

TERMS OF REFERENCE For Short-Term Consultancy, GCC-NDMA

- i) Formulation of Community Based Social Mobilization Guidelines on GBV and SRHR.**
- ii) Formulation IEC Material on GBViE**

Hiring Office:

GCC-NDMA

Background

The Gender-Based Violence (GBV) sub-working group is functional since in May 2020 following NDMA’s notification of May 5, 2020 on sectoral working groups to respond to COVID-19. Under the leadership of NDMA and UNFPA, the GBV sub working group, under the protection working group, aims to provide overall leadership, coordination, technical support and oversight to (a) enhance services, systems, and structures; and (b) ensure effective and timely multi-sectoral prevention, mitigation and response protection services in a coherent and systematic manner at national and provincial levels. The GBV activities in Pakistan including the GBV sub working group takes its strategic guidance from IASC’s Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action: Reducing Risk, Promoting Resilience, and Aiding Recovery, the GBV Area of Responsibility’s Handbook for Coordination of GBV Interventions in Emergencies (2019), UNFPA’s Managing GBV Programmes in Emergencies Guide and Inter-agency Minimum Standards for Prevention and Response to GBV in Emergencies (GBV AoR). In addition, the GBV program takes guidance from UNFPA Gender Quality Strategy 2018-2021.

Women’s and girls’ empowerment are central to an intervention and programme under the gender transformative approach of the UNFPA Gender Equality Strategy (2018-2021) with foundation in promoting gender equality, shared control of resources and decision-making. In the context of sexual and reproductive health, a gender transformative approach entails not only improving women’s access to key services including maternal health care and family planning services, but also helping communities understand and challenge the social norms that perpetuate inequalities between men and women. It also involves engaging men and boys in ways that address their sexual and reproductive health and rights while supporting women’s and girls’ sexual and reproductive health and rights including their decision-making in the process. The strategic priority under the outcome 3 of the UNFPA gender strategy ‘Gender equality, the empowerment of all women and girls and reproductive rights are advanced in development and humanitarian settings, particularly guides on the strengthened civil society capacities, community engagement and community mobilization, improved domestic accountability mechanisms at the community and health systems level and inclusive approach that leaves no one behind under outputs 2, 5, 6 and 10. Standard 1 of the Inter-agency Minimum Standards for Prevention and Response to GBV in Emergencies (GBV AoR) emphasizes on community participation for building resilience.

Gender equality cannot be achieved without the involvement of men and boys. Change is slowly taking place, and men are increasingly working alongside women to support gender equality and the empowerment of women and girls. Today, it is widely recognized that improving women’s status and advancing their rights yields benefits for whole

	<p>societies, not just women and girls. Ensuring access to sexual and reproductive health services and protection from gender-based violence, among other important measures, improves the health of families and the economic well-being of entire communities. UNFPA works with men and boys around the world to advance gender equality and end violence. These programmes are encouraging men and boys to abandon harmful stereotypes, embrace respectful, healthy relationships, and support the human rights of all people, everywhere.¹</p> <p>In conformity with these guidelines and Pakistan national and international commitments to gender and human rights, the overall focus of the GBV activities in humanitarian settings at the country level is aimed at prevention and response to GBV, delivering life-saving SRH services to the victims of SGBV, establishment of referral pathways for GBV management, integration of GBV and SRH through provision of clinical management of rape services, community engagement, psychosocial and mental health support, advocacy for elimination of all forms GBV with particular focus on most vulnerable population. As part of the technical support to the GBV sub working group members, the consultancy is aimed to formulate social mobilization guidelines on integrated SRHR and GBV for community engagement.</p>
<p>Purpose of consultancy:</p>	<p>i) The purpose of the consultancy is to draft Community based social mobilization guidelines on GBV with integrated approach to SRHR.</p> <p>ii) To formulate key GBViE IEC material for advocacy and awareness raising.</p>
<p>Scope of work under Activity No 1:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>The GBV Social mobilization guidelines should focus on integrated SRHR and GBV approaches that should aim to achieve the following;</p> <ul style="list-style-type: none"> • Identify clear linkages between SRH and S/GBV • Strengthened capacities of CSOs to provide high quality social mobilization approach on integrated SRHR and GBV that are responsive to emergencies, conservative and sensitive cultural context. The guidelines should have some key informative and behavior change based messages. • Promote community resilience by establishing or building on the existing community-based protection mechanisms with the aim to restore people’s dignity, strengthen individual resilience, enhance local capacities, foster ownership, build resilience and improve sustainability. • Improved community based accountability mechanisms for sexual and reproductive health and reproductive rights, protection mechanism and community-led social norm and behavior change against harmful practices. • Strengthen inclusive community mobilization approach with focus on male engagement and traditional community leaders’/gate keepers in the prevention of all forms of gender based violence and harmful practices. • Strengthen all-inclusive approach with special attention to women and adolescent girls facing multiple and intersecting forms of discrimination, marginalization and segregation. These should factor in groups including people with disability, elderly, Internally displaced population, refugees, transgender, religious minorities.

¹ <https://www.unfpa.org/engaging-men-boys>

	<ul style="list-style-type: none"> • Community based awareness messages on the Prevention against Sexual Exploitation and Abuse in the local cultural context. <p>Methodology</p> <p>The assignment is qualitative in nature covering desk review of relevant documents, consultation with relevant stakeholders including (but not limited to) GCC-NDMA, UNFPA Humanitarian and gender teams, UNFPA Humanitarian IPs engaged in community engagement strategies, and GBV/protection working groups at national and at least at one provincial level. However, 1-2 days’ field visit is foreseen to conduct focus group discussions with men and women community members that should provide inputs to drafting the guidelines while factoring in the socio-cultural issues and sensitives.</p> <p>Key Deliverables</p> <ol style="list-style-type: none"> 1. Inception Report 2. 1st Draft on CBSM Guidelines & related IEC material. 3. Validation of final draft guidelines & IEC material in a day long activity with key stakeholders through meetings/workshop/FDG’s, depending on the circumstances in current pandemic. 4. Pretesting of the draft document & IEC material with the communities under current project of Mirpur (WFHS). 5. Final version of the social mobilization guidelines & IEC material (Master Copies of the material developed with users rights) 6. Report of the workshop/ meeting/FDG’s proposed changes incorporated in the final draft.
<p>Scope of Work Under Activity No 2:</p>	<p>The scope of the consultancy is at three level;</p> <ol style="list-style-type: none"> 1. Information and advocacy material development for decision makers; The consultant is expected to develop advocacy brochure/s and presentation material with integrated SRH and GBV priorities in humanitarian settings and Executive Director PSEA championship on (Protection from Sexual Exploitation & Abuse) PSEA which can used and shared with government officials during emergencies for advocacy purposes. 2. Information and educational material development for service providers; UNFPA has standard material and tools for the capacity development of GBV services providers such as MISP and GBVIE. The consultant is expected to translate the script of the MISP videos and training material in Urdu language. 3. Information and educational material development for communities. The services delivery services under the humanitarian program are aimed towards communities affected by the crises, mostly located in remote rural areas with limited access to educational opportunities. In order to reach out to them with messages on GBV in an effective and efficient manner, information, education and communication material developed should improve communities’ uptake for interventions. Inter-agency Minimum Standards for Prevention and Response to GBV in Emergencies (along with other reference documents) will provide guidance in formulating the key messages. The consultant is expected to develop at least 10 key Messages on GBVIE Mitigation, Prevention and Response and on PSEA.

	<ul style="list-style-type: none"> • Messages should be tailored to the profile of the target groups (women, adolescent girls, men/ adolescent boys, community leaders, people with disabilities etc.) • Messages should be short and clear using simple language • Combine messages with visuals such as pictures/sketches that can be displayed in WFHS, health facilities, communities or placed inside the Dignity Kits • Messages should be aligned with UNFPA/WHO and Government guidelines <p>Methodology</p> <p>The assignment is qualitative in nature based on desk review and desk work. The assignment involves validation of material developed (particularly community focused) with GBV working group members. However, for the material developed under the scope 1 and 2 will be developed in consultation with UNFPA Humanitarian and GCC-NDMA teams.</p>												
	<table border="1"> <thead> <tr> <th data-bbox="444 758 1127 800">Task</th> <th data-bbox="1127 758 1279 800">No. days</th> <th data-bbox="1279 758 1438 800">Payment</th> </tr> </thead> <tbody> <tr> <td data-bbox="444 800 1127 873">Inception Report comprising of detailed time bound work Plan</td> <td data-bbox="1127 800 1279 873">4</td> <td data-bbox="1279 800 1438 873">20 %</td> </tr> <tr> <td data-bbox="444 873 1127 1125"> i) Submission of 1st draft of Guidelines & IEC material. ii) Validation of Guidelines & IEC material through (Meetings/ Workshop/ FGD's etc.). iii) Pretesting of the draft Guidelines & IEC Material with Communities (WFHS-Mirpur). </td> <td data-bbox="1127 873 1279 1125">22</td> <td data-bbox="1279 873 1438 1125">50%</td> </tr> <tr> <td data-bbox="444 1125 1127 1163">Submission of final document & IEC Material</td> <td data-bbox="1127 1125 1279 1163">02</td> <td data-bbox="1279 1125 1438 1163">30%</td> </tr> </tbody> </table>	Task	No. days	Payment	Inception Report comprising of detailed time bound work Plan	4	20 %	i) Submission of 1 st draft of Guidelines & IEC material. ii) Validation of Guidelines & IEC material through (Meetings/ Workshop/ FGD's etc.). iii) Pretesting of the draft Guidelines & IEC Material with Communities (WFHS-Mirpur).	22	50%	Submission of final document & IEC Material	02	30%
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Duration and working schedule:	June-July 2021												
Place where services are to be delivered:	Islamabad-Gender and Child Cell at National Disaster Management Authority												
Supervisory arrangements:	The consultants will report to the Gender and Child Cell at National Disaster Management Authority. For operational/ day-to-day management of assignment, maintain coordination with UNFPA Humanitarian Specialist and PA GBViE.												
Expected travel:	1-2 days travel to conduct focus group discussions in the field with male and female community groups												
Required expertise, qualifications and competencies, including	<p>Qualification and Experience:</p> <ul style="list-style-type: none"> • University degree in gender, health sciences, social work or any other social sciences related degree. • At least 07 years of working experience in Gender, community engagement, strategy and modules development. 												

language requirements:	<ul style="list-style-type: none"> • Demonstrated work experience in developing strategies, modules, SOPs and GBV guidelines • Proficiency in English and local languages. • Demonstrated good analytical and report writing skills. • Strong interpersonal and communication skills • Ability to work effectively with minimal supervision. • Ability to complete tasks within a set time frame. • Strong work ethics and commitment to principles of inclusiveness. • Demonstrate good Computer and IT skills
Inputs / services to be provided by NDMA/UNFPA	<p>The Program Management Gender and Child Cell under National Disaster Management Authority-Islamabad will provide administrative leadership.</p> <p>NDMA and UNFPA will brief on the assignment and provide access to GBV sub working group forums for consultation purposes.</p>
Other relevant information or special conditions, if any:	<p>The Consultant will be responsible to submit all material produced ensuring maximum quality standards both technically as well as in terms of presentation.</p> <p>The Consultant will keep GCC-NDMA and UNFPA Humanitarian specialist and PA GBViE in loop and informed of the progress during the course of assignment to ensure timely scheduling of the meetings as required.</p>
<p>The applications shall receive to po.gcc@ndma.gov.pk by Monday June 28, 2021 COB.</p>	