

Terms of Reference

Title: “Capacity building, preventing and responding to Gender Based Violence” Consultant

Contract Type: Consultancy contract

Duration: 5 months, starting immediately

Duty Station: Geneva, Switzerland

1. BACKGROUND

Gender-based violence (GBV) is one of the most widespread human rights abuses. Globally, one in three women will be raped, beaten, coerced into sex or otherwise abused in her lifetime. Though women and girls are overwhelmingly the targets of GBV, men and boys can also be subject to GBV, especially if they are perceived to be acting outside the prescribed social norms for males. The humanitarian community has a responsibility to ensure the safety, well-being and rights of those at risk of GBV, regardless of whether data exists on the true scope of the problem. Any available data on GBV, including reports from police, legal, health, or other sources, will likely represent only a very small proportion of the actual number of incidents of GBV. Therefore, it should be assumed that GBV will be an issue in every emergency, requiring that all humanitarian take steps to address it.

In addition to the clear link to health and protection related aspects, GBV should not be forgotten in relation to the transitional agenda. Gender based violence results in immediate costs for vulnerable groups like IDPs and refugees. At the household level, violence often results in out of pocket expenditure to access health services, the police, courts or informal resolution bodies.

At an international level policies and laws are addressing GBV in order to provide protection, but this is not necessarily the case in many countries. One of the challenges in responding to GBV relates to GBV not being seen as a crime and/or hidden from view in many societies. The same deeply entrenched social norms that give rise to GBV make it a private matter. Often, it is also invisible to those experiencing the violence, because it is so deeply woven into how an individual understands who they are as a man or a woman and their place in society.

The most effective programs are those most closely attuned to local context and where local leaders and activists are supported to lead the process of change. Local knowledge and the trust of the community are essential. International aid organizations can be a catalyst, but the full formula for effective change requires working in partnership with communities. Thus, ending GBV involves social change work at the deepest levels and the commitment of the international community, governments, communities, non-governmental organizations, social movements and many others. Currently there are not enough professionals within this field to cater for the needs.

Thus, human resource capacities need to be scaled up and efficiently used both by stand by partners and the UN. A more flexible and mobile workforce that can quickly and effectively respond

to the demands on the ground and communities, with the ability to be rapidly deployed individually and as integrated teams, will be needed by UN and partners in the future.

The Call to Action on Protection from GBV in Emergencies, formally launched in 2013 by the United Kingdom and Sweden, aims to fundamentally transform the way GBV is addressed in humanitarian operations via the collective action of numerous partners, each bringing our various strengths and capacities to the table. The goal was to drive change and foster accountability within the humanitarian sphere. The United States took on leadership of the Call to Action in 2014 and began to support the development of a Road Map.

Despite the groundswell of attention to the issue of GBV by donors and in emergencies in the overall humanitarian community, more work needs to be done to strengthen dialogue and information-sharing between donors and GBV practitioners and well as to build up and retain GBV specialists within the humanitarian sector.

Both donors and international organizations are more conscious in terms of Value for Money and aid effectiveness. This is critical to develop and improve existing mechanisms and pathways of change to ensure effective GBV interventions by international organizations.

2. INSTITUTIONAL ARRANGEMENTS

Under the UNHCR-led global Protection Cluster, the global GBV AoR co-led by UNFPA and UNICEF provides strategic leadership to ensure that issues of importance to the GBV AoR community are placed at the forefront of the humanitarian response.

The GBV AoR provides a forum bringing together over 60 agencies representing multilateral, NGO, and government bodies as well as academics and independent GBV experts, committed to working collaboratively to advance the quality and coverage of GBV coordination and programming in humanitarian contexts. This broad constituency provides a strong platform for advocacy as well as technical expertise to guide the work of the AoR.

NRC and the GENCAP Steering committee have provided dedicated support to the AoR in the form of Regional Emergency GBV Advisors (REGA).

The GBV AoR, supported by the REGA, seeks to promote concrete action which responds to real life needs of field actors, develop and disseminate global standards and policies as part of the UN humanitarian reform process and Transformative Agenda to the field, and raise awareness among actors at global level across all sectors of the life-saving issues related to GBV, so that protection and risk reduction for GBV is reflected across the entire humanitarian system.

The GBV AoR accomplishes this through four key areas of work:

- Supporting field operations
- Building knowledge and capacity
- Setting norms and standards
- Advocating for increased action, research and accountability at global and local levels

Despite support of the REGA and the AoR, the operational ability for prevention, mitigation and response capacities to GBV needs to be strengthened to meet the challenges on the ground.

With this aim in mind, and building on existing efforts, UNICEF, UNFPA and NRC would like to conduct a consultancy to look at what priority area of staffing needs are and how the operational capacity to support prevention and response to GBV can be strengthened to ensure a more effective response.

3. OBJECTIVES

I. Identify a capacity building mechanism for operational GBV resources.

- a. Based on existing studies and reviews, and building on the lessons learned and recommendations of ongoing initiatives, including but not limited to the work of the GBV AoR and GBV specialist organisations, identify who, where and when GBV resources achieve the best results,
- b. Taking into account significant gaps both in terms of capacity to support GBV prevention and response programming, as well as the need to strengthen coordination of GBV actors, suggest an adapted mechanism for a flexible expert workforce that build on existing capacities/structures,
- c. Suggest possible governance structures and SOPs for the mechanism,
- d. Building on existing GBV AoR capacity development initiatives, as well as on capacity development initiatives of lead organizations on GBV, identify a structured approach to build and retain GBV professionals (e.g., through coaching, mentoring and advanced training).

II. Identify possible funding resources and a donor mobilisation strategy

- a. Identify donor trends and concrete funding opportunities.
- b. Develop a simple resource mobilisation strategy
- c. Based on agreed upon model and mechanism, draft a proposal, including the value for money concept, that can later be tailored to individual donors.

4. Deliverables

Progress plan with milestones and delivery dates

Deliverable	Description	Timeline
Identify priority areas of field support for GBV prevention, response programming and coordination.	Consolidation of existing knowledge and learning into a summary report (maximum 10 pages), including a “light” consultation with key stakeholders, including GBV AoR core members and field actors	1 month

Facilitate a meeting to reach agreement on key priority areas with UNFPA, UNICEF and NRC.	Half day meeting/ workshop to be facilitated with the aim to reach agreement on key priority areas that require support.	1 week
Based on agreements reached, identify a mechanism that is adapted to support GBV prevention, response and coordination work in the field	Report that describes the strategy (with a theory of change), aim of the mechanisms and key steps to be taken	1 month
Develop a proposal to lobby support and funds for the approach with donors	Generic proposal, including the aspect of value for money that can later be tailored to individual donors	1 month
Identify potential funding opportunities and a strategy for resource mobilisation.	Short resource mobilisation strategy and mapping	1 month
In close collaboration with NRC and other key partners, identify governance structures, and develop a set of SOPs for the functioning of the mechanism.	Report that describes the strategy, aim of the mechanisms and key steps to be taken	1 week

- **Supervision**

The Project will be undertaken by **UNICEF's Office of Emergency Programmes (EMOPS)** in Geneva, under the supervision of the EMOPS Chief, Global Cluster Coordination Unit in Geneva. *This consultancy will be managed by an inter-agency steering group that will be chaired by NRC. Regular calls and updates will be required to ensure work and deliverables are on track. It will also require field as well as global consultations with key actors to ensure relevance and efficiency of proposed mechanisms.*

- **Duty Station**

Geneva, Switzerland

- **Qualification or specialized knowledge / experience required**

- At least 5-8 years of experience in humanitarian response, including operational experience.
- Proven knowledge of GBV prevention, response programming and coordination, capacity development and capacity development initiatives.
- Advanced university degree or equivalent in international relations, social anthropology, gender studies, law and women's rights, sociology or other field related to GBV in emergency programming.
- Experience of partnership approaches and environments – governments, national and international NGOs and UN is highly desirable
- Ability to work on short time lines, under pressure, and managing multiple priorities simultaneously with minimum supervision
- Excellent writing, conceptual and analytical skills including the ability to present complex processes and issues clearly to a heterogeneous audience and in an actionable manner.
- Fluency in English is essential.

- **How to apply**

Applicants are requested to send their submissions to mlolavarria@unicef.org with the subject line "GBV Capacity Building" **by 16 February 2016**. Please indicate your ability, availability and monthly rate (in US\$) to undertake the terms of reference above. Applications submitted without a monthly rate will not be considered.

Applications must include:

- Cover letter
- CV
- P-11 form (available at <http://www.unicef.org/about/employ/files/P11.doc>)

Please note that acknowledgement of application will be extended only to short-listed candidates.