

## **TERMS OF REFERENCE**

### **Orientation and Pretesting of Gender Based Violence (GBV) & Sexual & Reproductive Health (SRH) Assessment Tools**

**&**

### **Implementation of SOPs for Prevention and Response to GBV in Emergencies (Establishment of Women Friendly Spaces)-Sindh (Thar)**

The National Disaster Management Authority (NDMA) is the lead agency at the Federal level to deal with the whole spectrum of Disaster Management activities. The Gender and Child Cell (GCC) of the NDMA is playing an active role towards this directions which includes the development of policy briefs which identify entry points and a multi-year strategic vision to advance on National and Global commitments in line with risk mitigation, prevention and response to MISP and Gender Based Violence (GBV) in humanitarian programming, especially in drought response at Sindh & Balochistan.

#### **Background:**

Emergency situations significantly increases the vulnerability of women, girls and boys in all forms of Gender Based Violence (GBV) due to disruption of law and order as well as natural breakdown of protection systems. Whether in camps or community settings, displaced women and girls are particularly at risk to sexual violence, exploitation, trafficking, harassment, poverty, illness and other forms of GBV. While the Government of Pakistan has passed various laws to prevent violence and support those affected by it, the conviction rate for violence against women sits at only 1-2.5 per cent. Resources and services for women survivors of gender-based violence (GBV) remain scarce. Health services personnel are inadequately equipped, referral systems are limited, and insufficient training on GBV combined with low investment in human capital enhances the vulnerability of women. These gaps exist on the backdrop of a structurally and culturally patriarchal society, where social norms promote gender-based abuses, disclosure to violence is discouraged and women are often blamed for their abuse.

## **Gender Based Violence (GBV):**

Gender Based Violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed differences between males and females. It includes acts that inflict physical, sexual or mental harm of suffering, threats of such acts, coercion and other deprivations of liberty. These acts can occur in public or in private.

## **Minimum Initial Service Package (MISP)**

The Minimum Initial Service Package (MISP) is a series of crucial actions required to respond to reproductive health needs at the onset of every humanitarian crisis. MISP is designed to prevent and manage the consequences of sexual violence; reduce HIV transmission; prevent excess maternal and newborn morbidity and mortality; and plan for comprehensive RH services.

## **Women Friendly Spaces:**

A safe space is a formal or informal place where women and girls feel physically and emotionally safe (absence of trauma, excessive stress, violence or fear of violence or abuse). It is a space where women and girls, being the intended beneficiaries, feel comfortable and enjoy the freedom to express themselves without the fear of judgment or harm. However, "evidence suggests that the establishment of women- and/or girl-only spaces helps to reduce risks and prevent further harm during acute emergency responses. The key objective of establishing Women Friendly Spaces (WFS) is to provide a safe area where women and girls can socialize and re-build their social networks, receive social support, acquire contextually relevant skills, access safe and non-stigmatizing multi-sectorial GBV response services (psycho-social, legal, medical) and receive information on issues relating to women's rights, health, and services.

## **Pakistan and UNFPA:**

In Pakistan, UNFPA has worked closely with the government and civil society partners to build National and provincial capacity through advocacy and trainings on MISP. The trainings also served to advocate the importance of addressing RH needs and providing adequate services during disasters.

In this regard the National Disaster Management Authority (NDMA) enter into an agreement with UNFPA Pakistan to ensure the protection of vulnerable women and girls, specifically addressing the MISAP and GBV issues during the entire cycle of DRR & DRM. More specifically to ensure its mainstreaming into the contingency planning and during response at the National and provincial level, through the NDMA Operations wing and PDMAs (Sindh & Balochistan).

**Rationale:**

There are numerous barriers in the prevention of and response to GBV in Pakistan, including misperceptions around GBV, limited or ineffectual legislation and lack of support systems and safety nets for those who do attempt to seek support. Insufficient systems at the state, civil society and community levels are serious obstacles to comprehensively addressing GBV.

This situation is exacerbated in emergencies, where GBV is known to increase due to the breakdown of social structures and protective mechanisms, the weakening of norms regulating social behavior and traditional social systems, the separation of family members, increased male responsibility for the distribution of goods, lack of opportunity for women's and children's voices and opinions to be heard by decision makers and failure of decision makers to consider the security of women and children in emergencies.

The Government of Pakistan, through the National Disaster Management Authority (NDMA), is expanding its efforts to address gender mainstreaming and to ensure measures are in place for accountability to affected populations which includes prevention and response to GBV in emergencies.

The initiative builds on existing efforts led by NDMA such as the National Policy Guidelines on Vulnerable Groups in Disasters, Child Protection in Emergencies manual and guideline standard operating procedures.

NDMA in close collaboration with UNFPA has developed a questionnaire as an assessment tool for GBV and SRH in case of aftermath of disaster (F/B). The questionnaire has been developed to assess the needs of the affected population especially women and girls, who have been adversely affected by any disaster and

emergency so that they can be referred/directed for suitable services accordingly. Moreover NDMA has developed Standard Operation Procedures (SOPs) to prevent and management of GBV in Emergencies. It aims to facilitate the implementation of Minimum Standards for prevention and response to GBV in early stages of emergency and into more stabilized phases (F/C).

#### **OVERALL OBJECTIVE OF ASSIGNMENT:**

1. Orientation and pretesting of Assessment Tools developed by NDMA regarding Sexual & Reproductive Health (SRH) and Gender Based Violence (GBV) at District Level i.e Sindh (Thar) & Baluchistan (Killa Abdullah).
2. Establishment of Women Friendly Spaces in Sindh (Thar) through SOPs of GBV in Emergencies under Drought Response Plan.

#### **Deliverables**

**Deliverable 1:** Two Orientation Sessions of Gender Based Violence (GBV) and Sexual & Reproductive Health (SRH) Assessment Tools at District Level (Sindh & Baluchistan).

**Deliverable 2:** Pretesting or Piloting of the Assessment Tools developed by NDMA regarding Gender Based Violence (GBV) & Sexual and Reproductive Health (SRH) at Provincial Level i.e. Sindh (Thar) & Baluchistan (Killa Abdullah) through effective coordination and liaison with respective PDMA and DDMA.

**Deliverable 3:** Implementation of SOPs on GBV in Emergencies under Drought Response Plan by establishing Women Friendly Spaces in Sindh (Thar) in existing Government Structure (DHQ Hospital) as a pilot initiative through effective coordination and liaison with respective PDMA and DDMA.

#### **Detailed Scope of Work:**

The TORs are as follows:

1. Develop a detailed work plan/Inception Report with clear timelines and submit for approval to NDMA.
2. Enlisting/Mapping of key stakeholders at District Level.

3. Develop Orientation session agenda and schedule in close consultation with NDMA, including dates and venues.
4. Develop Pretesting module for assessment tools based on GBV SRH Assessment Tools and submit draft to NDMA for approval.
5. Conduct/facilitate sessions with NDMA endorsed training materials and module.
6. Develop and print venue branding with key messages.
7. Ensure follow-up of all participants invited to the Orientation and Pre Testing sessions.
8. Ensure proper seating arrangement for all participants (approximately 50).
9. Provide on ground rapporteur for the proceedings including high-res photographs.
10. Produce a comprehensive post activity report of the event.
11. Provide complete multimedia support, video screens, internet facility at the venue, public address system. Provide and ensure complete IT, communication and technical support throughout the event.
12. Provide a complete record of attendance of participants.
13. Provide refreshment for around 50 participants.
14. Liaise with leading media houses and ensure coverage of all events.
15. Establishment of Women Friendly spaces at Thar.
16. Implementation of SOPs for GBV in Emergencies under Drought Response Plan in Sindh.

**Qualification & Experience:**

1. Post graduate degree in Gender Studies, Communication, Journalism, Social Sciences, Public Health or equivalent.
2. More than 15 years of experience to conduct trainings with the government and other stakeholders and experience in conducting of trainings in the context of national disasters and emergency response.
3. Knowledgeable in areas of disaster risk reduction/management, gender and gender mainstreaming in disasters is mandatory.

4. Demonstrated ability to successfully conduct participatory and orientation sessions and use interactive approaches for sessions.
5. Previous experience in the areas of MISP, GBV, RH, SRH and family planning is preferred
6. Good understanding of the political, economic and cultural landscape of Sindh and Baluchistan where Pre Testing will be carried out.
7. Excellent written and spoken English/Urdu language skills.
8. Understanding of local languages of Baluchistan (Pashto and Balochi) and Sindh (Sindhi, Saraiki & Lasi) will be value aided.
9. Initiative, judgment, flexibility and self-motivation to achieve results
10. Good interpersonal skills necessary to work in teams and under stressful conditions
11. Is available for the complete duration of the assignment.
12. Evidence will be required of similar work done in the past (sample submission with the proposal).

**Payment Schedule:**

- First installment (10%) - on submission of Inception Report including agenda and timeline of activities
- Second Installment (40%): after conducting orientation session and Pre Testing of Assessment Tools in Sindh & Balochistan
- Third installment (40 %): after Implementation of SOPs for Gender Based Violence in Emergencies and establishment of Women Friendly Spaces in Sindh.
- Fourth Installment (10%)- on submission of Final Report.

**Duration of the Assignment:**

The consultancy is open to organizations/firms/individual consultants. The duration of assignment is June-September.

**Disclaimers:**

- NDMA will not be responsible for booking and payments of training venues.
- NDMA will not be responsible for boarding and lodging of participants.
- NDMA will not be responsible for travel allowance of any of the participants.

- NDMA may require the applicant to clarify their quotation during presentation. However the applicant may not modify their quotation after the deadline for submission of quotations.
- NDMA reserves the right to stop the service hiring procedure completely or partly, temporarily or permanently until the moment of contract signing. In these situations applicants are not entitled to reimbursement of any costs or damages incurred in connection with this service hiring procedure.
- Financial quotations should be valid for at least three months after the deadline for handing in quotations.
- NDMA cannot be charged in any way for costs related to preparation and submission of a quotation. This can also include interviews and/or providing further information about the quotation.
- The risk of any costs and/or damages which may arise by not awarding this contract to a bidder lay solely with the bidder.
- NDMA cannot be held responsible for any such costs or damages.
- By submitting a proposal to NDMA, the applicant/firm agrees all the terms and conditions specified in this procedure and the provisions of the contract template. The proposal will not contain any reservation(s) to these terms and conditions. A proposal with one or more reservations can be excluded from the procedure.

**All interested candidates may send their technical and financial proposals [maryamtajdin@gmail.com](mailto:maryamtajdin@gmail.com) by June 30<sup>th</sup>, 2019 COB.**