


**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**  
**Men Empowerment Officers**  
**Una Sana Canton (5 persons), Sarajevo Canton (1 person)**

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Bosnia and Herzegovina
Purpose of consultancy:	<p><b>Background:</b>  The unprecedented flow of refugees and migrants into Europe has exposed the high level of suffering and violence experienced by people fleeing conflict, persecution and poverty. With the closure of migrant routes over Croatia and Hungary back in 2016, migrants/refugees settled down in the Former Yugoslav Republic of Macedonia and the Republic of Serbia. This period lasted until the beginning of 2018 when new migrant routes were discovered leading to Western Europe through Bosnia and Herzegovina.</p> <p>Young men and adolescent boys constitute a large group within mixed migration context in Bosnia and Herzegovina and belong to one of the most vulnerable populations, especially when unaccompanied or separated. This vulnerable category remains at heightened risk of abuse, neglect, violence and sexual and labor exploitation, as well as other dangers associated with unsafe migration and specifics of risks for children on the move. In order to respond to those risks and provide safe environment for the most vulnerable ones, UNFPA will continue with implementation of previously developed methodology "BOYS on the MOVE" (already implemented in Greece, Serbia and BiH in Una Sana-Canton and Sarajevo Canton) together with a provision of various empowerment activities. "BOYS on the MOVE" is a programme of life skills for adolescent boys and young men mainly focusing on sexuality education, prevention and response to violence, which leads to better health outcomes, prevention of GBV and empowering skills.</p> <p>UNFPA Center for Boys and Young Men is used as a place for identification of vulnerable cases and referral of beneficiaries in need to other specialized service providers. Moreover, the Center for Boys and Young Men is a place where creative, social and educational activities are provided to adolescent boys and young men in order to build their resilience, improve their skills and to empower them.</p> <p>Under the overall supervision of the GBViE/DRR Project Manager and in coordination with Boys and Young Men Center Coordinator, Empowerment Officers are required to provide smooth realization of empowerment sessions in Boys and Young Men Centers in Una Sana and Sarajevo Canton.</p> <p>Taking into account that one critical part of integration of young men and adolescent boys is through building their capacities to be able to adapt to the new environment and culture, the Empowerment Officers will focus on provision of a variety of services to build resilience and boys' skills.</p>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p>Empowerment Officers will be expected to provide the following services:</p> <ol style="list-style-type: none"> <li>1. Deliver sessions in accordance with BoTM methodology (MEO will receive adequate training induction in BoTM methodology);</li> <li>2. Deliver 4-5 group sessions per week for the young men and adolescent boys accommodated in TRCs in Una Sana Canton or Sarajevo Canton;</li> <li>3. Organize and implement various set of activities (creative, art, relaxing, sport, occupational activities) for adolescent boys and young men in order to build their resilience and improve their skills;</li> <li>4. Organize and implement activities related to violence, abuse, exploitation and other actions that may do a harm to adolescent boys or young men in order to gain knowledge and raise awareness related to recognition of violence and prompt reaction; in accordance with BoTM methodology</li> <li>5. Ensure provision of educational activities (groups discussions/meaningful activities for different age groups with the aim to empower them on individual level and to build their capacity to actively contribute to their communities) as per identified needs by Persons of Concern;</li> <li>6. Organize and implement participation activities with beneficiaries to ensure main protection concerns, gaps are identified and that beneficiaries' voice is heard;</li> </ol>

	<ol style="list-style-type: none"> <li>7. In case of identification of potential GBV and other sensitive cases ensure follow up with referral to BYMC Coordinator; ensure referral of UASC to relevant institution/agency;</li> <li>8. Regularly follow up vulnerable cases and when specific needs are identified, refer to BYMC Coordinator;</li> <li>9. Attend regular briefings with other UNFPA team members organized by BYMC Coordinator and/or GBViE/DRR Project Manager;</li> <li>10. Attend regular meetings with BYMC Coordinator and/or GBViE/DRR Project Manager</li> <li>11. Attend meetings that will be required; individually or in group;</li> <li>12. Identify potential need for individual work or additional support of other professionals and will refer to BYMC Coordinator</li> <li>13. Prepare and maintain/update detailed work plan(s) that support and achieve activities;</li> <li>14. Prepare and submit daily and weekly report in a timely manner, and incorporate feedback from beneficiaries</li> <li>15. Deliver weekly activity reports with elaborated protection concerns and recommendations.</li> <li>16. Prepare, organize and implement other activities as per identified need or required.</li> </ol> <p><b>In addition to this, following core principles must be respected working with beneficiaries:</b></p> <ul style="list-style-type: none"> <li>• Do no harm approach:</li> <li>• Empowerment Officers language must abstain from sensationalism and focus on understanding and empathy. However, all and any programming that departs from a stereotypical portrayal of survivors as broken, dysfunctional individuals, living in seclusion and self-imposed exile must be avoided.</li> <li>• The Empowerment Officers is obligated to work within the required deadlines and be available in accordance with schedule which can be adapted in any time by BYMC Coordinator and GBViE/DRR Project Manager</li> </ul>
Duration and working schedule:	22 November 2021 — 31 March 2021, in line with available budget and possible extension. One month of probation period is required.
Place where services are to be delivered:	Sarajevo Canton and Una Sana Canton
Delivery dates and how work will be deliver (e.g. electronic, hard copy etc.):	<p>The work will be done daily (8 hours per day, 40 hours per week) in line with developed and approved daily/weekly work plans.</p> <p>The work schedule is subject to change in accordance with changes in the field</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Monitoring will be provided on a daily basis by BYMC Coordination and in coordination with GBViE/DRR Project Manager
Supervisory arrangements:	Daily supervision by BYMC Coordination, overall supervision by GBViE/DRR Project Manager
Expected travel:	/
Required expertise, qualifications and competencies, including language requirements:	<p>University degree in social work, psychology, human rights law, educational, humanitarian or development work, or in other relevant field MA Degree would be consider an asset.</p> <p>At least 1 year of experience in humanitarian work and with vulnerable population. Previous experience in providing services related to matter of this ToR would be consider an asset.</p> <p>Candidate must have good command of English, also written and spoken proficiency in one of the following languages is required: Arabic, Farsi, Pashtu, Urdu, etc.</p> <p>Understanding and experience in working with people from diverse cultural setting would be consider as an asset.</p> <p>Ability to adapt to new environments and to establish and maintain good working relations with individuals of different cultural backgrounds;</p> <p><b>Flexibility and harmonization of work with constant and frequent changes is necessary and required!</b></p>

Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	N/A
Other relevant information or special conditions, if any:	<p>UNFPA reserves the right to offer to the selected candidate the rate in accordance with UNFPA consultant rates and UNFPA available budget. Payment for contractor will not exceed average UNFPA rates for national consultants.</p> <p>Where the contractor fails to deliver the required quality of products, the rate payable will be reduced. UNFPA reserves the right to assess the quality of products. Contractor has the obligation to finalize products/documents to the full UNFPA satisfaction.</p>
Signature of Requesting Officer in Hiring Office:   Date: <span style="float: right;">02.11.2021.</span>	