



TERMS OF REFERENCE

Gender expert to assist integration of gender aspects into the Professional Master of Family Nursing Curriculum

1. BACKGROUND

The overall goal of the second phase of Health for All Project (HAP-2) in Albania is to ensure better health for the Albanian population thanks to improved primary health care services, while supporting the MOHSP and its regional entities enhance stewardship, management and effectiveness of primary health care and make sure that citizens in target regions have access and use effectively primary health care services of better quality. HAP-2 Project is funded by the Swiss Agency for Development and Cooperation (SDC).

In response to implementation of the Primary Health Care Strategy approved by MOHSP May 2020, HAP aims to strengthen and enlarge the role of the nurse within Primary health care services. One of its specific objectives relates to establishment of the Professional Master on Family Nursing, aiming at strengthening the family nurse roles and competences.

The process of developing the Professional Master Program is associated with several capacity building activities. As the program is being developed, HAP will support integration of gender issues in the new academic intervention, to better respond to population health needs. A technical working group already has produced the syllabus which will be elaborated in concrete topics for each module of this Program.

As long as gender is a synthetic concept, it is not very easy to be understood from other disciplines. Besides, it is perceived as something unchangeable or not easy to be changed, and it has its impact in peoples' health and quality of life. *Gender refers to the economic, social, and cultural attributes and opportunities which determine what is expected, allowed and valued in a woman / man and girl / boy*¹. Accepting gender needs and offering health services in accordance with these needs, created opportunities for better meeting these needs. Understanding these needs enable the health provider to adapt the service and being more sensitive to the population, but also reach more people through its services.

To introduce an integrated gender approach into the new Master program in Family Nursing, HAP is looking for a national gender expert to facilitate the gender integration process into the professional Master of Family Nursing curriculum.

2. MAIN OBJECTIVES

HAP is looking for a national gender expert to **facilitate integration of gender aspects into the Professional Master of Family Nursing Curriculum.**

Specific objective of the consultancy:

2.1 Offering capacity building training on gender issues for Professional Master on Family Nursing Staff

- Conduct training need assessment for the appointed Professional Master on Family Nursing Staff (part of Faculty of Technical Medical Sciences) in relation to gender integration aspects into teaching curricula and practice.
- Adapt/develop training materials on gender integration, based on identified needs, for the appointed Professional Master on Family Nursing Staff.
- Deliver the training for the appointed staff aiming at raising awareness for gender concepts and the need for gender integration into teaching materials.

¹«Gender Issues and Nursing Practice» December 2012, Thesis for: MAN. Authors: Rochita Josa Calzado, Our Lady of Fatima University.

2.2 Assist the academic personnel of the professional Master in Family Nursing to integrate the gender perspective into the professional Master in Family Nursing curriculum

- Consult the already elaborated documents of the Master Program curriculum with the purpose of addressing and integrating the gender perspective within the Family Nursing curriculum.
- Develop materials, tools, and other needed references to ensure integration of gender aspects into the Master Program curriculum of Family Nursing.

3. APPROACH AND DELIVERABLES

3.1 The expert is expected to closely work and collaborate with:

- Appointed academic staff of the professional Master in Family Nursing of the Faculty of Technical Medical Sciences, who is intensively and entirely involved with development of Program Curriculum.
- HAP technical person in charge for supporting the establishment of the Master Program.

The expert is also expected to consult:

- Developed Syllabi and Plan Program documents, as part of Master of Family Nursing Curriculum.
- HAP "Introductory Training Curriculum on Gender Integration".
- SDC Gender Equality Network Inputs on addressing gender issues.
- Primary Health Care Strategy in Albania 2020-2025.

A basic intervention for integrating gender into teaching environments is capacitating of the staff on the relevance and importance of gender integration and its implications on population health. There are 10 professors from this faculty involved in the implementation of Community nursing master (6 lecturers and 4 clinical supervisors). A training need assessment organized as a focus group discussion will help the gender expert to orient and adapt/develop the training materials and process. A training will be delivered from the expert to appointed staff of Professional Master Program "On Community Nursing", oriented from the previously conducted training need assessment. A process report will be delivered with respective recommendations.

Concerning the second specific objective, the expert will closely collaborate with the appointed staff while consulting subjects, and/or syllabi of the program subjects. After being familiar with the subjects, the expert may propose integrating messages on gender perspective in those part of the subjects that is reasonable to and demonstrate its impact as a health outcome to the population it serves. On the other hand, the expert may develop separate modules, materials, tools, or other needed references to ensure integration of gender aspects into the teaching curricula and its importance in health-related services in nursing practice, to be attached to the subjects.

3.2 The expert is expected to deliver to HAP:

- A brief training needs assessment report and the respective training material/manual on gender integration for the academic personnel of master program.
- Training materials (agenda, materials for participants, evaluation forms in case it will be used).
- Deliver training for the appointed staff of master programme.
- Report with proposals on and developed materials, tools, and other needed references to ensure integration of gender aspects into the Master Program Curricula.
- Process report including recommendations stemming from the process.

At the end of this consultancy it is expected:

- A gender integrated teaching curriculum in the frame of Professional Master of Family Nursing.
- A well-informed faculty staff on basic concept of gender integration and its importance to teaching environments.

4. TASKS AND DURATION

To respond to the consultancy objectives, the expert is expected to implement the following tasks:

- Adapt/develop training materials based on the training needs assessment (*training needs assessment, guidance and materials, exercises, reference materials, agenda, and evaluation form, etc*) for the training of appointed staff of master programme
- Delivery of the training activity for Faculty staff
- Consult the Syllabi and Plan Programme documents together with appointed staff
- Develop integrated materials, tools, and other needed references to ensure integration of gender aspects into the curricula of the master programme
- Report writing with recommendations for HAP

This consultancy service will take place in Tirana, and HAP will take care for the arrangement of training logistics etc. This service will be delivered preferably not longer than March 2021.

5. ROLES AND RESPONSIBILITIES OF HAP AND THE EXPERT

HAP project is responsible to ensure the connection of the expert with the Appointed Staff of the Master Program on Family Nursing and coordinate activities between the two. Also, in this consultancy HAP will support the logistic for implementation of activities as needed.

On the other hand, the Expert will deliver the service as per fulfillment of the objectives. The expert will not deliver anything and will not decide on the final products without the agreement of HAP

All the produced documents from this service will be HAP property

6. EDUCATION AND WORK EXPERIENCE REQUIREMENTS

Education: The gender expert should have a postgraduate university degree in Social or Public Health Sciences, with a Master or Specialization on Gender Studies.

Working Experience:

The Gender Expert should have:

- A minimum of 5 years practical experience in the field of gender equality and gender integration.
- Strong work experience and expertise on integrating gender aspects into training or other teaching materials. *Preferably, having experience with gender integration aspects in primary health care nursing practices, or similar.*
- Experience in developing, syllables and teaching materials at University level.
- Experience in academia (University level).
- Experience on development of training manual or reference materials, with specific learning objectives toward gender integration approaches and its implications in health outcomes.
- Previous experience with SDC funded interventions would be desirable.
- Strong proven training experiences with adults and adults learning techniques.
- Strong communication skills, and ability to connect and work with HAP and HAP partners.
- Familiarity with gender analysis tools.
- Familiarity with Albanian context of gender development.

7. THE INTERESTED GENDER EXPERT SHOULD SEND THE FOLLOWING DOCUMENTS:

- CV of gender expert, proving extensive experience with gender integration issues as described in Point 5 (Education and Work Experience Requirements). Previous experience with gender aspects in the health sector is highly preferred.
- The daily fee in All, VAT and tax included for their expertise
- Two references for similar tasks – contacts details, names, and positions.
- A letter of interest explaining the consultant interest for this contract.
- Timeline, expressing the number of working days for each task of Point 4 of the ToRs.