CONSULTANCY

Initial Terms of Reference
(4 December 2018)

The consultancy is ordered by:

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<tr>
<th>Unit:</th>
<th>HQ/GER</th>
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<td>Department:</td>
<td>HQ/GER</td>
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1. Purpose of the Consultancy
   To provide scientific and technical support for the Gender, Equity, and Human Rights (GER) team’s work with particular focus on the following areas:
   - Strategy for integrating gender analysis and actions into the work of WHO.
   - Implementing integration of gender analysis and actions into the work of WHO.
   - Five-year research agenda for equity-gender-human rights

2. Background
   The mainstreaming of Gender, together with Equity and Human Rights in the work of WHO offers WHO Programmes at all levels of the Organization:
   - A coherent and powerful assembly of these core values and approaches of the Organization, and alignment of WHO's work with other UN Organizations, Funds, Programmes and bodies (e.g. UNDP, UN Women, OHCHR, and UNHRC), building on their experience;
   - The incorporation of core components of Gender, together with Equity and Human Rights, in WHO's work in all policies, programmes, measurement of impact and research;
   - The creation and enhancement of a corporate attitude, behaviour and practice that is unifying, across fields of expertise and organizational levels, and speaking with one voice to the outside world;
   - An engagement in a collective effort geared to generate greater impact of individual programmes;
   - A comprehensive and combined set of principles, standards, methods and tools conducive to increased literacy of WHO staff on these values and skills to incorporate them in strategic planning;
   - The GER team catalyzes, supports and coordinates this institutional mainstreaming at all levels of WHO.

3. Planned timeline (subject to confirmation)
   Start date: 01/Feb/2019
   End date: 16/Dec/2019
4. Work to be performed

Output 1: Strategy for integrating gender analysis and actions into the work of WHO.
Activity 1.1: Facilitate reporting on ResWHA60.25 for UNSWAP
Activity 1.2: Support Women’s Day plans (8 March) at WHO
Activity 1.3: Align WHO gender mainstreaming with other relevant UN Agencies (UNDP, UN Women, ILO, etc.)
Activity 1.4: Provide inputs on gender and intersectionality into progress to SDGs/LNB TT2
Activity 1.5: Support coordination of gender and health position paper within WHO and across UN agencies

Output 2: Implementing integration of gender analysis and actions into the work of WHO.
Activity 2.1: Coordinate network of gender/masculinity work at WHO across departments and regions
Activity 2.2: Map selected prioritised health services in PHC for considering the effects of gender and intersectionality on access, including barriers and enabling factors to access
Activity 2.3: Draft policy brief or paper on gender and UHC grounded in quantitative and mixed methods evidence and analysis
Activity 2.4: Link with social movements, including women’s national assemblies and UHC2030
Activity 2.5: Contribute to criteria development for gender-equity-rights mainstreaming purposes
Activity 2.6: Prepare a gender and equity fundraising plan in collaboration with external relations department.

Output 3: An equity-gender-human rights five-year research agenda
Activity 3.1: Develop the terms of reference and commission at least one systematic review in this field
Activity 3.2: Establish and manage a small and agile expert advisory group on equity and gender-in-UHC monitoring and research-for-policy. The group will mainly function virtually – however, one or two physical meetings are envisaged
Activity 3.3: Draft a research agenda paper with timelines and fundable budget proposals

5. Technical Supervision
The selected Consultant will work on the supervision of:

<table>
<thead>
<tr>
<th>Responsible Officer:</th>
<th>Veronica Magar, Team Leader, HQ/GER</th>
<th>Email: <a href="mailto:GER@who.int">GER@who.int</a></th>
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</thead>
<tbody>
<tr>
<td>Manager:</td>
<td>Veronica Magar, Team Leader, HQ/GER</td>
<td>Email: <a href="mailto:GER@who.int">GER@who.int</a></td>
</tr>
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6. Specific requirements
- Qualifications required:
  - Essential: Advanced university degree in one of the following: women's studies, gender and development, social sciences, political science, public health (with a gender or social determinants of health focus), or related field.
  - Desirable: PhD in social sciences and / or specific training in epidemiology and quantitative analysis is an asset
- **Experience required:**
  - Essential: At least 7 years' experience, of which some should be at the international level, in the area of gender with a focus on intersectionality, in a policy and public health environment, with broad experience in mainstreaming. Experience, in mainstreaming behavioural and organizational change to advance gender equality and social justice. Experience in conducting intersectionality-based gender analysis.
  - Desirable: Experience in the areas of Human Rights and Equity, experience with working with low- and middle-income countries, UN system, other similar international or national development institutions or foundations; field experience in conducting health projects and/or programmes in low- and middle-income countries.

- **Skills / Technical skills and knowledge:**
  - Equity, gender and human rights, social determinants of health and political economy
  - Strong quantitative analytical skills
  - Familiarity with quantitative, qualitative and mixed-methods research and analysis
  - Research-to-policy processes
  - Analysing and communicating complex political, social and economic issues
  - Developing and maintaining good working relationships across different disciplines, cultures, and organizational affiliations

- **Language requirements:**
  - English: Read-Write-Speak at expert level (Essential)
  - Working knowledge of another WHO official language (Added advantage)

7. **Place of assignment**
Duty station is Geneva, Switzerland with occasional travels to WHO Regional Offices. The consultant will conduct the work at WHO Headquarters in Geneva, Switzerland.

8. **Medical clearance**
The selected Consultant will be expected to provide a medical certificate of fitness for work.

9. **Travel**
The Consultant is expected to travel, including for taking up assignment, according to the itinerary and estimated schedule below:

<table>
<thead>
<tr>
<th>Travel dates</th>
<th>Location:</th>
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<tr>
<td>From 30/01/2019</td>
<td>To 16/12/2019</td>
</tr>
<tr>
<td>Purpose:</td>
<td>Report to duty – take up assignment (and return to place of residence)</td>
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All **travel arrangements** will be made by WHO – WHO will not be responsible for tickets purchased by the Consultant without the express, prior authorization of WHO. While on mission under the terms of this consultancy, the Consultant will receive **subsistence allowance** in line with the instructions applicable locally, or up to the maximum of the UN DSA.

The Consultant shall apply for a **UN Certificate** prior to travelling.

Visas requirements: it is the Consultant’s responsibility to fulfil **visa requirements** and ask for visa support letter(s) if needed.