



## ISSA Seeks Consultant: Terms of Reference

### Consultancy for Advocacy and Mapping Targeting the EU

#### *Summary*

Purpose	Scan and identify advocacy opportunities at the EU level for the “Engaging men and promoting positive gender norms in early childhood” Initiative
Location	Home based
Duration	Max. 15 days
Start date	June 2021
Reporting to	Konstantina Rentzou, Senior Program Manager International Step by Step Association (ISSA)

#### *Background*

The “[Engaging men and promoting positive gender norms in early childhood](#)” Initiative, led by the International Step by Step Association, aims at laying the foundations for a multi-year larger initiative in Portugal and in other European countries. ISSA, the Centre for Social Studies/University of Coimbra and Promundo Portugal, after piloting and evaluating approaches and methodologies from the PARENT program in Portugal, will take them to scale at the national level in the country, so as to produce evidence. Packaging and utilizing this evidence will contribute later to exploring scaling up in other European countries. This preparatory phase will support partners to plan the initiative, to map the existing situation and to also explore entry points at the European Union level.

The Initiative aspires to contribute in the long run to tackling social norms, home and workplace realities, as well as policies that have been proven to act as barriers to increased male engagement in children’s development and learning and gender equality. Specifically, the Initiative aims at:

- Promoting change in social attitudes and behaviors regarding gender roles in caregiving
- Increasing awareness amongst stakeholders and across levels of the role of males as caregivers, as well as the need to infuse early childhood development services with a gender transformative perspective.

Building on the preparatory phase, the long-term vision is to prepare a multi-year program for a comprehensive gender transformative Early Childhood Development (ECD) approach in Europe.

### ***Rationale***

Research and Promundo 's work on fatherhood show that men and fathers have a positive role to play in the life of children in order to promote gender equality and prevent all forms of violence against children. Although the European Commission and other stakeholders have introduced gender as an issue in early childhood, a lot remains to do to advocate for promoting men's engagement in early childhood.

### ***Objectives***

The partners would like to scan and identify advocacy opportunities at the EU level. Specifically, our objective is to explore possible entry points for an advocacy campaign across the European Union and to map entry points for influencing at European Commission level. The results are expected to be used in order to engage with various General Directorates at the European Commission and other relevant bodies, and to identify possible allies for the multi-year Initiative.

Specifically the aims are:

- 1) To map existing areas in the European Commission where there is already or where there could be a focus on the topics that are central to the initiative.
- 2) To set up a database with systematized information about existing European NGO's that focus on ECD, masculinities and gender equality, promising and effective gender transformative methodologies, national stakeholders and public policies.
- 3) To inform the development of a multi-year proposal that combines programing, target institutions and policy recommendations regarding engaging men in nurturing care and how to promote and add gender transformative lenses to ECD work in selected European countries

### ***Tasks and Expected Deliverables***

The consultant is expected to work very closely with the partners of the initiative under the direct supervision of ISSA's Senior Program Manager. The consultant is expected to conduct extensive desk review and whenever necessary interviews with key stakeholders. Expected results include:

1. A data base of European Organizations active in the field of fatherhood and caregiving and males' engagement in nurturing care

2. A power map of Departments / Executive agencies at the European Commission including their mandate and commitments to ECD, with the lens of masculinities and gender equality
3. A tailored brief/review of possible entry points for advocacy across the European Commission
4. Input in the development of a multi-year proposal that combines programing, target institutions and policy recommendations regarding engaging men in nurturing care / how to promote and add gender transformative lenses to ECD work in selected European countries
5. Input in the development of a multi-year advocacy strategy, including communications and advocacy materials (who, what, how, where, when)
6. Annexes as needed, related to entry points at the European Commission level, contact details, etc.

### *Deadlines for Expected Deliverables*

Deliverable	Deadline
Data base of European organizations	June 5
Power map of Departments / Executive agencies at the European Commission	June 7
Tailored brief on possible entry points	June 7
Input in the development of a multiyear proposal	June 15
Input in the development of a multiyear advocacy strategy	June 20
Discussion with ISSA and CES about the drafts submitted	June 22
Finalization of the reports	June 28

### *Qualifications*

The successful Consultant must have:

- Minimum of Master's degree in Public Policies, Health, Social Sciences, Gender Equality, Masculinities, ECD or other related field
- Specialized knowledge on men's and fathers' engagement programs and frameworks, gender equity and international policies
- Minimum of 5 years of work experience and proven record in advocacy, policy, campaign, strategic management, policy analysis and research
- Knowledge and experience with European organizations and/or General Directorates at the European Commission level
- Demonstrated experience of having undertaken similar assignments
- Good analytical and documentation/report writing skills
- Excellent command of oral and written English
- Ability to work independently, deliver time sensitive, high-quality work, and meet project objectives

### *How to apply*

The following should be included in applications:

- Motivation letter;

- CV, proving relevant experience and education/training;
- Examples of two relevant assignments previously performed by the applicant consultant that are comparable in content.
- A brief paper with the proposed approach and outline of a work plan based on this ToR;
- For consultants based in the Netherlands, a copy of the registration with the Chamber of Commerce is also required (if applicable).

Applications not including all of the above information will not be reviewed. Only shortlisted candidates will be contacted.

### ***Deadline***

Applications should reach ISSA no later than **15th May 2021** and should be sent by email to Ning Alfrink at [nalfrink@issa.nl](mailto:nalfrink@issa.nl) with the email subject line “Engaging men and promoting positive gender norms in early childhood - Advocacy Consultancy”.