

National Consultant to Coordinate Trainings on Issues related to the prevention and management of Gender Based Violence (GBV)

(MDV-ToR/2021/15 dated:21/4/2021)

| TERMS OF REFERENCE | |
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| Hiring Office: | UNFPA Maldives Country Office |
| Purpose of consultancy: | <p>The 2030 Agenda for Sustainable Development asserts that gender equality and women’s empowerment are crucial to achieve sustainable development, with the elimination of violence against women identified as one of the key areas.</p> <p>Gender based Violence (GBV) including violence against women (VAW) is prevalent in the Maldives. DHS (2016) shows that 1 in 4 women have reported experiencing violence from an intimate partner in their lifetime. Increased stress, financial difficulties and isolation during pandemic have heightened risks of violence against women and girls. Recent statistics indicates that there were more than 755 cases of GBV and child abuse reported following the easing of the lockdown and measures to curb the spread of COVID-19.</p> <p>The Ministry of Gender, Family and Social Services (MoGFSS) provides a number of services for survivors of violence and their families, including social protection, referrals to relevant authorities and shelter for children. The current Administration prioritizes within the Strategic Action Plan (SAP) 2019 – 2023 and in its National Resilience Recovery Plan, the strengthening of the social protection services. Work to operationalize existing Domestic Violence (DV) shelters are also on-going. Additionally, hotlines for reporting child abuse, 1412, and other social issues, 1421 have been established.</p> <p>In the provision of these services, continuous capacity and skills building becomes critical. Hence, MoGFSS identified a need to provide trainings for their social workers and relevant staff.</p> <p>Social Protection Officers as well as those who are in the service delivery require targeted trainings on how to address the needs of survivors of violence, especially of the most vulnerable that are often left behind. Communication skills, case recordings and presentations become vital in the process of providing timely, efficient and effective services for those seeking assistance and support. As such, UNFPA is seeking the services of a consultant/technical expert to coordinate and manage trainings for social workers/case workers on the following areas:</p> |

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| | <ol style="list-style-type: none"> 1. Training for Case workers. This training should cover: <ul style="list-style-type: none"> - Call attendance and survivor-centered communication with clients (helpline, on call, hotline and other case calls) - Strengthening the quality of case notes and assessments (including case file management, documentation and case presentation to other relevant stakeholders, professional analysis of assessments, efficient use of assessment at different stages of the case) - Self care for the case workers 2. Supervision Skills (for Supervisors) This training should cover: <ul style="list-style-type: none"> - How to supervise cases - Case follow-ups - Communications |
| <p>Scope of work: (Description of services, activities, or outputs)</p> | <p>The Consultant is expected to support UNFPA and the Ministry of Gender, Family and Social Services (MoGFSS) to organize, coordinate, manage resource people and facilitate trainings on issues related to the prevention and management of GBV for social workers and other relevant staff/stakeholders.</p> <p>Specific deliverables</p> <ul style="list-style-type: none"> ● Development of two training programmes for an estimated 20 case workers and 10 supervisors based on the identified training needs ● Prepare templates and individual session objectives ● Coordinate and guide the resource people to prepare for the sessions ● Organize group work with activities and clearly defined outputs and orient group work moderators when required ● Consolidate the final report with recommendations and suggestions from the training ● Development of a performance Evaluation guideline/plan |
| <p>Duration and working schedule</p> | <p>Approximately 20 days between May and June 2021</p> |
| <p>Place where the services are to be delivered:</p> | <p>The services will be required based in Male</p> |

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| Monitoring and progress control, including reporting requirements, periodicity, format and deadline: | Work will be monitored by UNFPA and regular updates are required. A final report with recommendations for future training and other systemic/structural changes is required. |
| Supervisory arrangements: | The contract will be managed by UNFPA Country Office |
| Expected travel: | None |
| Required expertise, qualifications and competencies, including language requirements: | <p>Primary expertise required:</p> <ul style="list-style-type: none"> • Bachelor’s degree in gender studies, social sciences, development studies or related fields. • At least 5 years of experience in development planning, social policy analysis, monitoring, research and evaluation, monitoring and evaluation theory, methodology, technology and tools. At least 2 years of experience in training and learning. • Solid understanding on human rights and gender equality principles • Excellent communication and analytical skills in English and Dhivehi languages and demonstrated ability to transfer and impart knowledge. <p>Functional Competencies</p> <ul style="list-style-type: none"> • Good analytical, writing, and presentation skills. Fluency in reading, writing, and speaking both English and Dhivehi. • Computer skills, Excel and various office applications. Demonstrated experience in knowledge and information management. <p>Behavioural Competencies:</p> <ul style="list-style-type: none"> • Demonstrated ability to work in a multicultural environment and to establish harmonious and effective working relationships, both within and outside the organization; • Proven leadership, teamwork, and interpersonal skills. Ability to work and deliver under a limited period of time would be an asset. |

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| <p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p> | <p>Ministry of Gender, Family and Social Services</p> <ul style="list-style-type: none"> ● Facilitate the progress of the assignment. ● Review and provide content and comments to the deliverables in a timely manner including quality of work. ● Release caseworkers for training ● Facilitate necessary contacts and content. <p>UNFPA Maldives:</p> <ul style="list-style-type: none"> ● Guide, monitor and facilitate the progress of the assignment. ● Review and provide comments to the deliverables in a timely manner. ● Facilitate necessary contacts and content. ● Support identification of relevant resources ● Provide relevant data. ● Provide timely feedback. |
| <p>Other relevant information or special conditions, if any:</p> | <p>The other conditions that may apply in the undertaking of the assignment include:</p> <p>Basis of payment: Full payment based on acceptance of the deliverable.</p> <p>Format of outputs: The final report and working documents/files, must be shared with MoGFSS and UNFPA in both editable and pdf formats.</p> <p>Language of reports/publications and other documentation and working language in country of assignment: English</p> <p>Ownership of output: MoGFSS and UNFPA</p> |
| <p>Signature of Requesting Officer in Hiring Office: Ritsu Nacken, Country Director, UNFPA Maldives</p> <p>Date:</p> | |