



## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Timor-Leste
Purpose of consultancy:	<b>National Consultant to revise boys and girls facilitation manual and deliver ToT for Fokupers staff and teachers from piloted schools in Dili.</b>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p>Traditional gender norms in Timor-Leste are heavily responsible for unintended teenage pregnancies because young women do not have enough agencies in their relationships. In particular, they are not assertive enough in negotiating what they want and do not want while boys are conversely too assertive. As a result, when boys and girls do not want the same thing, boys are often too pushy and put pressure of girls. Not able to face the confrontation, they often give in.</p> <p>UNFPA and FOKUPERS with the financial support of PHD (DFAT funded) propose an intervention entitled 'boys and girls circle' to support young men and women through a long-term practice of the skills each of them mostly lacks. The main objective of the intervention is to transform gender stereotypes of young women and young men in schools. The intervention targets student from pre-secondary and secondary schools in Dili.</p> <p>In collaboration with the Ministry of Education, Youth and Sport, FOKUPERS and UNFPA, the consultant will:</p> <ol style="list-style-type: none"> <li>1. Revised the boys and girls circle facilitator's manual based on inputs from donors and relevant agencies.</li> <li>2. Deliver the ToT on the boys and girls facilitator's manual to FOKUPERS team, who will then provide ToT for teachers from selected schools.</li> <li>3. Liaise with the Ministry of Education, Youth and Sport to pilot the boys and girls intervention in three schools in Dili Municipality and possible roll-out to other municipalities</li> <li>4. Mentoring FOKUPERS team during the ToT training for teachers from 3 selected schools</li> <li>5. Together with FOKUPERS team, monitoring the implementation of the boys and girls circle.</li> <li>6. Following the implementation of the intervention and ToT for municipality trainers to submit report to UNFPA that includes recommendations.</li> </ol>
Duration and working schedule:	The consultant is expected to begin his/her work from 29 April until 28 June 2019
Place where services are to be delivered:	Consultant will be working at UNFPA office with frequent consultation with the FOKUPERS.

<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<ul style="list-style-type: none"> <li>• Inputs from relevant NGO partners are integrated into the Boys and Girls facilitator's manual.</li> <li>• PowerPoint presentations and an appropriate exercises for the ToT prepared.</li> <li>• ToTs for FOKUPERS and teachers conducted.</li> <li>• CSE Implementation in schools monitored (at least one monitoring and mentoring conducted for each school)</li> </ul>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<ul style="list-style-type: none"> <li>• Revision completed, presentations and exercises materials prepared (First payment of 30% to be paid after this submission)</li> <li>• ToT to FOKUPERS team and teachers conducted and hard and electronic report submitted to UNFPA (second payment of 40% to be paid after this submission)</li> <li>• Three (3) Monitoring and mentoring of the FOKUPERS team on the implementation of the boys and girls circle conducted, electronic and hard copy of the report submitted to UNFPA (Third payment of 30% to be paid after this submission).</li> </ul>
<p>Supervisory arrangements:</p>	<p>The consultant will be supervised by Assistant Representative of UNFPA and in close coordination with UNFPA Youth Officer.</p>
<p>Expected travel:</p>	<p>The consultant is expected to travel to municipalities</p>
<p>Required expertise, qualifications and competencies, including language requirements:</p>	<ul style="list-style-type: none"> <li>• Advance or Bachelor Degree degree in Education/Social Science/Public Health.</li> <li>• Technical knowledge on gender equality, youth sexual and reproductive health, social and behavioral change issues.</li> <li>• At least 7 years of professional work experience related to curriculum development, capacity building, public health and social behavioral change program.</li> <li>• Previous working experience at Ministry of Education and civil society organizations in Timor-Leste would be an added advantage.</li> <li>• Fluency in written and spoken Tetum, English, knowledge of Portuguese would be an added advantage.</li> </ul>
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>UNFPA will provide work station to the consultant.</p>
<p>Other relevant information or special conditions, if any:</p>	
<p>Signature of Requesting Officer in Hiring Office: </p> <p>Date: 16/4/19 </p>	