

## TERMS OF REFERENCE

### Assignment n°23SANIC885

#### I. General Information

Assignment title	Support in integrating a gender-sensitive approach within the project "From Capacity to Change: Strengthening Ukraine's Response to Substance Use".			
Component(s)	RSS			
Thematic area(s)	Governance			
Type of recipient(s)	Principal Recipient			
Country of intervention	Ukraine			
Relevant GF grants	Grant amount	Grant period	Performance rating	Date of the performance rating
HIV/AIDS, Tuberculosis	157,163,790 USD	2024-2026		
Estimated starting date of assignment	01/04/2025			
Expertise France contact	Full name		Contact details	
	Arthur LANGLOIS		arthur.langlois@expertisefrance.fr	

#### II. Assignment rationale

Ukraine remains one of the countries with the highest prevalence of HIV in Eastern Europe and Central Asia, with people who use drugs (PWUD) being a key affected population. Psychoactive substance use plays a central role in the transmission of HIV and other blood-borne infections. Despite progress in scaling up harm reduction and treatment services, capacity and policy barriers continue to hinder effective interventions, particularly for marginalized groups as well as women, young people, and military personnel facing substance use disorders.

Thus, the Public Health Center (PHC) is implementing the "From Capacity to Change: Strengthening Ukraine's Response to Substance Use" project supported by Expertise France aimed to enhance the national drug policy framework, improve service provision, and strengthen drug monitoring systems.

One of the aspects of this initiative is integrating gender-sensitive approaches to ensure equitable access to services and address gender disparities in substance use treatment and HIV prevention.

However, at the same time gender-related challenges remain insufficiently addressed in the project design partly because of a lack of dedicated to this area PHC staff. Therefore, the project requires additional technical expertise to ensure effective gender mainstreaming.

The project now classifies as a DAC 0 on the OECD gender equality marker, the objective is to making it into a DAC 1 by integrating a gender mainstreaming component. This project would therefore align with the national commitments and its objectives to reduce gender-related barriers to health services. The technical assistance will ensure that gender considerations are embedded not only across project activities but in the area, strengthening the impact, sustainability, and inclusivity of Ukraine's response to substance use and HIV.

### III. Objective(s) and expected outcomes

#### 1) Overall assignment objective

Integrating a gender-sensitive approach within the project "From Capacity to Change: Strengthening Ukraine's Response to Substance Use" by integrating gender considerations into its design, implementation, and monitoring processes

#### 2) Expected outcomes

- The project is marked as DAC1.
- The project team and relevant stakeholders involved within the project are duly trained on gender issues and align themselves with the recommendations provided to increase gender programming within the project.
- Gender-sensitive approach is streamlined and maintained during the whole implementation of the project, including through assigning a gender focal point within the project team.

#### Gender mainstreaming

In line with France's International Strategy for Gender Equality 2018-2022, L'Initiative asks consultants to integrate a gender approach into their assignment. A webinar (in French) is available to help identify assignment-specific challenges and develop gender-mainstreaming objectives (<https://www.initiative5pour100.fr/encourager-prise-en-compte-du-genre>).

These issues cover mainly:

- **Assignment type:** governance support, assessment and organizational support, administrative and financial support, program support, data collection and analysis, access to quality drugs.
- **Selected methodology:** desk review, interviews, participatory workshop, conference and seminar, training, report or guide.

During the assignment scoping and methodology development phase, the consultants and recipient will define at **least two gender-related objectives** for the assignment and will undertake to implement what is required to meet them and to self-assess when writing the final assignment report.

### IV. Assignment description

#### 1) Key milestones and activities of assignment

As part of the assignment, the consultant(s) will carry out the following activities:

1. *Suggest a methodology and present the mission's schedule to the beneficiary for initial approval in the very first days of the assignment. The beneficiary will provide the expert(s) with the necessary materials and contacts at this stage, particularly within the PHC team with whom he/she/they will be closely collaborating;*
2. *Assess the project's goals, activities and logical framework to identify opportunities for integrating gender-sensitive activities and indicators following the Checklist for Gender Mainstreaming for L'Initiative-supported projects. The expert(s) focuses on practical and conflict-sensitive gender integration by including gender-sensitive service adaptations for women, LGBTQ+ individuals, and displaced populations. A focus is expected on trauma-informed care and flexible service delivery models (e.g., mobile outreach, telehealth) to account for conflict-related disruptions. It promotes a low-resource gender mainstreaming.*
3. *Develop feasible recommendations and action plans for effective gender integration throughout the project lifecycle so that the project is aligned with the Checklist for Gender Mainstreaming and gender sensitive approach and taking into account the OECD Gender Equality Marker. It should further align with WHO, UN Women, and UNAIDS gender frameworks while ensuring adaptability to wartime constraints.*
4. *Strengthen the project team and the relevant project stakeholders (implementing partners, working group members, etc.) on applying the key principles of a gender approach to ensure alignment with international commitments and operationalizing the recommendations. This is made during the whole assignment through practical training series (remote/hybrid) for PHC and partners to embed gender-sensitive approaches into daily operations.*
5. *If deemed necessary after the assessment, works specifically on assigning a gender focal point within PHC to oversee implementation and provide real-time guidance and provides a tailored training for this person.*
6. *Provides any action consistent with ensuring gender considerations are embedded in PHC's routine grant reporting to sustain momentum post-mission.*

Capacity building of assignment recipient(s): with a view to sustaining the assignment's outcomes and recipients' ownership of the deliverables, the consultant(s) should pay particular attention to capacity building throughout the assignment. Joint training and deliverables development with gradual recipient empowerment are encouraged. The consultant(s) must propose a methodology in their technical proposal to be discussed with and approved by Expertise France and the assignment recipient.

## 2) Expected deliverables

<b>Expected deliverable</b>	<b>Estimated timeline to achieve the deliverable</b>
Completed Checklist for gender mainstreaming from Expertise France	One (1) month from the notification date of the contract
Report including a list of practical recommendations, the adapted logical framework of the project, and the developed action plan for integrating gender-sensitive measures	One and a half (1.5) month from the notification date of the contract

Capacity-building tracker and results for training of the project team on gender-sensitive practices and tools	Two (2) months from the notification date of the contract
A final report (maximum 15 pages using the template provided). This report, written in English, will be distributed to all partners involved in the assignment, following approval by Expertise France.	Within 10 days after the work is completed.

The overall timeframe for the contracted services is 2 months

The mission will end with a debriefing of the mission with the assignment recipient following validation of the deliverables by Expertise France.

### **3) Coordination and accountability**

#### **3.1. Coordination provided by Expertise France and the team of consultants**

In the context of this assignment, Expertise France will coordinate and monitor the assignment as follows:

Expertise France ensures the coordination between the various partners involved in designing, implementing and/or monitoring the assignment, guides and supports the organization of work between the consultants, organizes regular follow-ups with the consultants as a minimum and approves the achievement of key assignment milestones.

In order to facilitate the follow-up by Expertise France, the contact person will be copied into all important discussions between the consultant(s), the recipient and partners involved in the assignment.

#### **3.2. Coordination with technical and financial partners and the France team**

The expert(s) bears in mind that reaching out to new partners or structures is made in the framework of its assignment and presents himself/herself/themselves as mandated by Expertise France for the benefit of the beneficiary.

Experts will inform to the Cooperation and Cultural Action Service (Service de Coopération et d'Action Culturelle - SCAC) at the French Embassy at the start and end of the assignment for a meeting with the SCAC (the Cooperation Representative - COCAC) and the focal point of the French Development Agency (AFD) office.

#### **3.3. Consultant accountability**

The consultant(s) will report on assignment progress and challenges directly and regularly to the Expertise France contact person.

Assignment deliverables are produced for the benefit of the assignment recipient. The final version of the deliverables is submitted to Expertise France for final validation with the assignment recipient.

## V. Logistical organization and execution

The assignment recipient, the Ukrainian Public Health Center, will provide the consultant(s) with an office space/meeting room with an Internet connection and photocopying and printing equipment, when possible.

The consultant(s) will be responsible for other logistical aspects of their assignment (hotel reservation, plane tickets, etc.) unless otherwise specified by Expertise France. **Logistic should be adapted to the security constraints in Ukraine and in adherence to the principle of duty of care held by the consultant(s) or the consulting company.**

The contractor will have the full responsibility to organize and jointly conduct with the PHC a 2-day national meeting in Kyiv. All decisions regarding practical organization of the meeting will be made after due coordination with Expertise France and the beneficiary and their approval. **The technical and financial offer shall there include cost estimates for such a meeting.**

Due to the potential involvement of international expert(s) and the probable need to translate material, **the contractor will include in its technical and financial offer any services deemed needed for translation and interpretation in this assignment.**

## VI. Expertise and profile requirements

*The composition of the team (number and profiles of experts) is to be determined by the contractor according to the technical nature of the services detailed above.*

*Expertise France will be sensitive to the fact that the team proposed by the candidate in its bid mobilises expertise that is close to a balance :*

- women/men ;
- national/international
- junior/senior.

The skills and experience required are as follows:

### A. Training/Education :

- University degree (graduate level) in the following fields:
  - Medicine
  - Public Health
  - Management
  - International cooperation
- Specialization/experience in the fields of project management, gender mainstreaming, Health Systems Strengthening (HSS)

### B. Required skills :

- Confirmed skills in:
  - Communications

- Teamwork and interpersonal skills
  - Knowledge transfer and training
  - Analysis
  - Decision-making and initiative
- Excellent command of Ukrainian and English (written/spoken), good command of French is an asset.
  - Excellent command and knowledge pertaining to gender issues, programming and monitoring & evaluation is required.

C. General professional experience

- At least 5 years professional experience working on gender-related issues in an international context or in international project.
- At least 5 years professional experience in the field of public health, vulnerable populations or related to pandemics.

D. Specific professional experience

- Professional experience with Ukraine is highly desirable.
- Experience in gender-programming in conflict-affected country.
- Demonstrable experience in providing trainings, capacity-building on gender or related areas.