

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

(MDV-ToR/2021/21 dated: 22 August 2021)

TERMS OF REFERENCE	
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 this pandemic has 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 from January to September 2020.</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. Additionally, hotlines for reporting child abuse, 1412, and other social issues, 1421 have been established. Moreover, in order to expand services to survivors of GBV, the MoGFSS is developing a mobile application to create a platform to provide services for GBV survivors to report and seek services, enable multi-sectoral support and facilitate a people centered tracking system for the survivor.</p> <p>In the provision of these services, continuous capacity and skill building becomes critical. 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</p>

	<p>recordings and presentations become vital in the process of providing timely, efficient and effective services for those seeking assistance and support.</p> <p>UNFPA is seeking the services of a technical expert to provide the following support to the MoGFSS.</p> <ol style="list-style-type: none"> 1. Support MOGFSS in conducting a GBV service mapping and facilitate the development of a referral mechanism 2. Support the development of a GBV hotline protocols and training to ensure it is equipped with staff who are competent to provide at least safety planning, psychological first aid, and GBV referrals 3. Conduct training of Social workers on GBV case management and supervisors on GBV case management supervision in line with Inter-Agency GBV Case Management Guidelines 4. Provide technical expertise to ensure the pilot mobile application is survivor centered and in line with GBV Guiding Principles. This includes supporting MOGFSS to <ul style="list-style-type: none"> - Develop an information sharing protocol among the service providers in consultation with all service providers - Conduct a service quality assessment - Support user acceptance testing before going live to pick up on any glitches or challenges regarding safety, access, functionality and ethics. 5. Develop a report from the pilot phase of mobile app development project with clear identification of challenges, lessons learnt and recommendations for potential scale up.
<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 undertake trainings on issues related to the prevention and management of GBV for social workers and other</p>

	<p>relevant staff/stakeholders as well as provide technical advice in the development of the mobile application on GBV.</p> <p>Specific deliverables</p> <ol style="list-style-type: none"> 1. Inception report with clear indications of timelines and deliverables 2. Service mapping and setting up of GBV referral mechanism facilitated 3. GBV data sharing protocol in aid of the GBV mobile app developed 4. Informed consent tool for the mobile app developed 5. Training programmes based on the identified training needs conducted 6. Templates and individual session objectives prepared 7. Detailed guidance to the IT contractor to ensure that the GBV mobile application is survivor-centered provided 8. Develop a piloting model for the mobile app 9. Training of social workers on GBV case management conducted 10. User acceptance testing of the pilot mobile app. supported 11. Consolidated learnings from the pilot and draft recommendations for the GBV mobile app. <p>The Consultant is expected to work closely with the mobile application developers and MOGFS to ensure it respects the rights of the individual.</p>
Duration and working schedule	Approximately 60 days between September 2021 to February 2022
Place where the services are to be delivered:	The assignment will be undertaken home based – field visits to be organized dependent on Covid-19 Situation
Monitoring and progress control, including reporting requirements, periodicity, format and deadline:	Work will be monitored by UNFPA and regular updates are required.
Supervisory arrangements:	The contract will be managed by UNFPA Country Office
Expected travel:	Depending on Covid-19 situation

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>Primary expertise required:</p> <ul style="list-style-type: none"> ● Masters 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 ● Basic understanding on human rights 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.
<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"> ● Guide, Monitor and facilitate the progress of the assignment. ● Review and provide content and comments to the deliverables in a timely manner ● Facilitate necessary contacts and content.

	<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 necessary contacts and content. ● Support identification of relevant resources ● Provide relevant data. ● Provide timely feedback.
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<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 three instalments:</p> <ol style="list-style-type: none"> 1) Submission of the inception report to UNFPA (20% of total payment) 2) Completion and submission of drafts of all deliverables to UNFPA (50% of total payment) 3) Submission of final report with final documents of all deliverables to UNFPA (30% of total payment) <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>
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Signature of Requesting Officer in Hiring Office:

Date: