

Gender Sensitivity Training

PR90863

Terms of Reference (ToR)

Background on Save the Children

Save the Children is the leading global independent organisation for children. Save the Children believes every child deserves a future. Around the world, we work every day to give children a healthy start in life, the opportunity to learn and protection from harm. When crisis strikes, and children are most vulnerable, we are always among the first to respond and the last to leave. We ensure children's unique needs are met and their voices are heard. We deliver lasting results for millions of children, including those hardest to reach.

We do whatever it takes for children – every day and in times of crisis – transforming their lives and the future we share.

Our vision: A world in which every child attains the right to survival, protection, development, and participation.

Our mission: To inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.

Our values: Accountability, ambition, collaboration, creativity, and integrity.

We are committed to ensuring our resources are used as efficiently as possible, to focus them on achieving maximum impact for children.

Background information/context

Nepal has concentrated HIV epidemic with around 30,084 estimated populations living with HIV. The estimated adult HIV prevalence stands at 0.12% (Source: HIV Infection estimates 2021). Key populations remain the focus of the National HIV Strategic Plan (NHSP) 2021- 2026. In Nepal, these populations include female sex workers, transgender sex workers, male sex workers, clients of sex workers, transgender people, gay men and other men who have sex with men, people who inject drugs, prison population as well as labour migrants going to India and other destinations. Save the Children as a principal recipient (PR) for Global Fund in Nepal has been managing HIV program throughout the country among several key populations, through sub recipient NGOs.

Human Rights and gender related barriers remain major obstacles to the uptake of prevention, treatment and care for HIV, TB and Malaria. Therefore, the project "Reducing Human Rights and Gender related barriers accessing HIV and TB services in Nepal" also popularly addressed as Catalytic Fund has been developed and implemented in 55 districts across all seven provinces of Nepal. The Catalytic Fund is committed to ensuring that the vulnerable communities in the working districts have access to much needed services in the most efficient, effective, reliable, and trusted manner at any time and whenever required. The focus of Catalytic Fund is human rights and gender whose objective is to increase awareness on human rights related to HIV and improve enabling environment to address human rights and gender-based barriers and violence. The intervention will also contribute towards reduction in self-reported stigma and discrimination related to HIV.

According to the World Health Organization (WHO), violence against women is a "global health problem of epidemic proportions." Violence against women refers to acts of violence directed toward women simply because they are women. These acts can include physical, emotional, and sexual harm – or threats of harm. Often, women do not think these acts are violence, either because they are considered normal in their society or because they occur so often that they seem normal. Women who experience intimate partner violence are about twice as likely to experience both depression and alcohol abuse. The damaging effects of this violence on women's emotional and physical health also affect the children and family members who depend on the women. Similarly, Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Gender-based violence (GBV) is a serious violation of human rights and a life-threatening health and protection issue.

There are several ways in which violence and HIV are connected for women. Women who are abused or fear a violent response may not be comfortable asking their partner to use protection (e.g., a condom) during sex. Similarly, women in abusive relationships may not be comfortable saying no to sex if their abusive partner refuses to use protection when asked. Lastly, forced sex acts can cause cuts, scrapes, or tears that make it easier for HIV to enter the body. All these issues can put women at higher risk for HIV and make living with HIV more difficult.

Violation of women's right is a violation of human rights, therefore, the project *"Reducing Human Rights and Gender related barriers accessing HIV and TB services in Nepal"* aims to aware the key populations by providing a comprehensive training on Gender Sensitization by covering up on topics like - violence against women, gender violence, Intimate partner violence, violence identification and respond, laws provision and referral mechanism. So that key populations are aware of them, know how to respond and where to seek services.

Objective

Overall objective of this training is to ensure SRs and key population's focal person are gender sensitized with an adequate knowledge related to it.

Specific objectives of this training are as follows:

- Increase participant's knowledge and understanding of the concept of gender, and gender-based violence.
- Establish an understanding of sexual exploitation and abuse as one form of gender-based violence.
- Familiarize participants with the legal frameworks, both national and international, that address gender-based violence

Services the Supplier will provide

1. Prepare orientation materials keeping key population in mind.
2. Orientation on GBV, IPV and existing laws
3. Prepare orientation report.

Experience and skill set required

1. Masters degree or equivalent qualification/ degree in gender studies, women studies, social science, Law, Human rights or any other relevant discipline.
2. Demonstrated knowledge and experience in developing training curriculum/modules and training materials related to Gender sensitization, domestic violence, GBV and Human rights issues etc.
3. Experience in developing and facilitating orientation/training following adult learning principles and participatory methodologies.
4. Demonstrated experiences and skills in facilitating orientation, trainings, working group consultations and training/TOT.
5. Excellent writing, editing, and oral communication skills both in Nepali and English

Expected Deliverables

SCI expects the following deliverables to be provided:

Deliverable number	Deliverable title	Description	Format and style
1	Session plan of 3 days training	Detail session plan, with methodology used for 3 days	Session plan and time management in word document.

2	Content of the training	The orientation content should be shared in advance with the Program Manager.	Power point slides (Nepali language preferred)
3	3 days training report	Detail training report of 3 days	In English language

Timeline

Estimated Commencement Date: 6th June 2022

Estimated End Date: 30th June 2022

Deliverable number	Deliverable title	Submit to	Delivery date
1	Session plan designed and content of the training	Program Manager _ Human Rights and Gender	The week of 6 th June 2022
2	3 days Training	Program Manager _ Human Rights and Gender	Week of 13 th June 2022 (Tentative)
3	Training Report	Program Manager _ Human Rights and Gender	Week of 20 th June 2022

Status updates/reporting

The Consultant will report directly to the Program Manager- Human Rights and Gender who will review and accept all deliverables in writing. The Senior Director, Program and Operations gives final approval to all work products. The progress of the Consultant's performance during the period of the assignment will be monitored and evaluated by the Program Manager - Human Rights and Gender through but not limited to progress meetings, telephone calls as well as review and acceptance of all deliverables prior to payment.

Acceptance

Full payment after the submission of detail training report.

General assumptions and dependencies

SCI will identify, coordinate and communicate with the participants to be engaged in the 3 days training.

Payment information

Full payment after the submission of detail training report.

Proposal Evaluation and Scoring Criteria

S.No.	Major Topic
1	Budget
2	Understanding of TOR and Proposed Methodology
3	Team composition and professional expertise
4	Prior experience of providing gender sensitive trainings

How to apply for the services

Proposal Submission Guideline/Required Documents

- Proposal Submission Deadline- **29th May 2022**
- Extended Proposal Submission Deadline – **3rd June 2022**
- Required Documents-
 - Filled out Consultancy Proposal Form (enclosed with this ToR)
 - CV(s) of the proposed consultant(s) with full date of birth in dd/mm/yyyy format.
 - For firms: Copies of- Firm registration certificate, VAT registration certificate, Latest tax clearance certificate. For firms that are tax exempted by the government, a copy of tax exemption certificate should be submitted.
 - For Individuals (Nepali): Copies of citizenship certificate and PAN/VAT registration certificate.
 - For Individuals (Foreign Nationals): Copies of passport and a valid visa/permit to work in Nepal.

If an individual is a full-time staff member of another organization, a no objection/consent letter signed by the organization head must be submitted along with the proposal. This is not applicable for proposals sent through a firm.

Proposals should be submitted via email to eoiconsultant.nepal@savethechildren.org