

Terms of Reference
for a National Expert on Gender Equality and women's
Empowerment
Georgia

Program:	Economic and Social Participation of Vulnerable Displaced Persons and local populations in the South Caucasus - EPIC
Program Manager:	Friederike Rochowanski
Program duration:	12/2017 - 10/2021
Duration of Consultancy:	50 days within 6 months as from signature of contract (from 7 November to 30 April 2019)
Place:	Georgia - Samegrelo and Zemo Svaneti and Kvemo Kartli Regions and Tbilisi

1. Project Overview

The measure "Economic and Social participation of Vulnerable Displaced Persons and Local Populations in the South Caucasus - EPIC" programme 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.

EPIC has been implemented since December 2017 and has initially aimed at economic empowerment of the displaced and local populations by enhancing their employability and facilitating start-ups as well as business extension. The new component, focusing on the promotion of social participation of the target groups primarily in Azerbaijan and Georgia, has been added as of September 2018 whereby participation and empowerment of young people and women is one of the key cross-cutting issues of the component.

The programme serves the overall objective to improve economic and social participation of vulnerable displaced and local population in the South Caucasus. The objective is foreseen to be achieved through the following four components:

1. Strengthening capacities of public actors to promote economic and social participation of vulnerable population, both displaced and local
2. Increasing employability of target groups with a special focus on women and youth
3. Improving business development opportunities to create income and employment potential
4. Empowering displaced and local communities to stimulate social cohesion and engagement

The project has been supported by the international gender expert guiding the EPIC project team, key political partners and implementing organizations on measures to improve social and economic participation of women and girls and enhance their empowerment at the regional level, while a national expert will be required to build upon these inputs and provide advice and consultancy at a country level.

2. Situation analysis (Georgia):

As a result of territorial conflicts in the 1990s and 2008 over 280 000 people have become displaced in Georgia, leaving the breakaway regions of Abkhazia and South Ossetia, and resettling in other parts of Georgia. Despite recent economic growth, Georgia continues to face challenges to overcome poverty and social exclusion that affects a significant part of the population. Displaced persons are defined as a group at particular risk when it comes to their opportunities for economic and social development due to their uprooted status, inadequate housing and access to employment, assets and basic services. The governments and public actors lack resources and capacities to provide comprehensive support to tackle inequality and disengagement of these vulnerable groups.

The majority of IDPs live in the outskirts of the capital Tbilisi (38%) and in the Samegrelo-Zemo Svaneti region (32%) in western part of the country. The proportion of women in the IDP group is slightly higher (54%), however, they represent only 31% of the working IDPs. According to the Global Gender Gap Indices of 2016 and 2017 Gender inequalities in the social sectors (education and health) are not very pronounced, however, gender inequalities in terms of political empowerment and in the economic sector (labor force participation, unemployment, earned income) are more substantive with the latter having substantially increased since 2007. For women it is more difficult to establish and run a business than for men due to manifold reasons, among them socio-cultural norms and values, child care responsibilities, lack of collaterals to access finance, and lack of entrepreneurial knowledge and skills. According to the Gender and Enterprise Survey published by the World Bank the percentage of firms with female participation in ownership is 33.9% in Georgia. Women are more likely to be self-employed and to own micro-businesses; followed by small and medium size businesses and least by large businesses.

Although traditional gender roles seem to persist among IDP communities, there is some indication that a substantial number of women have taken over major or sole breadwinning roles for their families. That this is due to the fact that a lot of women have lost their male family members as a result of the conflict as well as men have migrated or had more difficulties to adapt to the new situation and remain unemployed. The state of “traumatic masculinities” that has been described for IDP men in Georgia result in familial tensions, a deteriorated health situation of men, alcohol abuse and depression among men. If women are encouraged to more actively participate in community development decision-making, it seems to be important that, where appropriate, their male family members are involved in activities in some way in order to enhance their acceptance and to avoid new domestic conflicts.

In terms of gender policy framework Georgia has committed to the main international conventions that are relevant to promote gender equality and women’s empowerment, and to protect women’s rights: the Constitution of Georgia guarantees equal rights to women and men; the Law on Gender Equality was adopted in 2010 with the main goal to ensure inadmissibility of discrimination in all spheres of public life, the creation of relevant conditions for the realization of equal rights, freedoms and opportunities for women and men and to facilitate the prevention and elimination of discrimination; the Gender Equality Council (GEC) was established under the Speaker of the Parliament in 2004 and became a permanent body on gender equality, mandated to coordinate the implementation of the State Concept on Gender Equality. The Concept that was adopted in 2005 as a framework policy document for equal rights and opportunities that was followed by the adoption of the Gender Equality National Action Plan (2018-2020) to combat violence against women and implement the UN Resolutions on Women, Peace and Security. The eight sections of the National Action Plan cover the main areas of work in line with the Beijing Platform of Action, including the economic empowerment of women. In addition, Georgia has a National Action Plan on

Human Rights that includes both objectives and targets related to gender equality and the situation of the IDPs. Objective 15.2 is related to the socio-economic integration of IDPs. One of the related actions reads as follows: 15.2.3. encouragement of greater participation of IDPs (before returning to their permanent place of residence), in the process of integration in other regions of the country.¹ In May 2014, the Law of Georgia on the Elimination of All Forms of Discrimination came into force, which implies an alignment of Georgia's antidiscrimination framework with international standards.

The former Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (MRA) has set up a Commission on Gender Equality Issues and developed its own Gender Equality Strategy and Action Plan which aimed to improve internal and external gender mainstreaming of the MRA. Among the strategic objectives of the Gender Equality Strategy of the MRA is „To plan the strategies, programs and projects developed by the Ministry in the light of gender needs and analysis, which will reflect diversity of needs and priorities of women, men, boys and girls“. The increase of awareness of the availability of vocational and educational programs for the internally displaced and conflict-affected women, as well as their financial support so that they could take part in the vocational-educational programs and shall award small grants on the basis of co-financing, which will facilitate the economic strengthening of women is one of the concrete actions of the Gender Equality Strategy of the MRA that targets female IDPs.² However, upon merging the MRA with the Ministry of Labour, Health and Social Affairs as of July 2018, the validity of these documents remain pending.

3. Assignment objectives

Following the GIZ's high commitment to gender equality, its Gender Equality Safeguards and Potentials guidelines, recommendations set by the project Gender Analysis (conducted in May 2018) as well as the by international gender expert, the EPIC project in Georgia seeks for the national expert in gender aspects to provide continued on advice and consultancy on measures that will social and economic participation of women and girls and enhance their empowerment on the country. This includes:

- Further follow-up and support of implementation of the gender equality strategy and action plan (including mainstreaming and affirmative action) throughout the project 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.
- Continued guidance to the project team, key political actors and implementation partners on gender aspects through additional trainings, consultancies or recommendations.
- Ensure that the training materials used in the program implementation for the different components are gender mainstreamed and – if necessary - do include affirmative action interventions for the target groups (including women and men), wherever the gender analysis or further research has pointed to it.

4. Scope of Work:

Within the above described assignment, the incumbent shall undertake the following tasks:

¹ <http://www.coe.int/t/commissioner/source/NAP/Georgia-National-Action-Plan-on-Human-Rights.pdf>

² <http://mra.gov.ge/res/docs/2017061416255068775.pdf>

- Keeps regular coordination with the international gender expert and the GIZ Country office Gender advisor to ensure a harmonized approach
- Conducts the review of the already existing materials (GIZ gender guidelines, project gender analysis, EPIC gender strategy developed by the international gender expert)
- Undertakes continued assessments on gender aspects in project target locations through regular field visits, meetings with project stakeholders and participatory assessments
- Provides continued support to the project team, political actors and implementing partners in gender aspects through trainings, consultancy and/or recommendations to ensure consistent implementation of the Gender Equality Strategy
- Supports the project actors (project team, political actors and implementing partners) to establish the gender working group/gender coordination committee to support regular exchange and updates on gender related aspects and policy
- Provides consultancy support to the project key political partner Ministry of Labor, Health and Social Welfare (MoILHS³) and its entities working on IDPs, in implementation of the existing gender policy documents
- Provides consultancy support to the regional entities of the MoILHS on gender aspects
- Ensures consistency with the EPIC project indicators for gender through continued coordination with the project M&E expert/focal point
- Ensures that the EPIC team applies the 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
- Reviews the EPIC communication and program visibility materials to ensure the gender sensitive content and avoid gender stereotype language
- Support the network on Women's Socio-Economic Empowerment together with GIZ Georgia and the EPIC team, including governmental and civil society representatives in order to ensure coordination on a higher level.
- Take part in the regional EPIC gender trainings from 13th to 15th of November in Tbilisi (plus one 2-day regional training in February 2019) and co-develop/ finalize a training strategy at country level for the EPIC team and implementing partners with the international Gender Support person & in coordination with the GIZ Georgia Gender Advisor, and EPIC team until latest 28.02.2018.

5. Duration and place of assignment:

Type of service	Location	Max. estimated expert days
Briefing session with international gender expert and GIZ AZ gender advisor	Skype	1
Take part in regional gender trainings Tbilisi	Tbilisi	5
Desk research and document reviews		5
Support and advice of EPIC programme (MoILSH, resp. agency, GIZ, implementing partners) at central level and in the regions (Samegrelo and Zemo Svaneti and	Regions	25

³ Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs

Kvemo Kartli Regions, Tbilisi); support of the monitoring system; provision of trainings		
Review of training materials of local partners, ensure gender mainstreaming/affirmative action within		7
Support of creation of a network (donors, government, civil society)		5
Total		50

An estimated total of 50 expert days is considered for the consulting assignment.

6. Required qualifications and Competencies:

The incumbent is expected to have the following competencies:

- Gender studies or at least 8 years of proven professional experience in working in the implementation of gender quality and women's empowerment programs
- Good knowledge of and writing skills in Georgian, English
- Extensive knowledge and experience on gender equality topics, such as women's and girls' empowerment, women's human rights, engaging men for gender equality, integration of women and youth into the labor market, etc.
- Experience in working with IDP communities and rural women
- 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 service orientation
- Experience in supporting high level networks and advocacy for women's and girls' rights and gender equality,
- Value added if the candidate has vast experience 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.

7. 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 in the conceptual Envelope, as well as their financial offer in the second envelope to GIZ Office (31a Aleksandre Griboedov St, Floor 3) by November 5, 2018. Please note that only short-listed candidates will be contacted.

The initial phase is for six months, with the possibility of renewing the contract.