**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT-INTERNATIONAL**

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| **TERMS OF REFERENCE FOR WOMEN SAFETY AND WELLBEING STUDY IN KHYBER PAKHTUNKWA (KP) AND MERGED DISTRICTS : International CONSULTANT FOR RESEARCH ON GBV AND GENDER MAINSTREAMING** | |
| Hiring Office: | UNFPA Pakistan Country Office |
| Purpose of consultancy: | Pakistan faces protracted emergencies and insecurity for more than three decades. Aside from displaced Afghans, it has also temporarily displaced persons including returnees to the north- west region (merged districts). The Government of Pakistan over the years has temporarily provided the protection space and access to basic health and education services to Afghan refugees (both documented and undocumented) as well as temporarily displaced and returnees. The return process of internally displaced population is almost complete (95%: source FDMA July 2018).  Prolonged displacement, isolation, social exclusion and most importantly trauma based on their experiences have increased women and girls’ vulnerabilities. These issues have also placed them at a higher risk of mental health problem- ranging from mild to more severe, which require specialized services that are currently lacking in the areas where they reside. Most of the essential pillars (e.g. police, legal and shelter) of an effective protection focused multi sectoral prevention and response are also inherently lacking in merged districts and in the border area of KP and Baluchistan and hence place complex challenges for women and girls who may in need of these protection related services. In refugee hosting areas, tribal and merged districts lack of basic services as well as institutional and community based mechanisms where women and girls’ dignity are protected are still inadequate and vulnerable to social norms and lack of operational resources.  Cognizant of these needs, UNFPA in partnership with the Government of Pakistan is currently implementing a three-year initiative entitled “Provision of Life-Saving maternal and reproductive Health, Protection support Services for women and Girls in Khyber Pakhtunkhwa and Baluchistan”. To establish clear baseline of the concerns and needs of women and girls regarding their mental health and well- being and identify response and mitigation mechanisms within the cultural context of the project areas, an assessment is being planned to help assess, identify and design culturally appropriate and well targeted interventions in the provision of psychosocial support; establishment of safe spaces, strengthening of community based protection systems and improved and effective referral pathways.  The study is planned to be conducted in coordination with Zakat Usher, Social Welfare, Special Education and Women Empowerment Department, Khyber Pakhtunkhwa. The department will provide overall coordination support to the study, while UNFPA will provide technical and financial support to the study. In this regard, UNFPA is seeking the professional services of a senior research international consultant to undertake the specific tasks as outlined in this Terms of Reference. |
| Scope of work:  *(Description of services, activities, or outputs)* | **Overall Objectives of the Assignment**  The assessment will be of qualitative nature covering comprehensive assessment of range of women and girls’ protection and well-being related cases, focusing on sexual violence and intimate partner violence and identification of response and mitigation mechanism. The objectives of the assessment are:   * To understand particularity and nature of GBV, including common types, extent, needs as well as attitudes, practices and norms in the community, including current coping mechanisms of survivors; * To map main stakeholders in GBV to inform referral pathways; * To identify gaps, barriers and opportunities in GBV response and prevention and advocacy with duty bearers; * To assess capacity of organizations including policies, practices and attitude of service providers; * To inform comprehensive women and girls centered protection programming and policy development; * To identify good practices   **Assessment Methodology**  Information will be collected through a combination of desk reviews, consultations, key informant interviews and focus group discussions.  The following is a broad and guiding list of stakeholders who will be involved in the assessment, to be further finalised in the local context viz a viz their current role and presence in the province.  *Governmental Actors*   * Health (dep+ secretariat) Hospitals, medical doctors, medical legal officers, LHV/W, polio team * CAR, Health Services Academy, NCMNH * P/FDMA * Women Development Department KP (under social welfare), PCSW, Law& Justice Commission, Judicial Academy, KP Directorate of Human Rights, National HR Commission of KP, KP Police Women Complaint Cell, Woman Ombudsperson on Workplace harassment, Women Desks-dispute Resolution Centres, Police Lines, Darul Amaan, * Gender Studies Department, University of Peshawar   Non-governmental stakeholders   * *MSF, IMC, ARC, IFRC, ICRC, KK, GSM, Marie Stopes, Mercy Corps, ROZAN, Aurat Foundation, Shirkat Gah, FPAP, IDSP, GIZ, LHRA, OXFAM (co-chaired Gender Task Force), Lawyers of Human Rights, CYAAD, RSPN, SRSP, AWARE GIRLS, LAAS (women lawyer) Plan International, Green Star (GSM), PAIMAN, Blue Veins, NET, EHSAAR Foundation,* * Community mobilization: PRDP, CERD * Vision (Transgender) Disability org   UN agencies and multilateral banks   * OCHA, UNHCR, UNDP, WFP, WHO, UNICEF, UN WOMEN, IOM, ADB, WB, UNAIDS   Criteria for selecting stakeholders are that they are playing one of the roles:   * Implementing direct medical/health and psychosocial/emotional support services (including case management and/or group support activities) for survivors * Providing medical services; * Providing legal aid or support in accessing justice; * Providing security and safety services; * Implementing initiatives targeting specifically women and girls (including the empowerment or protection of women and girls) with a potential impact on or synergies with prevention and response; * Other general protection and/or broader activities that can help prevent gender discrimination and related violence  1. **Desk Review**   Existing reports and assessments on GBV and gender and background documents with focus on KP and merged districts will be reviewed. The review will include academic literatures and grey literatures, published and unpublished report since 2010, including the following:   * PDHS 2018 * Protection assessments * IFRC study, Trocaire Study on Men * DFAT evaluation, UNFPA social economic well-being survey, * Lit review of MISP training manual and GBV SOP, scoping review of GBV interventions, * WHO study Rapid Assessment on Health Sector Capacity and Response to Gender based Violence in Pakistan * Baseline assessment Aagachi CGBV SWAT * WHO health needs assessment in FATA * Health assessment (UNFPA) * Development policy of directorate (health) * Study on transgender * study on persons with disabilities? (ask Handicap International) * Any literature from Afghanistan side?  1. **Multi-Stakeholder Consultation**   The consultation will be held with community based organizations, civil society organizations, I/NGOs, relevant government departments and with UN agencies to gain a general understanding of the context and to identify/ narrow down key informants for subsequent interviews.   1. **Key Informant Interviews**   Individual meetings with relevant organisations to collect the following information:   * General structure of the organisation, mandate, geographical coverage, organisational capacity and how they network; * Past experience in dealing with GBV cases and willingness to incorporate GBV prevention and response in their programme; * Perception about the needs and gaps of GBV services, including knowledge, attitude and practice * Capacity development needs for GBV prevention and response;   **d. Focus Group Discussion**  Focus group discussions will be conducted at the community level with women and adolescent girls and boys and men to examine gender relations, perception, knowledge, attitude and practices around gender based violence in families and communities.  Participants will be identified and invited by a range of approaches through existing networks and facilities.   * In merged districts, targeting host and returnees, Afghan women, men, adolescent girls and boys (CSOs/ networks can be approached within the merged areas or in Peshawar for FDGs) * Additional FDGs will be organized in health facilities/ women friendly space with support of LHV/W (one day per week is dedicated for discussion/ activities for women in WFS, which can be used for FGDs. * Women, men and children will be all engaged at a same time to ensure “closed and safe group” of women, especially when they are accompanied by a male guardian and children; * Female and male FGD facilitators will be recruited and trained thoroughly on the methodology.  |  |  |  | | --- | --- | --- | | **Participants** | **# of discussions**  **Minimum** | **Theme** | | Adult women age | 6 | Gender roles, perceptions on safety and well- being, types of safety concerns, access to services | | Adolescent girls age 10-19 | 3 | Gender roles, perceptions and wellbeing, types of GBV, access to services | | Adolescent boys age 10- 19 | 3 | Gender roles, knowledge, attitude and practices | | Adult men | 3 | Gender roles, perceptions on safety and wellbeing, knowledge, attitude and practices |   **Geographical Location**  The study will be conducted in 3 geographical locations including Khyber, Peshawar and Bannu on the criteria of presence of afghan refugees, host communities, returnees and returnees.  **Engagement of Team for the study**  The study will be conducted through a team of consultants comprising of an International Consultant as technical lead and a National consultant with following ToRS.  **Role of International Consultant**  The International Consultant (IC) will provide overall technical lead to the study and compile report in line with study objectives.  **Key Responsibilities:**  In close coordination with UNFPA Pakistan CO, specifically with International Humanitarian Coordinator, day to day coordination with Program Analysts GBV IE and the national consultant, the International Consultant will be broadly responsible for;   * Develop and submit inception report elaborating on study implementation strategy, stakeholders to be consulted, sample size and timelines. * Conduct desk review of the studies and reports compiled by various stakeholders with specific focus on KP and merged districts, on GBV. The desk review will be carried out jointly by the national and international consultants. * Develop study tools in close consultation with UNFPA CO and National Consultant. * Provide technical guidance to the national consultant and field team on tools and undertaking the consultation process that should help identify and analyze different types of GBV, attitudes, practices and coping mechanisms, gaps, barriers, opportunities and advocacy with duty barriers. * Provide technical guidance to the national consultant in compiling transcription and compilation of stakeholders’ consultation process. * Compile and analyse information collected from the consultative process in line with study objectives in draft and final reports.   **Deliverables**   1. Inception Report 2. Study tools 3. Draft and final report on the Women and Girls safety and Wellbeing study in KP and Merged Districts |
| Duration and working schedule: | The assignment should be completed in 29 working days spread over 12 weeks starting from the date of contract @USD 300/day x 29=8,700   |  |  |  | | --- | --- | --- | | **Deliverables/Task** | **Number of days** | **Payment** | | Inception Report | 4 | 25 % | | Desk review | 5 | 50% | | Tools | 5 | | Training of national consultant/s on tools | 01 | | Data analysis and report compilation | 10 | | Incorporation of comments in draft report | 3 | 25 % | | Inputs to workshop designing | 1 | | **Total days** | **29** | **100%** | |
| Place where services are to be delivered: | Most of the assignment will be through long distance through virtual communication with one-week travel to Islamabad/Pakistan for data analysis and compilation with national consultant and UNFPA CO team. UNFPA Pakistan will the cover the logistic cost of the IC for her one-week travel to Pakistan. |
| Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.): | The consultant will prepare a work plan with timelines and deliverables.  IC will submit electronic copy of the report. |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | The consultant will submit briefs and regular updates to senior management against the work plan deliverables.  Payments will be subjected to meeting quality standards for the deliverables |
| Supervisory arrangements: | The Consultant will report to the International Humanitarian Coordinator. Day to day supervision will be handled by the Program Analyst-GBVIE |
| Expected travel: | Distance Assignment |
| Required expertise, qualifications and competencies, including language requirements: | **Education:**  Masters in Social Sciences (Women/Gender studies, Anthropology, Sociology, and/or related Social Science fields and relevant experience in the field of Gender mainstreaming.  **Knowledge and Experience**   * Demonstrated minimum 7 years of program management of Gender and/or GBV related programmes at international level. * Familiarity with standards and guidelines for gender mainstreaming, including prevention and response mechanisms to address GBV in Humanitarian settings. * Experience in training, facilitation, capacity building, etc. * Experience with development of knowledge management, guidelines or policy documents. * Experience in data/information analysis. * Familiarity with international humanitarian or development programming, coordination structures, and the mandates of donors, UN agencies, and other NGOs. * Familiarity/knowledge about working with government will be added advantage. * Willingness to engage in traveling to Pakistan * Excellent English oral and written skills. * Be able to listen actively and respond effectively |
| Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable: | Distance Assignment  One week travel to Islamabad-Pakistan |
| Other relevant information or special conditions, if any: | The consultant shall work closely with the International Humanitarian Coordinator and will guide National Consultant on regular basis.  Consultant travel cost will be covered by UNFPA on the approved travel plan |
| Signature of Requesting Officer in Hiring Office: Ms. Ana Maria Leal, International Humanitarian Coordinator UNFPA Pakistan.  Date: 18 July 2019 | |

**HOW TO APPLY:**

Applicants with the required qualifications and experience should submit a written cover letter of application, a copy of curriculum vitae (CV), relevant education certificates and the names and contact information of three references to the following email address [nsyed@unfpa.org](mailto:nsyed@unfpa.org) and clearly mentioning the consultancy title as the subject of the email **BY CLOSING DATE OF 02 August 2019.**

Note: THIS is OPEN to International only. Furthermore, only those candidates who meet all qualifications and experience will be contacted for further consideration.