**Terms of Reference(ToR)**

**For Hiring Consultant to facilitate training**

**on**

**“Gender and Inclusion in Disaster Management”**

**Dhaka Earthquake and Emergency Preparedness (DEEP) Project**

“Dhaka Earthquake and Emergency Preparedness (DEEP) Project” is a consortium initiative of German Red Cross (GRC), Christian Aid Bangladesh and Action Against Hunger/Action Contre La Faim (ACF) implementing through Bangladesh Red Crescent Society (BDRCS). International Federation of Red Cross and Red Crescent Societies (IFRC) and American Red Cross are supporting with the technical input. The DEEP project is underway in 15 urban wards of Dhaka South City Corporation (DSCC). The European Commission Directorate General for Humanitarian Affairs and Civil Protection -ECHO providing financial support by aiming to increase residents’ awareness of earthquake and emergency preparedness.

**Background:**

Bangladesh is one of the most disaster-prone countries in the world and extremely vulnerable for climate change impact. In Bangladesh, [35.7% of the population lives in urban areas, while it is projected that (almost 45%) half of the country's population will live in the urban areas by 2030](http://www.worldometers.info/world-population/bangladesh-population/). Experts have stressed themselves, to take necessary steps to save the city and its people from any incident of earthquake and other disasters. Urban areas are particularly affected because of inherent challenges such as population density, poverty, migration, pollution and unplanned urbanization, beside the geographical presence. Dhaka, the capital of Bangladesh is a home of around 16 million people, is particularly vulnerable to earthquake and any kind of urban disaster whereas people with disabilities, women, elderly, children and socially excluded people are most at risk. Globally, women and children are 14 times more vulnerable compare to men and adults likely to die in a disaster. Beside this People with disabilities are [four times more likely to die in a disaster](http://www.unescap.org/announcement/message-disability-inclusive-disaster-risk-reduction-delivered-6th-amcdrr) than people without disabilities. It is found that while disasters do not cause discrimination, they do exacerbate it, however they remain largely unaccounted in most disaster risk reduction (DRR) plans and policies.

To mitigate effects of urban disaster Bangladesh Government has taken initiatives to strengthen the organizational capacity. Bangladesh Fire Service and Civil Defence (FSCD) is a service oriented first responding government organization under the Ministry of Home Affairs working for emergency response as well developing the urban volunteers for rapid urban response. FSCD is working to protect and save lives and property for a safe and secured Bangladesh. They have the competency as one of the leading firefighting and disaster management organization in Asia. Christian Aid is taking an initiative to facilitate a training for the trainer and station inspectors of FSCD on “Gender and Inclusion in Disaster Management” FSCD to enhance their basic knowledge of sensitivity regarding gender and inclusion at the time Disaster preparedness and response.

**Objectives:**

Christian Aid aims to facilitate a 2 days training session on “Gender and Inclusion in Disaster Management” for strengthen the capacity of FSCD staffs to better response with gender sensitivity and inclusive perspective in time of emergency response by considering the specific needs and treatment. This training will support FSCD staff to ensure gender sensitivity and rights of the excluded people in disaster preparedness and humanitarian response. Regarding increased growth and excellence on gender sensitivity and inclusiveness it’s also opening an opportunity to incorporate the excluded people’s rights within the organizational mandates and for advocating with others. Christian Aid is looking for a suitable individual/ consultant farm for facilitating the training for the staffs of FSCD.

**Participants:**

A two-batch training will be facilitated for 50 FSCD staffs (25 staffs for each batch). The FSCD station inspector and trainer of training unite will be participate there.

**Scope of the Training:** The training will be organized to build capacity of the 50 staff to be more inclusive in disaster management focusing on Gender and inclusion in the context of Bangladesh. By this training the participant will,

* Identify effective Disaster Management strategies considering practical gender needs and minority rights on the ground
* Staff will be more sensitized to operate emergency operations with gender, aged and segregated groups along with different stakeholders.
* Can link with the national and international laws and policies and advocating with others
* Have capable to design a gender friendly program and implement gender and inclusion in their current work on emergency operations considering humanitarian aspect’
* Identify practical situation and the process gaps on the ground posing emerging challenges to implement gender and inclusive based humanitarian response programming.
* Indicate /identify effective Humanitarian response strategies considering practical gender needs and excluded people’s rights on the ground

**Methodology:**

* A consultant individual/organizational will be hired to facilitate the training session using flexible, easy accessible and understandable training methodologies.
* Consultant will facilitate training with participatory manner based in specific knowledge-based learning session on gender in emergencies in humanitarian context.
* The consultant/facilitator must outline the session plan including required resources materials/session notes to be used in the sessions and has to make these materials available for the participants
* The facilitators’ process and methods must be multidimensional
* Consultant/facilitators will develop the easy understanding training module and will facilitate the training based on gender and inclusion in humanitarian response context. The module will be absorbed and taken by FSCD as the training module of inclusion linking with FSCD training curriculum.

**Venue and place:**

* The training will have held in Dhaka, Venue TBC.

**Date & Frame:**

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| **Major activity** | **Time frame** | **Remarks** |
| Hiring resource person | 28th May 2018  | Christian Aid Office call on a meeting |
| Module development and session plan development, Resource Packs/Notes Development | 28th May to 15th June,2018 | After selected Facilitator, S/he will responsible |
| Review and finalize the documents | 16th June to 23rd June | CA will review the document  |
| Training Facilitation | 25th June to 26th June 201827th June 28th June 2018  | Selected facilitator will responsible |
| Training Report from resources person | 05 July 2018 | Selected facilitator will responsible |

**Deliverables:** The training should be delivery-

* One comprehensive training module
* A complete session plan for 2 days agreed by Christian Aid
* Related documents and training materials for the participants
* Required and supportive session notes of all the decisions/recommendations is made session plan/topics
* Pre and Post questionnaire with proper analysis in the training report
* Training Report within 7 (Seven) days after the training for the final payment with concrete action plan

**Facilitator Requirements:** Facilitator need to have the following competences.

* Working experience on Disaster and Emergency Response specially in gender and inclusion-based issue
* Have experience to conduct similar training (Gender and inclusion in humanitarian context considering national and international context)
* Have knowledge on the practices, laws and policies based on gender and inclusion in humanitarian emergency response.
* Excellent facilitation capacity/skill both in English or Bangla
* Specific training module development capacity on the proposed issues.
* Understanding on gender and inclusion context in time of humanitarian response of Bangladesh.
* Demonstrate capacity to produce high quality reports from previous undertakings in terms of English Language proficiency report content and report structure
* A Valid and practical action development capacity from this training related to project goal
* The ability to meet deadlines.

**Reporting:** The Consultant will directly report to Programme Officer- Gender and Inclusion of Christian Aid. He/she will need to work closely with STP team as a whole.

**Application procedures:**

Interested individual/Consultancy farm are requested to submit **a technical** & **a financial** proposal (separately) as soft copy (PDF version) **addressing Iffat Jarin, Programme Officer- Inclusion, Christian Aid Bangladesh** (Address: 42/A, Road No 42, Floor 1, Gulshan 2 ) at bangladesh-jobs@christian-aid.org with CC to ijarin@christian-aid.org **by 25th May 2018 before 17:00 hours** of Bangladesh time. Please be aware that incomplete or partial submission will be rejected without any review.