

 <p>United Nations Entity for Gender Equality and the Empowerment of Women</p>	<p>UN Women Bangladesh Program Office Hs 3, Rd 112, Gulshan 2 Dhaka – 1212 Bangladesh</p>	<p>Tel: 88-02-8858593 Fax: 88-02-9883828 Website: www.unwomen.org</p>
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SSA Announcement No. UNWOMEN/SRO/2012/001

- Post Title : Consultant**
- Organization : UN Women**
- Supervisor : Program Manager, Dhaka**
- Duty Station : Dhaka, Bangladesh**
- Type of Contract : SSA**

Terms of Reference for Consultant:

Project Name	Consultant: Incorporation of Gender in Fiscal Economics and Economic Management (FEEM) Training Course
Background	<p>One of the training that is being provided on a regular basis to the government officials on public finance is Fiscal Economics and Economic Management (FEEM) training course. The FEEM is a ten weeks full time, non-residential course and it involves intakes of twenty five participants, twice a year. This course is delivered in Public Finance Foundation (PFF). It incorporated a comprehensive, functional, applied oriented training on public finance. The objective of the training was clearly defined and it is designed to provide training to the government officials to build their knowledge on public finance from a basic to an intermediate level. The training modules included training in public sector financial management and economic theory, analysis of economic policy formulated at the national level. This training course is a balanced mixture of theoretical analysis of public finance and an application of public finance in Bangladesh. Thus A ten-week course, entitled Fiscal Economics and Economic Management, was developed by the Finance Division (FD), Ministry of Finance (MoF).</p> <p>FEEM Course was administered by PFF of the MoF in which of the midlevel officials of the administrative, audit, and tax services are trained to learn about budgeting process,</p>

	financial and audit rules and regulations. Gender Responsible Budget Group ¹ (GRB-group) identified that incorporation of the theme “Engendering Budget” into the regular training curriculum of PFF will be important to build capacity in the government to progressively operationalize gender budgeting. FEEM course is identified as the most important and effective entry point to incorporate gender into the budgeting process. Accordingly it is important to conduct need-assessment to explore the possibility of GRB inclusion in FEEM training curriculum of PFF.
Justification	PFF’s FEEM course undertaken under Deepening Medium Term Budget Framework (DMTBF) was considered as a useful training activity which provided training to government officials who were made equipped to address public finance related reform introduced under the previous project called Financial Management Reform Programme. FEEM course addressed various human and social issues in some of the modules of the course. In some of the modules poverty and gender based discriminations issues were addressed. However, it seems that such inclusion was not firmly grounded throughout the various modules of the courses.
Operational Area	Dhaka
Objectives	<p>Goal: Build sustainable capacity of the government officials to continue and strengthen operationalization of GRB in Bangladesh</p> <p>The main objectives of this study are mainly three.</p> <p>First is to understand how well gender issues were addressed in the course contents. In this context all the course materials and the way the course was designed will be analysed to identify gaps and missed opportunities.</p> <p>Second is to make comprehensive recommendations how such a course can be made more gender sensitive so the gender based discrimination issues are appropriately addressed in financial management related training.</p> <p>Third, revise the FEEM course materials by incorporating gender perspectives</p>
Tasks	<p>Activities or Tasks Includes</p> <p>1. Review of the existing FEEM course module from a gender perspective: All the course content of the FEEM training models have to be analysed with question in mind how well poverty/gender issues incorporated.</p> <p>A summary outline of the FEEM course modules is noted below</p> <ol style="list-style-type: none"> I. Understanding Economic & Financial Indicators for Financial Management Reform II. Introduction to Fiscal and Macroeconomics III. Fiscal Framework-1: Overall Fiscal Strategy and Debt IV. Fiscal Framework-2: Revenue Sources V. Public Expenditure Management-1: Budget Preparation Process VI. Public Expenditure Management-2: Budget Execution, Financial Reporting & Oversight Functions VII. Budget Preparation, Approval, Implementation, Monitoring: Constitutional Provisions & Regulatory Framework

¹ It is a group consisting of officials from the Finance Division of the Ministry of Finance and Ministry of Women’s and Children’s Affairs. The objective of this group is to foster and strengthen government’s initiative to introduce gender responsive budget through the rolling out of the MTBF process.

	<p>VIII. Budget - A Tool for Implementing Government Vision, Plan & Priorities</p> <p>IX. Leading Issues for Development and Poverty Reduction In Bangladesh</p> <p>2. Identification of areas where gender perspective is relevant: To understand FEEM Training curriculum from a gender perspective it will be important to get opinions from the participants of FEEM course. It will also be important to gather the opinions of the resources persons of FEEM course. Thus following steps have to be taken</p> <ul style="list-style-type: none"> • Interviews with selected FEEM trainers • Desk evaluation of the modules from gender perspectives • Take feedback from the relevant stakeholders (course director and the course curriculum committee) • Identify the gender gaps in all the FEEM training materials of all the modules • Revise the FEEM course materials by incorporating gender perspectives <p>3. Develop draft gender relevant curriculum materials for the modules where gender gaps are Identified</p> <p>4. Hold consultations with course director and the FEEM course curriculum Committee</p> <p>5. Incorporate the comments from these consultations and finalize the course modules with gender issues embedded in all possible modules</p>
Deliverables	<p>Draft revised FEEM course modules with inclusion of gender perspectives by March 10th 2012</p> <p>Orientation workshop for the FIMA course director and the members of the FEEM curriculum committee</p> <p>Finalization of the FEEM course materials by March 20th 2012</p>
Time Frame	<p>Number of effective working days = 35 Days spread over 50 days (Spread over time period from 10th February to 20th March 2012)</p>
Reporting Modalities	<p>Reporting to the Director, BMET and National Program Manager at UN Women, the consultant should maintain close contact and liaise with them on matters related to the project implementation.</p>
Selection Criteria	
Education:	<p>At least Master's Degree (Ph.D. preferred) in social science (economics preferred)</p>
Experience:	<ul style="list-style-type: none"> ➤ At least 12 years of experience in the areas of fiscal management and reform and gender budgeting ➤ Experience is working with the Government of Bangladesh preferably in the areas of planning and finance ➤ Strong academic experiences in teaching and curriculum development ➤ Strong analytical and writing skills in English ➤ Proficient in understanding and analyzing border gender issues particularly of Bangladesh
Remuneration	<p>Payment would commensurate with experience and expertise of the consultant</p>
Reporting Modalities	<p>The Consultant will work in consultation of UN Women Programme Manager, Dhaka</p>

Interested applicants should apply for the vacancy, using the “Personal History Form - P 11” and the latest CV.

Application to this vacancy should be sent to laiqua.tabassum@unwomen.org

Please insert SSA Announcement Number in the Subject of the E-mail. Applications without the SSA Number or with the incorrect SSA Number will not be accepted.

NOTE: Only short-listed candidates will be contacted.