

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA Arab States Regional Office
Purpose of consultancy:	<p>To draft a mapping of essential services for the prevention and response to GBV, including harmful practices, for adolescent girls with programmatic recommendations. This mapping and recommendations for essential services to prevent and respond to GBV for adolescent girls will aim to support GBV programming for adolescent girls to ensure that prevention and responses are fully age-responsive and integrate a human-rights based approach for adolescent girls in the Arab region. This initial mapping will aim to look at services which both prevent and respond to GBV for adolescent girls. While it will look at the coordination of existing tools in this regard, it will have a particular focus on ESP. Though the ESP is mainly focused on response to IPV rather than prevention, this mapping will provide a good opportunity to strengthen the use of ESP by not only ensuring that it responds to the rights and needs of adolescent girls, but also by looking to prevention and to how different tools can interact with each other to reinforce their intended outcomes.</p> <p>It will also work to strengthen synergies of GBV programming with programming on Child Marriage and Female Genital Mutilation to strengthen advocacy entry points, strategies and coordination across UNFPA's mandate to empower adolescent girls in the Arab region. In this regard, it will work to ensure that GBV essential service delivery for adolescent girls is coordinated and comprehensive by considering the interplay of the above-mentioned existing tools, and any potential strengths and gaps which may arise.</p> <p>This mapping with recommendations is intended as an initial step to analyse opportunities and entry points to further develop a coordinated approach to essential services for adolescent girls, taking into account all the tools at disposal above mentioned in the concept note, and to lay the ground-work for the adaptation of ESP programming for adolescent girls in the Arab regions to enhance the quality and responsiveness of essential services for adolescent girls.</p> <p><u>Essential Services Package</u></p> <p>UNFPA, together with UN Women, UNDP, UNODC and WHO, has engaged in the United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence. In 2015, the five UN agencies developed and launched the Essential Services Package (ESP) to ensure greater access for all women and girls who have experienced GBV to a coordinated set of essential and high quality multi-sectoral services in the health, police and justice, and social sectors, particularly in low and middle-income countries. The ESP identifies the required essential services across the three sectors; i.e. the core set of services that are needed to secure the rights, safety and well-being of any woman or girl who experiences gender-based violence. The ESP further provides guidelines for common principles, characteristics and foundational elements of quality service delivery, coordination, and governance of coordination processes.</p> <p>The ESP guidelines strengthen service delivery incorporating a rights-based approach, reinforce coordinated multi-sectoral responses to gender-based violence and ensure that existing essential services in a country are in line with international standards. Rolling out the ESP is envisaged to strengthen national systems to respond to GBV and to function harmoniously in accordance with the Minimum Standards for Prevention and Response to Gender-Based Violence in Emergencies (GBViE) in countries experiencing crises.</p> <p><u>Regional Adaptation of the Essential Services Package</u></p> <p>UNFPA Arab States Regional Office (ASRO) commissioned a review on available GBV services and coordination processes in the health, police and justice, and social sectors in the Arab states (Regional ESP Mapping, carried out from July 2018 – July 2019). 11 ESP validated Country Reports were developed, mapping the available services in the sectors</p>

	<p>health, justice and policing, social services as well as coordination among the sectors. The reports also evaluated whether the standards described by the ESP are met in each country.</p> <p>Further to the above-mentioned reports, UNFPA ASRO also commissioned a regional handbook on the essential services package to contextualise the global ESP guidelines to the Arab region. The regional handbook analysed gaps and developments in the provision of essential services in the Arab region and provided regionally tailored recommendations to NGOs and government providers to support the provision of essential services for survivors of gender-based violence in line with international human rights standards. The regional handbook also provided the basis for regional workshops to enable the implementation of said recommendations in the NGO and government sectors.</p> <p><u>Other existing tools to address GBV, including CM and FGM</u></p> <p>While ESP is intended to respond primarily to IPV, adolescent girls may suffer compounded forms of violence, such as FGM and CM, which can directly affect their needs and experience when accessing GBV essential services, especially when such harmful practices are prevalent. Furthermore, the focus on ESP is on response rather than prevention of GBV. In order to strengthen the accessibility, availability and quality of GBV prevention and response for adolescent girls, it would thus be key to evaluate how ESP interacts in practice with other interlinked tools in the region, such as:</p> <ul style="list-style-type: none"> -Manual on Social Norms and Change -RESPECT Women -Clinical Management of Rape and Intimate Partner Violence Survivors -Clinical handbook on FGM to improve knowledge, attitudes, and skills of health care providers in preventing and managing the complications of FGM -INSPIRE Technical Package <p>It will also be informed by UNFPA's My Body, My Life, My World.</p> <p>By evaluating the interaction of these tools with ESP to support the provision of essential services for adolescent girls, it will be possible to provide a more comprehensive picture of the strengths and gaps in GBV prevention and response in the Arab region.</p> <p><u>GBV Essential Services for Adolescent Girls</u></p> <p>The mapping of essential services for the prevention and response to GBV, including harmful practices, for adolescent girls with programmatic recommendations will work to ensure that essential services integrate a human rights based approach and meet the needs and requirements for adolescent girls. While primarily focusing on ESP, it will ensure that prevention and responses to GBV for adolescent girls are coordinated and comprehensive by looking at the interaction with other tools. It will also work to ensure coordinated and comprehensive approaches to deal with issues which may specifically affect adolescent girls, such as CM and FGM.</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>The consultant will be expected to draft a mapping of essential services in five countries in the Arab region with programmatic recommendations for the adaptation of ESP for adolescent girls (in English). In particular, the consultant will:</p> <p>Mapping the Essential Services for GBV, including harmful practices, for adolescent girls in the context of the Arab region will have the following specific objectives:</p> <ul style="list-style-type: none"> - Map the availability and accessibility of essential services for prevention and response, online or offline, for gender-based violence, including cyberviolence, across the three sectors for adolescent girls, evaluate gaps and strengths in their

	<p>quality, delivery and accessibility, their responsiveness to the specific needs and requirements of adolescent girls, including for their mental health, their compliance with international human rights standards, and how they may differ with those provided to adults;</p> <ul style="list-style-type: none"> - Map the challenges, opportunities and requirements for GBV essential services for prevention and response specific to adolescent girls in the Arab region, whether online or offline, as well as map their availability, accessibility and quality of essential services, including by assessing the supporting framework to avail and be informed of these services to prevent and address gender-based violence against adolescent girls (eg: referral through community-based girls' groups, safe spaces, comprehensive sexuality education) - In connection to the two objectives above, evaluate laws and policies for adolescent girls to access essential services as well as the coordination mechanisms in place to ensure the effective provision of essential services for adolescent girls; - Evaluate how the ESP can interlink and work in tandem with tools related to essential services to prevent and address child marriage and provide recommendations to ensure coordinated and comprehensive GBV essential services for adolescent girls, which also acknowledges the different links between the forms of GBV which are harmful practices and IPV; - Evaluate how ESP can interlink and work in tandem with tools related to essential services to prevent and address female genital mutilation and provide recommendations to ensure coordinated and comprehensive GBV essential services for adolescent girls, which also acknowledge the different links between the forms of GBV which are harmful practices and IPV; - Evaluate survivor-centred and participatory approaches for the delivery of essential services for adolescent girls and those approaches supporting girls' leadership; - Evaluate the delivery of essential services for adolescent girls through an intersectional approach, which factors in disability, marital, socio-economic, location or migratory status and other possible forms of marginalization; - Evaluate the delivery of essential services across different contexts, including in humanitarian settings; - Assess sustainability of current service provision and suggest strategies to increase sustainability, including identifying possible sources of finances, assess potential for integration of services and the potential in partnerships. - Offer recommendations for advocacy and programmatic development and implementation to: <ul style="list-style-type: none"> -ensure that essential services to prevent and respond to GBV, including harmful practices, for adolescent girls are coordinated and fully-age responsive to ensure the quality of the prevention and response -address gaps and strengths in the accessibility, availability and coordination of essential services for GBV prevention and response for adolescent girls, taking into account relevant tools at disposal -ensure that the ESP framework in the Arab region integrates a human-rights based approach and is responsive to adolescent girls, -build on strengths and effective strategies in the delivery of essential services, for both prevention and response, for adolescent girls, -address gaps in policy-making and essential service delivery for adolescent girls. <p>The mapping will be based on 5 case studies: Egypt, Iraq, Jordan, Palestine and Tunisia.</p>
Duration and working schedule:	<p>25 May – 1 September and 21 November 2022</p> <p>The consultancy is expected to take <u>only 66 working days</u> over the above mentioned time period.</p>
Place where services are to be delivered:	<p>The consultancy will be home-based.</p>

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<table border="1"> <thead> <tr> <th>Deliverables/Outputs</th> <th>Estimated Duration to Complete</th> <th>Target Delivery Dates</th> <td></td> <td></td> </tr> </thead> <tbody> <tr> <td> <u>Deliverable 1:</u> Methodology for Developing the Mapping and Recommendations for the Adaptation of ESP for Adolescent Girls in the Arab Region (in English) </td> <td>5 days</td> <td>5 June</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 2:</u> Mapping of the GBV essential services for adolescent girls as per the concept note of the project, with an age-responsive and intersectional analysis of two of the five case studies and with the integration of child marriage and female genital mutilation (in English) </td> <td>20 days</td> <td>5 July</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 3:</u> Mapping of the GBV essential services for adolescent girls as per the concept note of the project, with an age-responsive and intersectional analysis of three of the five case studies and with the integration of child marriage and female genital mutilation (in English) </td> <td>30 days</td> <td>15 August</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 4:</u> Synthesis of the mapping of essential services for adolescent girls in the Arab region and drafting of recommendations (in English) </td> <td>7 days</td> <td>31 August</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 5:</u> Final draft based on the feedback received by UNFPA (in English) </td> <td>3 days</td> <td>22 September</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 6:</u> Draft of presentation for launch of the mapping with recommendations </td> <td>0.5 day</td> <td>November (TBC)</td> <td></td> <td></td> </tr> <tr> <td> <u>Deliverable 7:</u> Presentation at launch of the mapping with recommendations </td> <td>0.5 day</td> <td>November (TBC)</td> <td></td> <td></td> </tr> </tbody> </table>	Deliverables/Outputs	Estimated Duration to Complete	Target Delivery Dates			<u>Deliverable 1:</u> Methodology for Developing the Mapping and Recommendations for the Adaptation of ESP for Adolescent Girls in the Arab Region (in English)	5 days	5 June			<u>Deliverable 2:</u> Mapping of the GBV essential services for adolescent girls as per the concept note of the project, with an age-responsive and intersectional analysis of two of the five case studies and with the integration of child marriage and female genital mutilation (in English)	20 days	5 July			<u>Deliverable 3:</u> Mapping of the GBV essential services for adolescent girls as per the concept note of the project, with an age-responsive and intersectional analysis of three of the five case studies and with the integration of child marriage and female genital mutilation (in English)	30 days	15 August			<u>Deliverable 4:</u> Synthesis of the mapping of essential services for adolescent girls in the Arab region and drafting of recommendations (in English)	7 days	31 August			<u>Deliverable 5:</u> Final draft based on the feedback received by UNFPA (in English)	3 days	22 September			<u>Deliverable 6:</u> Draft of presentation for launch of the mapping with recommendations	0.5 day	November (TBC)			<u>Deliverable 7:</u> Presentation at launch of the mapping with recommendations	0.5 day	November (TBC)				
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Monitoring and progress control, including reporting requirements, periodicity format and deadline:	UNFPA will monitor the progress of the consultancy according to the above illustrated dates. In addition, UNFPA may request short updates on the status of work via email or call in between the indicated dates to monitor and guide the consultant's work.																																										
Supervisory arrangements:	The consultant will work under the direct supervision of the Regional Programme Specialist on GBV who will be responsible for reviewing and approving outputs according to the deliverables described above.																																										
Expected travel:	None.																																										

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>QUALIFICATIONS</p> <p>Education:</p> <ul style="list-style-type: none"> ● Advanced degree in law, social sciences, or a related field ● Additional coursework in Women/Gender Studies is desirable <p>Experience:</p> <ul style="list-style-type: none"> ● At least 8 years of experience in the field of preventing and responding to gender-based violence in the Arab region ● Experience with GBV provision for adolescent girls, including on child marriage and female genital mutilation ● Familiarity with GBV provision in the Arab region ● Familiarity with ESP and other UN tools to prevent and respond to GBV, including harmful practices ● Experience in research, qualitative data analysis and report writing in English <p>Language:</p> <ul style="list-style-type: none"> ● Excellent written and oral English and Arabic ● Good proficiency of French is desirable <p>COMPETENCIES</p> <p>Values and Core Competencies:</p> <ul style="list-style-type: none"> ● Thinking analytically and strategically ● Exemplifying integrity ● Embracing diversity ● Achieving results ● Being accountable ● Developing and applying professional expertise <p>Functional Competencies:</p> <ul style="list-style-type: none"> ● Proven intellectual and practical capacity to understand and interpret different texts and provide a sound synthesis and analysis; ● High level of logical and methodical organizational skills; ● Ability to handle confidential and politically sensitive issues in a responsible manner. ● Excellent writing skills in English
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>UNFPA ASRO will provide the existing supporting material on the Essential Services Package as well as the concept note for the project. No equipment will be provided by UNFPA.</p>

Activity Work Plan and CoA	Activity Name in GPS: ESPADOL As the activity cuts across the regional programme as well as the Child Marriage and FGM programmes, three CoA will be used: FPA80>RARB9GEN>ESPADOL (45%) UCJ18>GPECMARB>CROSSPROG (55%)
Other relevant information or special conditions, if any:	Payment method: <ul style="list-style-type: none"> ● 20 % for the completion of deliverables 1 and 2 ● 45 % for the completion of deliverable 3 ● 35 % for the completion of deliverables 4, 5 and 6 as certified by the Regional Programme Specialist on Gender-Based Violence

Signature of Requesting Officer in Hiring Office:**Submitted by:**

Name: Theodora Castan
Title: Regional Programme Specialist GBV
Date: 18 April 2022

DocuSigned by:

Theodora Castan

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Reviewed by:

Name: Hanan Rabbani
Title: Regional Gender Advisor
Date: 5 May 2022

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Hanan Rabbani

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Cleared and Approved by:

Name: Dr Karina Nersesyan
Title: Deputy Regional Director, UNFPA ASRO and OIC
Date: 8 May 2022

DocuSigned by:

Karina Nersesyan

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