

# Terms of Reference

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## I. Background

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls, the empowerment of women, and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. UN Women work in Ukraine focuses on supporting the government and civil society in advancing gender equality and implementation of the national and international commitments. In line with its Country Strategy for 2018-2022, UN Women covers the following thematic areas: making gender equality priorities central to national reforms, governance, planning and budgeting, ending violence against women and girls, and strengthening implementation of the Women, Peace and Security agenda.

In the framework of the joint UN Program “EU Support to the East of Ukraine – Recovery, Peacebuilding and Governance” UN Women supports mobilization for empowerment of grass root women in target communities of Donetsk and Luhansk regions, developing their capacities in identifying their needs and advocating with the regional and local governments for the realization of their rights. To strengthen and accelerate progress in realizing women’s rights and gender equality through the framework and operations established in the UNSCR 1325 on Women, Peace and Security (WPS) UN Women mobilizes and empowers grass root women to meaningfully participate in the local recovery and peacebuilding processes in target communities of the conflict-affected Donetsk and Luhansk oblasts.<sup>2</sup>

Women mobilized in Self-Help Groups and local NGOs from target communities in Donetsk and Luhansk regions have been actively involved in the development of regional and local action plans on the implementation of the recently adopted second National Action Plan on the implementation of the UNSCR 1325 on Women, Peace and Security, regional and local socio-economic development strategies, as well as in the development of target programs on preventing and combating violence against women and girls in public and private spaces, and participate in dialogues with regional and local public authorities raising their differentiated socio-economic, safety and security concerns. At the same time, there is a need to strengthen the networking and capacity of civil society in the region aimed at ensuring their meaningful participation in the local recovery and peacebuilding processes.

In 2021, the Donetsk Region Coalition of CSOs working in the field of Women, Peace and Security has been established with the support of UN Women including 44 members. In Luhansk region a similar coalition was created in 2019. Both coalitions need capacity development support to enable them to monitor the *Regional Action Plans of Donetsk and Luhansk oblasts on the implementation of the National Action Plan on the implementation of the UNSCR 1325 on Women, Peace and Security* and further advocate with the regional authorities using the evidence generated by the monitoring reports.

To ensure the sustainability of the community mobilization for empowerment efforts UN Women supported the establishment of associations of Self-Help Groups in both target oblasts with 314 (276 women, 38 men) members in the *Donetsk oblast Association of Self-Help Groups* and 280 (270 women, 10 men) members in the *Luhansk oblast Association of Self-Help Groups*. The associations

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<sup>2</sup> Bilovodsk, Kreminna, Rubizhne, Novoaidar, Shyrokiy, Shchastia, Hirske, Severodonetsk, Popasna, and Stanitsia Luhanska, Luhansk oblast; Velyka Novosilka, Zvanivka, Dobropillia, Druzhkivka, Soledar, Toretsk, Khlivodarivka, Kurakhove, Ocheretina and Mariinka, Donetsk oblast

of Self-Help Groups will continue to advocate with the regional and local authorities for the effective realization of women's and men's socio-economic rights, especially within the ongoing recovery and peace-building processes. As an additional result of community mobilization for empowerment, 96 young women leaders mobilized and empowered by UN Women established the *Donetsk Network of Young Women Peace-builders* (52 young women) and *Luhansk Network of Young Women Peace-builders* (44 young women). The aim of these networks is to strengthen the young women peacebuilders movement in the East of Ukraine to advocate for the inclusion of the differentiated age-, gender- and conflict- interests, needs and concerns of young women in the local recovery and peacebuilding processes. At the same time, to operationalize the mandates of these associations and networks there is a need to institutionalize them, build their capacities on institutional management and project management, and support them in the development of a structured plan of actions aimed at enacting their meaningful participation in regional and local recovery and peacebuilding processes.

To enable the *Donetsk and Luhansk Coalitions of CSOs working on the implementation of the WPS Agenda*, *Donetsk and Luhansk Networks of Young Women Peacebuilders*, and *Donetsk and Luhansk Associations of Self-Help Groups* to effectively advocate with the regional and local governments for the realization of the socio-economic rights of women and men, and for efficiently addressing the differentiated safety and security concerns of women and men there is a need to develop the capacities of these civil society partnerships to monitor regional and local policies, and advocate in an evidence-based manner with the regional and local duty bearers.

## II. Scope of Work/Duties and Responsibilities

- Provide support to *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups*, and *Donetsk Network of Young Women Peace-builders* and *Luhansk Network of Young Women Peace-builders* to register as NGOs with the relevant national authorities, including support in the development of the statutes of these civil society partnerships.
- Develop the capacities on financial and human resources management, and on project writing and management of *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups*, and *Donetsk Network of Young Women Peace-builders* and *Luhansk Network of Young Women Peace-builders* to register as NGOs.
- Provide expert support to *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups*, and *Donetsk Network of Young Women Peace-builders* and *Luhansk Network of Young Women Peace-builders* in the development of their Action Plans.
- Conduct 3 2-day online trainings on monitoring regional and local policies (one training per *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups*, one for the *Donetsk Network of Young Women Peace-builders* and *Luhansk Network of Young Women Peace-builders*, and one for *Donetsk and Luhansk Coalitions of CSOs* working on the implementation of the WPS Agenda).
- Conduct 3 2-day online trainings on evidence-based advocacy with regional and local public authorities (one training per *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups*, one for the *Donetsk Network of Young Women Peace-builders* and *Luhansk Network of Young Women Peace-builders*, and one for *Donetsk and Luhansk Coalitions of CSOs* working on the implementation of the WPS Agenda).
- Provide on the job coaching and expert support to *Donetsk oblast Association of Self-Help Groups* and *Luhansk oblast Association of Self-Help Groups* to monitor local policies (e.g. on socio-economic strategic development, *Safe Cities for Women and Girls*) adopted in target

*communities of Donetsk and Luhansk oblasts, to Donetsk Network of Young Women Peace-builders and Luhansk Network of Young Women Peace-builders to monitor local policies on WPS adopted in target communities in Donetsk and Luhansk oblasts, and to Donetsk and Luhansk Coalitions of CSOs working on the implementation of the WPS Agenda on monitoring the Regional Action Plans of Donetsk and Luhansk oblasts on the implementation of the National Action Plans on the implementation of the UNSCR 1325.*

- Provide support in the organization of online/offline dialogue meetings with regional and local authorities aimed at enabling the evidence-based advocacy of these civil society partnerships using the evidence generated by the policy monitoring reports.
- Provide the final report on the implemented activities, describing results, challenges and lessons learnt.

### III. Assignment Deliverables:

#	Deliverables	Percentage	Deadline
1	<i>Donetsk oblast Association of Self-Help Groups, Luhansk oblast Association of Self-Help Groups, Donetsk Network of Young Women Peace-builders and Luhansk Network of Young Women Peace-builders are registered as NGOs. The NGO registration certificate and statutes will be provided as an evidence of this deliverable</i>	6%	by 30 June 2022
2.	<i>2 2-day trainings on financial and human resources management for NGOs conducted (one training for Donetsk oblast Association of Self-Help Groups and Luhansk oblast Association of Self-Help Groups, and another training for Donetsk Network of Young Women Peace-builders and Luhansk Network of Young Women Peace-builders)</i>	6%	by 25 March 2022
3.	<i>4 Action Plans of the Donetsk oblast Association of Self-Help Groups, Luhansk oblast Association of Self-Help Groups, Donetsk Network of Young Women Peace-builders and Luhansk Network of Young Women Peace-builders developed</i>	10%	by 30 June 2022
4.	<i>2 2-day trainings on project writing and management conducted (one training for Donetsk oblast Association of Self-Help Groups and Luhansk oblast Association of Self-Help Groups, and another training for Donetsk Network of Young Women Peace-builders and Luhansk Network of Young Women Peace-builders)</i>	6%	by 30 April 2022

<b>5.</b>	3 2-day trainings on monitoring regional and local policies (one training per <i>Donetsk oblast Association of Self-Help Groups</i> and <i>Luhansk oblast Association of Self-Help Groups</i> , one for the <i>Donetsk Network of Young Women Peace-builders</i> and <i>Luhansk Network of Young Women Peace-builders</i> , and one for <i>Donetsk and Luhansk Coalitions of CSOs working on the implementation of the WPS Agenda</i> )	<b>3%</b>	<b>by 15 April 2022</b>
<b>6.</b>	3 2-day trainings on evidence-based advocacy with regional and local public authorities (one training per <i>Donetsk oblast Association of Self-Help Groups</i> and <i>Luhansk oblast Association of Self-Help Groups</i> , one for the <i>Donetsk Network of Young Women Peace-builders</i> and <i>Luhansk Network of Young Women Peace-builders</i> , and one for <i>Donetsk and Luhansk Coalitions of CSOs working on the implementation of the WPS Agenda</i> )	<b>3%</b>	<b>by 30 May 2022</b>
<b>7.</b>	10 monitoring reports of local policies (e.g. on socio-economic strategic development, Safe Cities for Women and Girls) adopted in target communities in Donetsk and Luhansk oblasts developed as a result of the on the job coaching and expert support provided to <i>Donetsk oblast Association of Self-Help Groups</i> and <i>Luhansk oblast Association of Self-Help Groups to monitor local policies</i>	<b>33%</b>	<b>by 30 June 2022</b>
<b>8.</b>	10 monitoring reports of local WPS policies adopted in target communities in Donetsk and Luhansk oblasts developed as a result of the on the job coaching and expert support provided to <i>Donetsk Network of Young Women Peace-builders</i> and <i>Luhansk Network of Young Women Peace-builders</i>	<b>7%</b>	<b>by 30 June 2022</b>
<b>9.</b>	2 monitoring reports of Donetsk and Luhansk regional WPS policies developed as a result of the on the job coaching and expert support provided to <i>Donetsk and Luhansk Coalitions of CSOs working on the implementation of the WPS Agenda</i>	<b>2%</b>	<b>By 30 June 2022</b>
<b>10.</b>	10 online dialogue meetings of the Donetsk oblast <i>Association of Self-Help Groups</i> and <i>Luhansk oblast Association of Self-Help Groups</i> with local public authorities on the results of the 10 monitoring reports of local policies e.g. on socio-economic strategic development, Safe Cities for Women and	<b>11%</b>	<b>by 15 August</b>