



Terms of Reference

Consultancy on Gender Mainstreaming Trainings

(CBDRM component of BDRP programme)

October 2019

1. Background

Concern Worldwide is an international, non-governmental, humanitarian organisation dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries. Concern's aim is to help people living in extreme poverty, achieve major improvements in their lives which last and spread without on-going support from Concern. To achieve this aim, Concern engages in long term development work and seeks to address the root causes of extreme poverty. Concern has been working in Pakistan since 2001, when it initiated an emergency response project to address the Afghan refugee crisis in Baluchistan. Concern later moved into emergency, early recovery, and long-term development programming being implemented through local NGO partners in Baluchistan, Khyber Pakhtunkhwa (KP), Punjab, and Sindh provinces.

*Organisationally Concern Worldwide has identified gender inequality as a key obstacle to reducing and eliminating poverty. The organisation is committed to gender transformative approaches focusing on the empowerment of women and engaging men as allies to influence a change in gender relations, and social norms that contribute to gender inequality. Concern Pakistan is committed to introducing approaches to addressing gender inequality and these capacity building initiatives would be an important step towards achieving the aims of gender equality for **Building Disaster Resilience in Pakistan (BDRP)** programme.*

The goal of **BDRP programme** funded by DFID is to increase Pakistan's capability to reduce disaster risk, through better planning, preparedness, response, and resource allocation at the governmental and community levels. The consortium, led by Concern Worldwide in partnership with ACTED, Deutsche Welthungerhilfe (DWHH) and International Rescue Committee (IRC) is presently implementing the Community Based Disaster Risk Management (CBDRM) component of BDRP in 9 districts (Muzaffargarh, Rajanpur, Jhang from Punjab, Ghotki, Kashmore, Dadu and Tharparker from Sindh and DI Khan, Chitral from Khyber Pakhtunkhwa) during Implementation Phase II. The CBDRM component of BDRP is assisting the village communities to mitigate and prepare for disasters.

According to a recent Gender Analysis conducted in the BDRP targeted districts, as an approach, men need to be engaged and sensitized for meaningful inclusion of women in resilience building efforts as the barriers identified in the analysis are mainly linked to patriarchy and socio-cultural gender norms. In parallel, it is also important to build the leadership capacity of women on negotiation and claim their spaces especially in the context of building resilience to disasters. Therefore, there is need to address the challenges of gender inequality with regards to linking women's or men's disaster experiences to the wider context of gender inequality which can lead to gender just practices, contributing to enhanced women resilience to disasters. At this stage of implementation phase II, trainings on Engage with Men approach will be conducted with the targeted communities; with male office bearers of the Union Council level Disaster Management Committees (UCDMCs) and community gate keepers while the leadership skills with selective women members of UCDMCs as well as female community gate keepers would be done especially on negotiation skills to influence gender inequality and claim their space accordingly, besides awareness on gender in BDRP targeted districts. Overall, these sensitization and capacity building efforts are aimed to apply the approach of Engage with Men and women (we are now talking of engaging men & women on gender equality – so that women are

not left out – as they need this work as much as men, as explained above) for the positive influences and establish role models from within the targeted communities for building women resilience in the context of natural disasters including floods, drought, earthquake, GLOF etc.

Purpose of the consultancy

The specific purpose of this training consultancy is to ensure the enhanced impact on women through promoting gender equitable attitudes (amongst men and women) and decision making in the CBDRM component of BDRP programme by building the capacity of selective male and female UCDMC members and community gate keepers as the social change agents on gender equality through Engage with Men approach and women leadership respectively.

Objectives and Specific Tasks to be undertaken by the Consultant(s)

The objective of this assignment is to develop relevant training modules and delivery of trainings in BDRP targeted districts. The consulting firm/ consultant is expected to undertake following major tasks:

- i. **Design:** Training modules to be contextualised/designed for trainings a) Engage with Men and Women) for UCDMCs (male & female)-contextualised module based on the Concern/Sonke manual . b) Designing module on Women Leadership Skills, appropriate and relevant to the contextual realities in the targeted districts. c) Engage with Men and Women training (TOT) for trainer and selective programme/field staff
- ii. **Material:** Preparation of training material/handouts, translation of modules in local languages (Urdu and Sindhi) convenient for the local training participants.
- iii. **Delivery:** Total of 19 trainings, 1 TOT for trainers and selective programme staff, 18 for communities (2 each per all 9 targeted districts; 1 for male UCDMC members and community gate keepers, 1 for female UCDMC members and community gate keepers) conducted within the agreed time period.
- iv. **Report:** Submission of consolidated good quality training reports with all required contents as per the agreed deadline

The tasks may be adjusted according to the need of the programme (if required).

2. Outputs

The consultant trainer(s) will produce following key outputs (subject to further refinement after consultation):

- Design the separate training modules for (a) Engage with Men and women (based on the Concern/Sonke manual) (b) Women Leadership Skills with translation in Urdu and Sindhi (c) for Consortium/implementing partners programme staff from field and Concern
- Simultaneous delivery of 18 trainings after TOT for trainers and selective programme staff, 18 trainings in 9 targeted districts; 1 training for male office bearers (leadership) from UCDMCs for three days in each district and 1 training with female members bearers from UCDMC, selective female general members from UCDMCs and selective female community gate keepers for five days in each district
- Submission of consolidated good quality training reports for district level trainings,

3. Essential and Desirable Experience/Qualifications

Concern Worldwide is seeking an experienced consultant trainer(s) / firm with the following expertise:

- Advanced university degree in relevant field (Gender/development studies, social sciences, disaster management and other relevant subjects) of lead trainer
- A reputable consulting firm/Trainers with documented and proven over 5 years' experience of designing and conducting trainings on Engage with Men approach and on Women Leadership/Negotiation skills.

- Excellent training delivery and communication skills especially in the local contexts of BDRP targeted districts (the trainers must be fluent in local languages; Pashto, Sindhi and Punjabi/Seraiki). Moreover, female trainers are needed for trainings with women.
- Strong interpersonal skills and ability to effectively work in a multi-cultural environment with integrated themes including Community Based Disaster Risk Management, WASH, infrastructure and livelihoods.

4. Lines of Communication

The trainer consultant/firm will report to Gender Specialist and will closely liaise with Team Leader and Deputy Team Leader for Community Based Disaster Resilience in Pakistan's BDRP Programme and also with relevant sector specialists at Concern and consortium level.

5. Timeframe

The consultant is required to complete the trainings by, with the following timelines.

Outputs	Duration	By when
Induction	1 day	November 29, 2019
Designing/contextualisation of modules, selection of handouts/training material	7 days	December 10, 2019
Finalisation of modules after incorporation of feedback from Concern PIU	3 days	December 20, 2019
Translation & finalisation of training modules in Urdu & Sindhi	7 days	December 27, 2019
1 Training Of Trainers (TOT) for trainers and relevant staff	5 days ¹	January 3 rd , 2020
18 Simultaneous Training at various preselected locations	10 ² days	January 15, 2020
Drafting good quality training reports (one brief report for TOT and 1 consolidated report for district level trainings for UCDMCs)	4 days	January 20, 2020
Final training report after incorporating Concern feedback	3 days	January 31, 2020

6. How to apply:

For detailed TORs, please visit <https://www.concern.net/where-we-work/asia/pakistan/consultancy>

Interested potential trainer consultants/ firms with relevant proven experience can submit sealed technical proposals only containing following documents to Concern Worldwide at Ground Floor, U-Fone Tower, Plot # 55-C, Jinnah Avenue, Blue Area, and Islamabad by 1500 hrs, November 12, 2019.

- Cover letter detailing the trainer consultant's/ firms' suitability for the assignment, relevant experience and current contact information
- A short description of methodology to undertake assignment
- Outline your approach to training/facilitation

¹ 3 days for training delivery and 1-2 days for round travel of trainers

² 8 days for trainings delivery (2 trainings; one training of 3 & second training of 5 days) and 1-2 days for round travel of trainers (depending on whether they are local or travelling from other areas).

- Profiles/CVs of key trainers to be involved for the assignment; preferably female trainers for female trainings while male trainers for Engage with Men trainings
- At least one relevant example of previous assignment of similar nature carried out in Pakistan with international NGOs/UN agency preferably through DFID funded programmes (Concern will strictly ensure the confidentiality of the reports.)
- For any clarification regarding scope of assignment, please submit your queries by 1200 hrs, November 8, 2019 to pakistan.hr@concern.net. Only clarifications in writing will be responded.

Note: Firms shortlisted on the basis of technical proposals will be asked to submit financial proposals.