

TERMS OF REFERENCE

GENDER TRANSFORMATIVE AND INCLUSIVE YOUTH-LED CLIMATE ACTION FOR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

ABOUT PLAN INTERNATIONAL FINLAND

Plan International Finland is an independent development and humanitarian organization that advances children's rights and equality for girls in developing countries and around the world. We connect committed people with powerful ideas in order to find solutions and trigger change that makes a real difference for children, especially girls in all their diversity. We believe that gender equality is central to achieving long-term change. We have a vision of a world that values girls, promotes their rights and ends injustice. We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability.
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face.
- Work with children and communities to prepare for and respond to crises and to overcome adversity.
- Support the safe and successful progression of children from birth to adulthood.

Plan has been operating in Finland since 1998 and the organisation has no political or religious affiliations.

BACKGROUND

The climate crisis affects the enjoyment of a wide range of human rights, including the rights to health, food, water and sanitation, a healthy environment, self-determination, development, and the advancement of gender equality.¹ Gender inequality and discriminatory social norms mean that girls and young women often lack the voice, agency and autonomy to make their own decisions in relation to their sexual and reproductive health and are frequently denied access to quality sexual and reproductive health information and services. In addition, for too long Sexual and Reproductive Health and Rights (SRHR) has been treated as a narrow set of siloed health issues, with little recognition of their centrality to people's overall health and wellbeing. The climate crisis is worsening maternal health outcomes, jeopardising progress on sexual rights and exacerbating inequalities, particularly for people in vulnerable situations including sexual and gender minorities.

There are complex and deeply rooted political, social, cultural, and economic reasons why the SRHR of CAY (Children Adolescents and Youth) are not realised. These include harmful gender norms and stereotypes, poverty, stigmatisation of youth sexuality and other negative social, religious, and traditional norms interlinked and reinforced by power dynamics and binary gendered inequalities. Perceptions about girls' and women's sexuality lie at the heart of harmful practices and girls and young women often lack power over their own sexuality and bodies as well as space to act. Cultural

¹ United Nations Human Rights Council (2021) Resolution [A/HRC/RES/47/L.19](#) on Human Rights and Climate Change with a focus on people in vulnerable situations

expectations of masculinities contribute to girls' vulnerability and make boys and young men more vulnerable to sexual health problems as they find themselves pressured to adopt certain toxic behaviours that fulfil expectations of what it is to be man. When the intersection of gender, sex and age is further compounded with intersections of systematically disadvantaged or discriminated identities and groups, such as Indigenous people, religious and ethnic minorities, poor or rural populations, migrants and refugees, people living with disabilities, and lesbian, gay, bisexual, transgender, intersex, or questioning persons (LGBTIQ+), the SRHR outcomes can be exponentially worse.

Youth groups involved in climate action are increasingly understanding environmental issues as interlinked with issues of health, wellbeing, equality, poverty, and development. Youth groups are also taking the lead on inclusivity and accessibility – ensuring leadership from vulnerable and excluded groups, and tackling the unbalanced power dynamics and discrimination, which excludes women, trans and gender non-conforming youth from positions of leadership.

MY BODY MY FUTURE 2

My Body My Future 2 (MBMF2) is a multi-country Programme funded by the Finnish Ministry for Foreign Affairs from 2022 to 2025 and implemented in Ethiopia, Uganda, Mozambique, Zimbabwe, Laos, and Myanmar with total funding of 28M EUR. To support an intersectional approach to SRHR, Plan International Finland applies climate resilience and climate justice lens to SRHR in all the country-level projects included in F2. Each country uses relevant strategies which promote climate and economic resilience to meet community needs and secure their engagement in transformative SRHR and gender strategies.

The expected impact of MBMF2 is for children, adolescents, and youth in all their diversity to have control over their bodies and futures in a healthy, safe, and supportive environment. To influence this, MBMF2 has four outcomes that allow for changes in people's lives, and particularly in lives of girls and young women. These are changes in behaviour, performance or practices of individuals, groups, or institutions that we expect to result from our work, namely that **children, adolescents, and youth in all their diversity:**

1. have the support and the confidence to make informed, responsible, positive and healthy choices about their SRHR and future;
2. have improved access to quality, inclusive, gender-responsive and adolescent- and youth-friendly SRHR services;
3. live in safe and supportive communities that transform gender roles and challenge harmful social and gender norms and stigma around SRHR;
4. participate and benefit from a vibrant civil society that advocates for increased public investment and improved SRHR policy and promotes equality for and agency of girls.

All strategies in the programme are designed and are implemented using a **gender transformative approach** that tackles the root causes of gender inequality and reshapes unequal power relations. Six key elements are integrated to help us maximize our contribution to gender transformation. These elements include: understanding and addressing gender norms throughout life course; strengthening girls' and young women's agency; improving the condition and social position of girls and young women; working with and supporting boys, young men and men to embrace positive masculinities; considering the diversity of girls, boys, young women and young men; and fostering an enabling environment for gender equality.

Foundation for engagement of youth movements in MBMF2 is based on the climate mapping conducted before the design of the current programme phase. Between May and June of 2021, eleven young researchers from Myanmar, Laos, Solomon Islands, Fiji, Indonesia, Ethiopia, Uganda, Mozambique and Zimbabwe conducted reviewed national change policies and identified youth-led or youth-oriented organisations, groups, and movements for climate resilience. Key findings are compiled in the **Rising Tides: Mapping Youth Movements for climate resilience** report.² Furthermore, Plan International Finland with six country offices involved in implementing the MBMF2 has **initially identified context-specific climate risks in the programme's target areas** during the Plan International Environmental Assessment process (Table 1.). This information is available and could be further affirmed at the community level with local stakeholders to define resilience strategies that are locally relevant and respond to the climate-related risks in the project context.

Table 1 Target area of the My Body My Future programme starting from 2022

Country	Target area of the My Body My Future programme	Environmental hazards/ leading to potential climate/environment related risk
Myanmar	Nyaung U township Mandalay area	Extreme heat, earthquake, water scarcity (only in some villages), heavy rain/strong wind during cyclone season
Laos	Paktha and Pha Oudom districts in Bokeo Province & Houn and Pakbeng districts in Oudomxay Province	River flood, landslide, cyclone, extreme heat, wildfire
Uganda	Lira City & Lira, Alebtong, Kwania, Apac and Kole districts	River flood (Alebtong, Kwania, Kole and Apac), urban flood (Lira City), extreme winds/lightning and storms, extreme heat, wildfire, water scarcity (Alebtong, Kole, Kwania) pathogens-locusts (Alebtong, Kole)
Mozambique	Jangamo district in Inhambane Province	Cyclone, extreme heat, wildfire, flooding-lowland, extreme winds
Zimbabwe	Kwekwe City and Bulawayo Province	Water scarcity (Bulawayo), wildfire, extreme winds/heavy rain during cyclone season (Bulawayo), mercury used in the artisanal mining (Kwekwe), pathogens - fall armyworm (rural areas in Kwekwe)
Ethiopia	Fagita Lekoma and Bahir Dar Zuria districts in Amhara regional state and Kersa district in Oromia regional state	Landslide (Fagita Lekoma and Bahir Dar Zuria), flooding (Bahir Dar Zuria), pathogens - desert locust outbreaks, wildfire (Kersa tbc)

OBJECTIVES OF THE ASSIGNMENT

We seek consulting services to support Plan International Finland and Plan Country offices in designing and facilitating a gender transformative and inclusive climate action for SRHR. The assignment has three interlinked objectives to promote a youth-led approach and build the personnel's capacity to understand the interlinkages between SRHR outcomes and climate impact.

We expect the consultant:

² Rising Tides <https://plan.fi/tutkimukset/rising-tides-mapping-youth-movements-for-climate-resilience/>

1. **to guide country-level youth consultations**, mapping out youth aspirations and concerns for the realisation of inclusive SRHR in the context of climate crisis.
2. **to strengthen the capacity of the MBMF2 personnel and partners** to advance gender transformative climate action for SRHR; and
3. **to advise Plan International in increased alignment between climate and SRHR programming goals.**

We expect the consultant to produce recommendations focused on **the long-term sustainability of intended SRHR outcomes in the context of climate crisis**. This could be supported through measures such as youth-led climate action and promoting inclusive climate and SRHR policy processes that acknowledge the intersections of vulnerability and strengthen the agency of youth.

Advice for promoting integration of climate change into SRHR programming is given in the context of understanding that sexual and reproductive health and rights are core requirements for climate resilience and adaptation, while recognizing that contraception should not be seen as a strategy for climate change mitigation.³

PROPOSED APPROACH AND METHODS

The assignment is home-based and does not require travel. We expect the consultant to have regular weekly catchups with the technical team consisting of personnel from Plan International Finland and country offices from six countries during the entire period of the assignment. The process of developing the deliverables outlined in this document should use participatory methods for collective reflection, discussions, learning and co-creation for ownership and accountability.

An intersectional lens should also be applied in the assignment acknowledging intersections of systematically disadvantaged or discriminated identities and groups. We expect the consultant to consider this intersectionality in the design of the guidance, capacity building strategies, and strategic advice.

An intersectional lens is key for the assignment as Plan Finland recognises that people's lives are shaped by their identities, relationships and social factors and that these combine to create intersecting forms of privilege and oppression depending on a person's context and existing power structures such as patriarchy, ableism, colonialism, imperialism, homophobia and racism. An intersectional lens is required for to reach the furthest behind first and achieve substantive equality that leaves no one behind, more inclusive and responsive policymaking, service delivery and better use of resources.

Following preliminary methods are for guidance only and could be further elaborated in the technical offer of the consultant.

Objective 1: Consultant will **collaborate with Plan personnel in six MBMF2 programme countries and guide the country level youth consultations**. For participation in the consultations, priority will be given to the organisations and groups that operate in the in the MBMF2 programme target areas (Table 1). After country-level consultations, the youth can nominate their representatives in a joint "harvesting" session, aiming to collate the results from all six countries into a shared output. This

³ **NOTE:** Plan International Finland underlines a need to work through a human rights-based approach when advocating for increased climate resilience through promotion of sexual and reproductive health and rights. Recognizing that advocating for restrictions on women's and girls' fertility as a means to solve social and environmental problems has a long, racist and violent history, evoking population control and eugenics. Policies and practices driven by a desire to stem population growth have led to countless human rights violations.

could be an illustrated “youth vision” - capturing the ideas and aspirations of the youth documented in the country level processes. The consultant will work in close collaboration with the illustrator assigned by Plan International to design, facilitate and document the “harvesting” session.

Objective 2: The results from youth consultations provide a basis for the design of the next step. Consultant will **train Plan and partner staff (ca. 30 people) on intersections of the SRHR and climate change**. People participating to the training come from diverse technical backgrounds including: gender, inclusion, SRHR, youth employment, disaster risk reduction and climate resilience. Besides technical or theoretical inputs from the consultant, the aim of the interactive training sessions is to leverage the knowledge of specialists from different thematic areas. Eventually workshop sessions should build a mutual understanding among the Plan staff and NGO partners on how to best support youth movement and youth-led initiatives in the context of the MBMF2.

Objective 3: Building on the results from the two steps described above, and experiences from other similar initiatives, the consultant will provide **strategic recommendations to Plan International for improved alignment of climate resilience, youth-led climate action and SRHR programme approaches and guidance**. Ideally, the advice is linked to the Plan’s existing SRHR guidance.⁴ In addition to strategic recommendations, the consultant will produce other inputs (blog posts) etc. to share the learning from the process of the assignment with a wider audience in the Plan International and beyond.

KEY DELIVERABLES

- **Inception report** – outlining work plan, methodology, approach, agreed timeline and deliverables.
- **Guidance for the youth consultations** – outlining questions, agenda, approach, methods, and resources needed, as well as a list of “guiding principles” for gender transformative climate action promoting sexual and reproductive health and rights.
- **Facilitating and coordinating half a day “harvesting” session** with youth representatives from six countries to collate the results (format of the vision statement or other type of consolidated output is free mural/poster/video etc.).
- **Two three-hour long interactive training workshops** with Plan International staff and staff from NGO partners implementing the MBMF2. Outlines of training plans are validated by Plan before the training.
- **A short guidance note** (max 10 pages) including youth vision, key agreements/take aways from the training workshop, strategic recommendations and a list of reference documents to support further learning.
- **A blog post for external sharing**, documenting the journey and process of the assignment to be published in the Plan International website.

⁴ Plan International implements its programme strategy through six interlinked thematic Areas of Global Distinctiveness (AOGDs). SRHR is one of the core thematic areas with priority interventions, result and indicator framework, and standards and models, which guide the design of new projects and support ongoing projects. In the next strategy period starting from July 2022, Plan International aims to support climate action and climate justice as a crosscutting theme and integrate it into all six AOGDs, including the SRHR.

USERS GROUPS

The primary users of the information and deliverables generated in the process are programme staff involved in facilitating the implementation of the activities of the MBMF2 in Plan International Finland, Ethiopia, Uganda, Mozambique, Zimbabwe, Laos, and Myanmar, and implementing partner organizations.

ETHICS AND SAFEGUARDING

Plan International is a children's rights organization that focuses on the well-being of children. We require all those involved in our work to commit to our child protection guidelines and to treat children and young people in a way that respects their rights and dignity and pays equal attention to their best interests.

TIMELINE

This is 25-30 days working assignment scheduled to start ideally in August and to be completed in the end of November 2022. Final timelines will be agreed between the consultant and Plan International Finland at the start of the consultancy.

BUDGET

All applicants should submit an all-inclusive budget as part of their application. The payment will be made upon approval of deliverables by Plan International Finland as follows:

- Contract signing (25% of the total amount to be paid)
- Approved final deliverables (75% of the total amount to be paid)

EXPECTED QUALIFICATIONS

We are looking for an individual consultant(s) or a company with extensive experience in SRHR and climate action/climate justice. We look for consultant(s) with specific qualifications, including:

- At least ten years of experience in research or advisory work on SRHR.
- Practical experience and published work demonstrating deep analytical skills and understanding of the interlinkages between climate change impact and SRHR.
- Knowledge and experience of using feminist and intersectional methodology and methods.
- Strong technical knowledge and practical experience of gender and inclusion, with focus on disability inclusion and LGBTIQ+ inclusion and SOGIESC issues.
- Demonstrated skills in providing high quality training and advisory services in the context of international development cooperation, preferably with youth-led, youth focused projects/programme.
- Experience of working with rights-based and gender-transformative programmes and influencing in a low- or middle-income country setting.

- Experience working with or advising organisations and/or existing networks and working relationships with feminist climate change networks and youth climate movements in the Global South setting.
- Practical work experience in the following countries Ethiopia, Uganda, Mozambique, Zimbabwe, Laos or Myanmar or local language skills in these countries is a plus.
- Experience in producing concise and user-friendly training materials and guidance manuals.
- Excellent spoken and written English, good interpersonal skills, and ability to communicate effectively with the audience with limited technical skills in SRHR or climate science.

CONTACT

For more information on the assignment contact Climate Resilience Specialist Katja Pellini: katja.pellini@plan-international.org.

APPLICATIONS

Interested applicants should provide a short offer with proposed technical approach and methods in line with the ToR, all-inclusive budget, CV of consultant(s) and example of previous research/analysis/working paper responding to the TOR.

Please send your proposal by email to katja.pellini@plan-international.org by the 29th of July 2022.