

TERMS OF REFERENCE
International Individual Consultant to set up Self-help groups for Women
UNFPA
(MDV-ToR/2021/26 Dated: 23/9/2021)

Hiring Office:	UNFPA Maldives Country Office
Purpose of consultancy:	<p>UNFPA is the UN leading agency for Reproductive Health and Rights, with its tagline being: "Ensuring rights and choices for all".</p> <p>While recent dedicated national prevalence studies have not been conducted in the Maldives, the 2016 Demographic Health Survey (DHS) found that one in four women have experienced physical and/or sexual violence in their lifetime. 24 percent of ever married women have experienced physical, sexual or emotional violence from a husband or partner. 38 percent of women experienced at least one form of controlling behaviour. 36 percent of women who experienced violence never sought help or told anyone about the violence. The 2006 survey on prevalence of violence found that 34.6 percent of women aged 15-49 had experienced physical or sexual violence in their lifetime. Reports of child abuse, violence and neglect of children are high with 1200 cases of sexual abuse of children reported to the police in 2019.</p> <p>Despite there being some progress, for example in relation to laws and policies to promote gender equality and address gender-based violence, including the 2012 Domestic Violence Act and the 2016 Gender Equality Act, there are still discriminatory provisions and gaps in legislation, awareness is limited and implementation remains challenging.</p> <p>There are also signs that the situation is worsening. Gender inequality has increased in the Maldives, including as a result of increasing conservatism and extremism. Women's labour force participation is low and falling, increasing their economic dependence, and social dislocation has impacted families and communities. The COVID-19 pandemic and associated lockdown measures have only exacerbated these trends. During the lockdown period women aged 19-40 were four times more likely to report experiencing gender-based violence or domestic violence than men, and reporting of child abuse also increased.</p> <p>Attitudes to GBV and gender inequality</p> <p>While data on people's beliefs about what other people do and think is not available, available data does provide evidence about the extent to which individual attitudes support and condone violence, as well as the extent to which violence occurs.</p> <p>The 2016 Demographic Health Survey (DHS) found that 26 percent of women and 21 percent of men believe that a husband is justified in beating his wife for at least one of six reasons. There is some evidence of a decline in acceptance of violence between 2009 and 2016 among women. However, tolerance of violence among younger women and men is more common than for older age groups: 35 percent of women and 33 percent of men aged 15-19 agree that a husband is justified in beating his wife for at least one reason.</p> <p>A study by UNDP and the Human Rights Commission of the Maldives found that 86 percent of women and 78 percent of men believe that a good wife should always obey her husband even if she disagrees, and 72 percent of women and 57 percent of men agree that family problems should be kept within the family. 55 percent of women and 46 percent of men think it is important for men to show their wife who is the boss. Men's attitudes appear to be changing more than women's do with fewer men agreeing than in the past to all three statements. More women agree that family problems should be kept in the family while the number of women who think a good wife should always obey has remained the same. Moreover, women and younger people were less likely to think that a pregnancy resulting from rape should be terminated than men and older people. Worryingly, more people think that human rights are incompatible with Islam than in the past, with more women than men of the view that Islam and human rights are incompatible. When queried further some respondents said that gender equality and child rights are not compatible with Islam.</p> <p>Social and gender norms that support GBV in Maldives</p> <p>In stakeholder discussions, three specific norms were identified that support and reinforce gender-based violence and prevent help seeking in the context of the Maldives.</p> <ul style="list-style-type: none"> ● Women and girls are blamed for the violence they experience ● Help-seeking is not supported ● Bystanders do not intervene <p>Each of these norms is "held in place" – supported and reinforced - by associated norms and beliefs. These norms are also reinforced and supported by practices, systems and institutions as well as structural and societal factors. For example, help-seeking is not supported and encouraged in part because services are not available. People do not intervene to support</p>

	<p>victims and survivors because communities have been weakened by processes of centralization, and out-migration. Women and girls are blamed for the violence they experience because of political changes that have seen increasing conservatism and dominance of religious narratives including in the school curriculum. Addressing all of these factors is beyond the strategies outlined in this but it is important to recognize them and link to interventions that are trying to bring about change at different levels.</p> <p>In the Maldives context, women's individual attitudes appear to align more closely with norms that support violence and gender inequality, so changing women's attitudes is an important strategy to support social and gender norm change. It's not possible from available research to tell whether women who express these attitudes agree with violence and gender inequality (their personal values align with the norm) or whether they think that violence and gender inequality are the norm (their values don't align but they accept violence and gender inequality as a fact of life). In addition to individual awareness raising and empowerment interventions, it will be important to develop alternative narratives including by telling the stories of women who have spoken up and sought help, and have been able to leave a violent relationship, as well as to identify and engage champions and allies including at local level whose attitudes and beliefs are supportive of positive norms.</p> <p>UNFPA is seeking a qualified international consultant to support set up women's self-help groups that will provide safe spaces and referral to services as well as facilitated discussions designed to change attitudes towards gender-based violence and encourage help seeking. The Consultant will be working closely with UNFPA and Ministry of Gender, Family and Social Services (MoGFSS) to set up and pilot women's self-help groups in selected locations.</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>The Consultant is expected to support UNFPA to set-up self-help groups for women to change attitudes towards gender based violence and to provide a safe space and referral services, including encouraging help seeking behaviour.</p> <p>Specific deliverables:</p> <ul style="list-style-type: none"> ● Develop an inception report with clear indications of timelines and deliverables. ● Develop curriculum ● Conduct training of trainers ● Support initiate pilot self-help groups ● Provide final report with recommendations
<p>Duration and working schedule:</p>	<p>Approximately 60 days from time of contracting</p>
<p>Place where services are to be delivered:</p>	<p>The assignment will be undertaken home-based</p>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>Work will be monitored by UNFPA and timely updates are required to be sent to UNFPA.</p>
<p>Supervisory arrangements:</p>	<p>The contract will be managed by the UNFPA Country Office and supervised by the Gender Analyst</p>
<p>Expected travel:</p>	<p>None</p>
<p>Required expertise, qualifications, and competencies, including language requirements:</p>	<p>Primary expertise required:</p> <ul style="list-style-type: none"> ● A Master's degree in gender studies, social sciences, development studies or related fields. ● At least 5 years of experience in development planning, social policy analysis, training and curriculum development, monitoring, research and evaluation, methodology, and tools ● Previous experience in developing social norm change interventions/self-help groups will be an added advantage ● Basic understanding on human rights principles ● Excellent communication and analytical skills in English language 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 in English Language ● 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.
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>UNFPA Maldives:</p> <ul style="list-style-type: none"> • Monitor and facilitate the progress of the assignment. Review and provide comments to the deliverables in a timely manner • Facilitate contacts with partners • Support piloting of the self-help groups • Facilitate necessary content • 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: The payment will be made in two instalments:</p> <ol style="list-style-type: none"> 1) Submission of training curriculum to UNFPA (50% of total payment) 2) Submission of final report (50% of total payment) <p>Format of outputs: All documents should be submitted 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: UNFPA, MoGFSS</p>
<p>Signature of Requesting Officer in Hiring Office: Date:</p>	<p>DocuSigned by:  0C9F368D3AA5442...</p>

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