.) focusing on those areas that are of interest to the activity of the project;
* A clear assessment of where the project intervention and other stakeholders can add value for achieving country objectives on gender equality (as part of national development);
* Realistic objectives/ opportunities for policy and political dialogue;
* Verify the project’s risk category (low, moderate, high) with detailed rationale (e.g. relating to changes in communities’ access to natural resources, the existence of grievance mechanisms for responding to rights and resource access issues, etc.) and define possible risk mitigation options;

**Competencies:**

Professionalism:

* Maintains the highest standards of efficiency, competency, ethics and integrity;
* Understands and applies fundamental concepts and principles of a professional discipline or technical specialty relating to the assignment;
* Shows pride in work and in achievements;
* Demonstrates professional competence and mastery of subject matter, is conscientious and efficient in meeting commitments, observing deadlines and achieving results;
* Shows motivation by professional rather than personal concerns;
* Shows persistence when faced with difficult problems or challenges;
* Remains calm in stressful situations;
* Showcases respect towards international human rights law, international humanitarian law.

Knowledge Sharing and Learning:

* Shares knowledge and experience;
* Shares information openly and displays cultural awareness and sensitivity;
* Actively works towards continuing personal learning through self-directed study and other means of learning
* Demonstrates openness to change and ability to manage complexities.

**KEY DELIVERABLES AND TIMEFRAME**

|  |  |
| --- | --- |
| Conduct a detailed study on the key barriers and human right challenges faced by women | 20 December 2020 – 10 January 2021 |
| Collect gender-disaggregated and gender-related gaps data in the region | 20 December 2020 – 10 January 2021 |
| Submit a report that also includes recommendations for an active gender-based approach to project implementation | 10 January 2021 – 21 January 2021 |

**REPORTING:**

The incumbent will be reporting to the Project Manager(s). The incumbent must ensure timely fulfillment of his/her assisting and support actions, thus making timely and sufficient contribution to the timely preparation and submission of the inputs. The environmental expert shall maintain regular communication and coordination with all parties overseeing the implementation of his/her duties.

**MONITORING:**

The monitoring of fulfillment of the assignment by the gender consultant will be conducted by the Eurasia Partnership Foundation’s experts and manager of concerned project.

**TRAVEL:**

No international travel is envisaged at this point. The local travels are planned, which will be covered in accordance with rules and procedures.

**SELECTION CRITERIA:**

* University Degree in social sciences or related field. An advanced degree will be considered a significant advantage;
* Experience in gender mainstreaming issues, social sciences and/or project management in this field.
* Experience working with the Government structures in Azerbaijan will be considered an advantage;
* Working knowledge and excellent command over Azerbaijani.

**PAYMENT TERMS**

* Payment – within 7 (seven) days upon completion of tasks
* Payments will be made in accordance with Service Contract

**HOW TO APPLY:**

Interested candidates are invited to send financial offer and CV/resume to **info@epfound.az** by December 10. Please, write **“Gender Analyst”** as a position title in the subject line. Only shortlisted candidates will be contacted.