

CALL FOR PROPOSAL

TRAININGS ON GENDER AND SGBV FOR SERVICE PROVIDERS

Mode of assignment: Technical Trainings on Gender and Sexual and Gender Based Violence (SGBV)

Duration of consultancy: 20 days spread over 7th June and 9th July 2021

Requested documents: Prospective individuals/ firms should provide a CV/ profile detailing their relevant skills and experience. The overall proposal package must have following documents:

- Cover letter (Maximum 2 pages clearly demonstrating the suitability of applicant for stated assignment)
- Updated profile of the individual Consultant or a Firm supported with resume of Chief Consultant and maximum of other 3 key team members (Maximum 3 pages each)
- Proposal including cost of assignment covering all expenses (Maximum 4 pages)
- Submit soft copy of one example of previous similar work.

Instructions to be followed:

- All documents must be forwarded through postal service only. Please clearly write ***'Proposal for Training of Service Providers on Gender and SGBV'*** on sealed envelope.
- Please fold details of cost of assignment in a separate envelop to send along with other documents.
- Please send your proposals to Director Monitoring Evaluation and Research (MER), Rahnuma Family Planning Association of Pakistan, 3 A Temple Road, Lahore, 54000.

Note: Rahnuma FPAP reserves the right of disqualifying proposals with pages more than above mentioned numbers and/or if any of the above instruction is not followed adequately. Proposals sent through an email will not be considered for shortlisting.

Shortlisted consultants may be required to undertake a telephone or Skype discussion before finalization of decision.

Training location: Rahnuma Training Institute (RTI), Lahore

Training Participants: 40 Doctors (10 Quality Assurance Managers and 30 Lady Medical Officers) and 24 Lady Health Visitors.

- Batch 1 = 14 Participants
- Batch 2 = 14 Participants
- Batch 3 = 18 Participants
- Batch 4 = 18 Participants.

Deadline for the submission of proposal: 7th, May 2021

Expected date of initiation of consultancy: 7th, June 2021

Payment schedule: 20% will be at the time of signing of agreement and remaining 80% will be paid on completion of assignment and submission of training report as final deliverable approved by Rahnuma-FPAP.

All payments will be made through cross-cheque in Pak Rupees after deduction of withholding of Income Tax i.e.

- i) For individual, 10% in case of Filer and 20% in case Non-Filer; and
- ii) For Companies, 8% in case of Filer and 16% in case of Non-Filer. And, Withholding of Sales Tax i.e. 16% on services as per Law of Punjab Revenue Authority (PRA). The above rates may change if there is any amendment in tax rates by PRA & Federal Board of Revenue (FBR).

Liaison person from Rahnuma FPAP (R-FPAP): Please direct your submission of proposal related queries to Director Monitoring Evaluation and Research, Rahnuma FPAP, 3-A Temple Road, Lahore Phone: (042) 111 22 33 66, Ext. 323. Direct line: (042) 3636 1583. Email address: asifa@fpapak.org

Introduction

RFPAP is an affiliate member of International Planned Parenthood Federation (IPPF), working in Pakistan as a national organization since 1953. It has been extending family planning (FP) and sexual and reproductive health (SRH) information and services across all four provinces, Gilgit Baltistan and Azad Jammu & Kashmir (AJK) through a network of its own service delivery outlets and through collaboration with public and private sector.

Background

Gender is an important consideration in development. It is a way of looking at how social norms and power structures impact on the lives and opportunities available to different groups of men and women. Understanding the gender relations and the power dynamics behind them is a prerequisite for understanding individuals' access to and distribution of resources, the ability to make decisions and the way women and men, boys and girls are affected by political processes and social development. Compared with men, women control fewer political and economic resources, including land, employment and traditional positions of authority. The WDR 2012 highlights the importance of directly targeting the persistent constraints and obstacles to women's equality (especially in areas of economic empowerment, educational gaps, household/societal voice, and violence against women) in order to enhance productivity and improve longer-term development outcomes.

Gender based violence (GBV) is a serious public health problem and a violation of a fundamental human right. In a society like Pakistan, patriarchal values and structures are deeply rooted and GBV issues do not receive the sort of public recognition that they should. The Public Health response to GBV is partially integrated into the health system of Pakistan at the policy, programme and service delivery levels.

The PDHS 2017-18[2] indicates that 34% of ever-married women have experienced physical, sexual, or emotional violence from their spouses. The most common type of spousal violence is emotional violence (26%), followed by physical violence (23%). About 5% of women have experienced spousal sexual violence. 26% of ever-married women who have experienced spousal physical or sexual violence have sustained physical injuries. 9% of women have experienced violence during pregnancy. 56% of Pakistani women never sought help or disclosed GBV due to socio-cultural and other problems regarding accessibility to health care and psycho-social support services. In KP and Punjab provinces GBV prevalence is 52% and 32% respectively.

Keeping in view the challenge of existing prevalence, stigma and discrimination associated with survivors of GBV and SGBV clients and modest capacity of service providers to address the needs of the clients/ communities FPAP is organizing 4 trainings of 3 days on Gender and SGBV for its health care providers and technical staff. The objectives of this training is to enhance the knowledge of service providers on country scenario, understanding gender, gender norms, values, social and gender rights, violence and its types, SGBV, legal aid, and Behavior Change Communication. The trainings will also include comprehensive counselling skills, GBV client screening and handling, follow up, awareness and sensitization, and systematic referral mechanism.

Purpose of this assignment

The main purpose of this training is to enhance the knowledge and built the capacity of service providers on gender, SGBV and Behavior Change Communication so that they can extend quality services.

The training is expected to cover comprehensive counselling skills, understanding gender, gender norms, values, social and gender rights, violence and its types, sexual and gender based violence, legal aid, screening and handling GBV clients, follow up, and awareness and sensitization and systematic referral mechanism.

Roles and responsibilities of the Consultant

Following are presumed broader activities to be carried out by the Consultant:

- Attend inception meeting with the project staff of Rahnuma FPAP for thorough understanding of training modalities and other associated details.
- Develop detailed training agenda.
- Develop presentation and handouts of training material for imparting comprehensive training.
- Share draft training agenda, presentation and other training material with Rahnuma FPAP. Incorporate feedback and submit finalized documents for approval.
- Share in hard and soft copies the materials to be shared with training participants for their use during training and post training for reference and record.
- Conduct 4 trainings of 3 days each on Gender and SGBV.
- Facilitate training sessions and maintain all means of verification of trainings including attendance sheets, pre & post-test sheets and analysis, pictures etc.
- Submit draft of comprehensive training report with all means of verification within 1 week after the completion of training to Rahnuma FPAP for review.
- Finalize training report after incorporating comments by R-FPAP and submit back within 2 days.
- Submit 3 hard copies of finalized training report and 3 soft copies (in USBs) of entire training package along with finalized report within 5 days of completion of training.

Support from Rahnuma FPAP

Following will be provided by Rahnuma-FPAP:

- Hold inception meeting with the Consultant for the finalization of training modalities in detail and handing over pertinent subject specific technical materials on Gender and SGBV available in the organization.
- Nomination of service providers, arrangement of training hall, boarding and lodging of training participants, printing of handouts and other training materials, etc. and all other relevant training logistics and administrative support desired for ensuring high quality training will be managed by Rahnuma FPAP.
- Provide thorough feedback on draft documents.
- Provide certificate to training participants.

Qualification and experience of the Consultant

The Consultant applying for this assignment must have:

- At least 5 years prior experience of conducting trainings as lead facilitator.
- Have demonstrated experience and expertise in facilitating trainings on Gender, SGBV and FP related topics.
- Sufficient experience of developing high quality training materials for senior and mid-level health care providers.
- Masters in Women and Gender Studies, Public Health, Sociology, Psychology or other related subjects is desired for the lead facilitator.