

TERMS OF REFERENCE (TOR)

International Consultancy for conducting Peer Training of Trainers program in Maldives

(MDV-ToR/2022/08 Dated: 30/03/2022)

Hiring Office:	UNFPA Maldives Country Office
Purpose of consultancy:	<p>UNFPA is the UN leading agency for Reproductive Health and Rights, with its tagline being: “Ensuring rights and choices for all”.</p> <p>Unemployment of the youth population is a significant issue facing the country – while youth aged 18 to 35 years represent 35% of the Maldivian population, a significant portion of that population demonstrates unreadiness for employment including the lack of skills on their reproductive rights. In 2018, the net enrolment rate (NER) shows a steep decline from lower secondary level, at 90.5% (87.8% for girls and 92.9% for boys) to higher secondary level, at 44.5% (50.4% for girls and 38.9% for boys).[3] Subsequently, NEET rates of youth unable to find work or continue education is at 25% for the ages of 15 – 24 years, and 37% for the ages of 15 – 19 years (which is the largest number of new labour force entrants due to low enrolment in higher secondary education). Predominantly, young girls remain in NEET due to caring roles. Furthermore, young people have the highest unmet need for family planning (DHS, 2017)</p> <p>Formal school curriculum is based on academic progress and is weak on life skills, leadership and reproductive health aspects. Hence many young people leave school without adequate skills to start a productive life nor build a family.</p> <p>Additional issues continue to affect this already vulnerable population as well as other marginalized groups, youth radicalization, domestic violence (DV), and gender-based violence (GBV) and gender inequalities, causing lack of family and community cohesion; sexual and reproductive health and mental health issues, which have been further exacerbated by the Covid-19 pandemic; and limited participation in one of the most challenging issues faced by the Maldives today – climate change.</p> <p>Y-PEER is a global network of more than 2000 non-profit organizations and governmental institutions; with active memberships of over 33,000 young people and hundreds of thousands of volunteers from the Asia Pacific, Eastern Europe, Central Asia, Africa, and the Middle East. Y-PEER Asia Pacific has been playing an active role in ensuring that youth voices are well-represented at key global and regional events and platforms. This mechanism is particularly well suited to build the capacity of young people from out of schools to lead and mobilize their peers to allow for full participation of all young people at different levels of policy input and community participation.</p> <p>As such, UNFPA Maldives in partnership with the Ministry of Youth, Sports and Community Empowerment (MOYSCE) seeks to establish the Y-PEER network in line with the 7th Country Programme key indicators to strengthen institutional (government, civil society, CSO) capacity to develop life skills and opportunities for adolescents and youth, particularly young women and girls including those with disabilities, residing in outer islands, to ensure their leadership and meaningful participation in decision making for issues that affect their bodily autonomy, development and overall well-being.</p>

	In this context, UNFPA Maldives is looking for a qualified individual to design and deliver a comprehensive and culturally relevant 10-day peer educator training to 40 young people, to build their capacity based on the YPEER Curriculum and develop a mechanism to establish the YPEER in Maldives.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The Consultant will be responsible to design and facilitate a 10 day peer education training for 40 young trainers. The training should be based on the internationally accepted PEER education curriculum and delivered in a participatory way. The trainer must be able to lead the training and cover the following topics comprehensively among others;</p> <ul style="list-style-type: none"> ● Adolescent and Youth Health to include Sexual Reproductive Health, drugs use, Tobacco Cessation, AIDS, mental health conditions, non-communicable disease ● Relationships ● Facilitation, communication skills and session planning ● Volunteerism, community Participation ● Youth, Peace & Security <p>In addition to these topics, the trainer will also guide the trainees in developing an action plan which will set measurable goals and indicators for the next year. There will be other local trainers supporting.</p> <p>The Consultant should also guide the trainees in developing an action plan which will set measurable goals and indicators for the next year with recommendations and step by step guidance on setting up YPEER Maldives.</p> <p>Expected Outputs</p> <ul style="list-style-type: none"> ● Work plan indicating timelines and the schedule of the training, along with list of logistical and resource requirements as well as areas of national expertise required ● Training curriculum covering overview of topics and content, PowerPoints, delivery guides ● Identification of prospective trainers and possible mechanisms to progress to Training of Trainers (ToTs) among the trainees ● Operationalization, monitoring and evaluation plan ● A final report with training evaluation, recommendations and steps for establishing YPEER in Maldives.
Duration and working schedule:	17 days (5 days home based and 12 days in Maldives) between in June 2022
Place where services are to be delivered:	Part home based with 1 field mission to Maldives
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Consultant must be available for 17 days during the period Mid May to end June 2022 covering a 12 day in-country mission to deliver the 10 day-PEER training.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Consultant will be briefed and debriefed by UNFPA Head of Office and Ministry of Youth Sports and Community Empowerment (MoYSCE). Work will be monitored and timely updates provided to UNFPA. Contract will be managed by UNFPA
Supervisory arrangements:	Programme Analyst –SRH UNFPA
Expected travel:	12 days in country visit in June 2022

<p>Required expertise, qualifications, and competencies, including language requirements:</p>	<p>Primary expertise required:</p> <p>Expertise in delivering a PEER education programme covering Adolescent and Youth health information and familiarity in peer education techniques and methodologies</p> <p>Functional Competencies:</p> <ul style="list-style-type: none"> ● Advanced degree in education or social science, or other relevant discipline. ● Minimum three years of work experience related to delivery of sexual and reproductive health information, especially in a peer education setting ● Excellent English writing skills, proficiency in spoken English is required. ● Excellent negotiation, facilitation, and Strong interpersonal skills and work with diverse people. ● Consultant should have excellent advocacy skills and strong leadership skills ● Consultant should be proficient in computer skills including use of internet and other office application ● Ability to be flexible and respond to changes as part of the review and feedback process; ● Participate effectively in team-based, information-sharing environment ● Focus and result oriented
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>Consultant:</p> <ul style="list-style-type: none"> ● Fulfill the stipulated in the contract and the ToR through review of documents, email communications, virtual calls and meetings ● Maintain close contact by email with UNFPA ● Communicate any complications regarding the assignment as soon as possible · Communicate list of training resources, materials and logistical needs with UNFPA ● Provide an overview of training content and materials for approval from UNFPA and partners <p>Ministry of Youth Sports and Community Empowerment</p> <ul style="list-style-type: none"> ● Assign a focal point in the design and delivery of the training programme ● Identify local resources to share experience and knowledge in Maldives context ● Identification and selection of Peers for training ● Provide venue and logistics support for the training ● Provide timely feedback and comments to the deliverables in a timely manner. ● Facilitate YPEER establishing process in Maldives <p>UNFPA Maldives:</p> <ul style="list-style-type: none"> ● Coordinate the consultancy and liaise with MOYSCE and the consultant ● Provide timely feedback and comments to the deliverables in a timely manner. ● Facilitate necessary technical assistance. ● Settle payment to the consultant as specified in the terms of payments
<p>Other relevant information or special conditions, if any:</p>	<p>Payment terms and invoicing details</p> <p>Basis of payment: Payment will be made in two installments (i) after completion of training (50%) and (ii) submission of final report (50%)</p> <p>Format of outputs: Editable electronic form</p>

Language of reports/publications and other documentation and working language in country of assignment: English

Ownership of output:

Ministry of Youth Sports Community Empowerment, Government of Maldives and UNFPA

Signature of Requesting Officer in Hiring Office:

Date: