



## TERMS OF REFERENCE

Training on:

- Gender based Violence identification and response in crisis
- Tools for comprehensive care for women victims of gender violence

EU Aid Volunteers acting for Linking Relief, Rehabilitation and Development -VOLRRD  
Project No. 2018-2364/001-001

## INTRODUCTION

This consultancy takes place in the framework of the EACEA funded project: EU Aid Volunteers acting for Linking Relief, Rehabilitation and Development-VOLRRD” Project EACEA/ 2018-2364/001-001

The project is led by We World GVC together with Alianza por la Solidaridad, Acción contra el hambre, Action Aid Hellas and Federazione degli Organismi Cristiani Servizio Internazionale Volontario. The project aims at improving the response and the resilience capacities of the most vulnerable local communities through needs-based humanitarian aid (HA) in Middle East, Africa, Southern and Central America and Asia with the involvement of EU Aid Volunteers (EUAVs) by enhancing the nexus between relief, rehabilitation and development. The Project is in line with the call rationale, objectives and "Action Plan for Resilience in Crisis Prone Countries 2013-2020", as it contributes at strengthening Union's capacity and coordination to provide needs-based humanitarian aid, at enhancing the response and resilience capacity of at least 70 vulnerable and disaster-affected communities in MENA, Africa, Southern and Central America, Asia, with the support of EUAVs.

The intervention has 4 main axes: the first will strengthen the response and resilience capacity of vulnerable and disaster-affected local communities in MENA and Africa; the second in Central and South America and third in Asia. The last one will be dedicated to reinforcing the capacities of local organizations to provide a more sustainable response to crisis situations through Linking Relief, Rehabilitation and Development (LRRD) and technically comply with EUAV standards. This capacity-building component addresses the entire consortium, with a specific focus on Hosting Organizations with less experience in hosting EUAVs. Main direct beneficiaries of the Capacity building actions will be: staff of Sending and Hosting organizations, selected according to their working sector, role and potential multiplier effect.

This project has as its legal basis on the Regulation (EU) No 375/2014 that has established the European Voluntary Humanitarian Aid Corps ('the EU Aid Volunteers initiative') for joint contributions from European volunteers to support and complement humanitarian aid in third countries.

## PORPUSE OF CONSULTANCY

**General objective:** Enhance the capacities of the teams of Alianza por la Solidaridad (Hosting and Sending Organizations) and local partner organizations so they can provide a quality response, with a gender and intersectional approach, to Gender Based Violence (GBV) in conflict or crisis contexts by supporting to the most vulnerable groups and building a culture of security and resilience at all levels.

**Specific objectives:**

1. Through participatory processes identify the guiding principles, procedures and roles (responsibilities and obligations holders) of all actors as well as the weaknesses and difficulties faced in the response to and prevention of GBV.
2. Based on identified needs, design a training program for Alianza's teams and partners to effectively and efficiently identify, respond and offer an integral assistance to GBV and – with the participation of the staff – design handbooks, tools or guides to improve the GBV response.
3. After the training, set out a monitoring work plan to ensure quality, coordination and coherence of the proposed and implemented procedures in the GBV response, with at least three organizations partners of Alianza.

This process will reinforce new knowledge and tools in terms of identification, response and comprehensive care of GBV based on the previous knowledge of each team. The diagnosis of prior knowledge of the teams will be made and based on this, at least 3 different training processes will be made taking into account the time slot and the working language (Spanish, English or French). The training will be a combination of theory and practical exercises (depending on the context of each country) in an online platform with attendance hours.

The consulting team should work in coordination with staff from Alianza and partner organizations to refine the scope of the materials, the profile of the participants, and the online training methodology that will be used.

## EXPECTED OUTCOMES AND DELIVERABLES

Phase	Activities	Deliverables	Latest completion dates
Preparation	Coordination meeting with Alianza por la Solidaridad.	Adjust technical and methodological proposal taking into account Alianza's feedback	18/01/2021
Phase 1: specific objective 1	Organize 5 workshops with different country teams of	Diagnosis of the knowledge and practices of each	20-30/01/2021



	Alianza to identify key aspects of existing procedures of response and prevention to GBV.	office, in English and Spanish. It should include a SWOT analysis and case studies that highlight strengths and weaknesses.	
Phase 2: specific objective 2	Design an online training program for teams of Alianza to improve the organizations' response and prevention to GBV.	Course content script and online platform to host the course.	1-15/02/2021
	Conduct 5 online workshops with different country teams of Alianza, enabling and promoting the participation of the organisation to better elaborate recommendations to improve the response and prevention of GBV.	Evaluation of the course participants' proposals for improvement.  A clear Work Plan of Recommendations for Procedures to better prevent and Respond to Gender-Based Violence.	01/03/2021
Phase 3: specific objective 3	Design and carry out a monitoring plan, from mid march to mid April, to evaluate the implementation of the proposed Work Plan.	Report of risks and mitigations for the implementation of the recommendations.	01/04/2021
	Systematization and reporting of the overall process and changes implemented	Final evaluation brief and sources of verification.	15/04/2021

### **REGARDING THE DELIVERABLES OF PHASE 2 AND 3**

The review and analysis of the tools and mechanisms used in the organization (phase 1), should include:

- 1.1. GBV Classification tools: a set of approximately three types of GBV to standardize GBV definition and the incident classification process.
- 1.2. Intake and Consent Forms: forms used for collecting GBV data, ensuring that GBV actors are collecting a common set of data points and requiring survivors' authorizations for any of their information to be shared.

- 1.3. GBV information sharing protocol template: a protocol template that outlines guiding principles on the safe and ethical sharing of GBV data and best-practice to follow when developing an inter-agency information sharing protocol.

The theoretical-practical learning modules of the online workshops and final recommended work plan (phase 3) must cover the following:

- 1.4. Guiding principles: Organizational GBV programming, multi-sectoral response, care for GBV survivors, adopting a survivor-centered approach, care for child survivors
- 1.5. Disclosure procedures: guidance on how to respond when a survivor discloses a GBV incident. It's important that all staff is prepared to receive disclosures and adopts a survivor-centered approach. The disclosure procedure should provide the survivor with: psychosocial first aid, information on services that may be able to assist the survivor, details on how to access these services and appropriate support to help the survivor access these services.
- 1.6. Referral procedures: providing information to survivors in an ethical, safe and confidential manner about their rights and option to access care, within a survivor-centered referral system. Confidentiality and informed consent is crucial, and different vulnerabilities must be taken into account (that of child survivors or survivors with disabilities, for example)
- 1.7. Multisectoral support to GBV survivors: services delivered should be in line with international standards and protocols. The following are the main services with make up a holistic GBV response: immediate material assistance, safety and security options, health/medical care, mental health and psychosocial support, legal/justice assistance and long-term assistance.
- 1.8. Prevention and risk mitigation: GBV prevention and mitigation strategies should be integrated into programmes from the beginning of an emergency in ways that protect and empower women, girls and other at-risk groups. These strategies should also address underlying causes of GBV (particularly gender inequality) and develop evidence based programming and tailored assistance. For that it is important to have GBV assessments and research, community engagement and women, girls' safe spaces and GBV awareness-raising toolkit and dignity kits to distribute.

## PROFILE OF THE EXPERT/TEAM

Required qualifications and experience of the members of the consultancy team:

- Advanced university degree or equivalent in gender studies or related fields in social sciences
- 5 to 7 year of field-level humanitarian, GBV or related work experience carried out in humanitarian, transition or vulnerable field contexts
- Superior skills in facilitation, group management and collaborative learning with a strong preference for those using technology platforms as a tool for learning, collaboration and group work

- Proven experience in Adult Learning Principles applied to humanitarian learning activities, Capacity Building, planning and evaluating trainings, collaborative learning or other learning activities, including online tutoring
- Ability to work with a wide range of diverse stakeholders such as national and international NGOs, governments and local authorities, donors, international organizations
- Excellent interpersonal and communication skills: the ability to successfully and effectively communicate with people in a multi-cultural environment
- Fluency and excellent communication skills in English, French and Spanish in written and oral formal.

## CONSULTANCY TIMELINE

In terms of the overall timeframe, the consultancy will cover from 18<sup>th</sup> of January 2021 until the 15<sup>th</sup> of April 2021.

The amount proposed by the consultancy team must include all the expenses that are required for the delivery of the products.

## SUBMISSION OF TECHNICAL PROPOSALS

Submission of proposals should be made by email to the addresses listed below, indicating on the cover page the title and code of the corresponding Program.

The content should include the following sections as a minimum:

- Technical proposal: A methodological note on how the consultancy will be carried out (main activities, methodology, script structure per module, work plan).
- Curriculum/s.
- Economic proposal: Budget.
- Other references that could be useful.

All proposals must be submitted in English/Spanish.

Tenders should be submitted by email to: [msalvador@aporsolidaridad.org](mailto:msalvador@aporsolidaridad.org) [mmiguel@aporsolidaridad.org](mailto:mmiguel@aporsolidaridad.org) indicating the reference "Gender based violence identification and response Training" in the email subject.

Deadline: **28<sup>th</sup> December 2020.**

## SELECTION CRITERIA

<b>Criteria</b>	<b>weight</b>
Methodology	30%
Experience	20%
Consultant team	30%
Proposal clarity	10%
Budget in relation to technical proposal	10%