



## TERMS OF REFERENCE

### For Expert in Social inclusion

**Project Title:** Women in Politics, Public Administration and Civil Society

**Duty Station:** Yerevan and one region (marz) of Armenia

**Duration:** 16 October 2023 – 15 December 2023

#### A. Background and Description

Within the framework of “Women in politics, public administration and civil society” project (hereinafter “the WIP2.0 Project”), the core strategy focuses on women’s empowerment and participation in decision-making as the key to a more inclusive society. To maintain and expand a critical mass of female leaders as local change makers, the WIP2.0 Project will mobilize the civil society organizations at the grassroots level to support the policy and practice change to enable women empowerment and participation in decision-making.

The Project will apply the participatory approach to:

- bring the learning and expertise from the civil society actors to promote local solutions for addressing the harmful practices contributing to gender discrimination at community levels - via local initiatives and campaigns on gender equality and women empowerment;
- build a consolidated movement of civil society for addressing the institutional challenges and deeply rooted barriers toward a more inclusive and equal society;
- build the capacity of civil society organizations (CSOs) on gender equality related work;
- expand further the network of female leaders as the local change makers.

Activities engage a participatory approach and design collective solutions to address pressing issues of gender inequality and social exclusion in the society. The Project targets and engages the most vulnerable and disadvantaged groups of society, focusing on women with disabilities, women from minority groups, and poor women – via direct engagement of CSOs representing these social groups, as well as ensuring their participation in the regional dialogue events.

Activities target all civil society actors - registered CSOs, activist groups, local initiatives, professional unions and media.

#### B. DESCRIPTION OF THE ASSIGNMENT

##### The Objective of the Assignment

To provide expert support in the area of social inclusion of population forcibly displaced from Nagorno Karabakh in Armenia, in its main strategic focus under the WIP 2.0 Project in relation to gender equality, women rights and women empowerment in Armenia through strengthening the role of civil society. The assignment will focus on the topic of **“Social inclusion of forcibly displaced people from Artsakh”**. The expert will identify/assess the needs and prospects for inclusion and social cohesion, emphasizing the impact of war and forced displacement on women, as well as examine prospects, challenges in hosting communities and analyze policies and practices that hinder or facilitate social inclusion. Relevant recommendations will be developed based on the analysis.

## Requested services

1. Facilitate **1 Women Taskforce** meeting (online format) on **“Social inclusion of forcibly displaced people from Artsakh”**, collect evidence on the local challenges, recommendations, and solutions.

**Women Taskforce** represents women activists (including forcibly displaced people) and CSO members, youth, minority, disability NGO/CSO representatives, members of active women’s groups attached to Local Self Governments (LSGs), Women and Youth Advisory Council members.

**The Women Taskforce** will be held in **October 2023**

2. Facilitate **2 policy dialogue events (offline format)** on **“Social inclusion of forcibly displaced people from Artsakh”** to identify/assess the needs and prospects for inclusion and social cohesion for forcibly displaced population, particularly women, emphasizing the impact of war and forced displacement, as well as examine prospects, challenges in within the hosting communities, and analyze policies and practices that hinder or facilitate social inclusion, collect local challenges, solutions, recommendations to create a strategic roadmap of social inclusion and social cohesion and raise them to national level and/or disseminate at local level.
3. **Dialogue Event** represents forcibly displaced women and man (in 2020 and 2023), young women and men, local women's organizations, activists, women's task force members, representatives of marginalized women's groups and key decision makers from national and local levels (Regional governor's office, Municipality, MLSA, Unified Social Services, ombudsman, LSG).

The 2 dialogue events will be held in **October 2023** in two regions of Armenia.

4. Develop **1 policy brief** on policies and practices regarding **“Social inclusion of forcibly displaced people from Artsakh”** with finetuned recommendations and roadmap to further advocate for them, to present to decision makers all the recommendations, gaps, challenges that have been collected at the grassroots level during the dialogue events.

The policy brief recommendations will be introduced to the policy discussions with compelling justifications.

The **policy brief/analytical paper will be bi-lingual** and delivered by **20 November 2023**.

5. Facilitate **1 Advocacy** meeting on **“Social Inclusion of forcibly displaced people from Artsakh”** to present to the decision makers all the recommendations, gaps, challenges that have been collected at the grassroots level during the dialogue events, and collect further recommendations.

After the **advocacy meeting** prepare **1 bilingual communique** with **finetuned recommendations and roadmap to further advocate for them**, to be delivered by **10 December 2023**

6. Provide other technical advice to the Programme Manager and Project team in identifying stakeholders and in drafting Project documents as necessary.

## C. Deliverables

- 1 short communiques/ minutes on Women TF meetings: in Armenian and English.
- 1 policy brief: in Armenian and English
- 1 advocacy meeting communique: in Armenian and English.
- Materials used during the events (.

**D. Qualifications and Experience Requirements**

- Familiarity with the specific challenges and dynamics related to social inclusion, social cohesion and integration in Armenia and similar contexts.
- Demonstrated experience in conducting policy analysis, advocacy, and research on social inclusion and gender-related issues, with the ability to analyze policy issues and provide evidence-based recommendations.
- In-depth knowledge of gender equality principles and practices, including a strong understanding of gender-based discrimination and inequalities.
- Sensitivity to cultural and diversity issues, particularly as they relate to forcibly displaced groups.
- Expertise in facilitating policy dialogues, meetings, and workshops.

- E. Applications (CV, narrative and financial offers of the Assignment) can be submitted by email to [recruitments@oxygenfund.am](mailto:recruitments@oxygenfund.am) by CC-ing to [kmkhitaryan@oxygenfund.am](mailto:kmkhitaryan@oxygenfund.am) by **17:00, October 15, 2023**.  
**Subject line: “Expert in Social Inclusion”**

*“Women in Politics, Public Administration and Civil Society” project is delivered by the UNDP in partnership with the RA Ministry of Territorial Administration and Infrastructure and OxYGen Foundation in collaboration with the UK Government’s Good Governance Fund.*