

Scope of Work (SOW)

Title	Design a Gender Module through the lense of Climate Change, disaster preparedness and resilience to address GBV issues
Supervisor	Md Alamgir Haider, Project Manger, Dishari Project
Period of Performance	Three (03) months after signing the agreement
Place of Assignment	Dishari Project Areas

Scope of Work

1. Background

Pathfinder International has been implementing the Dishari project: Advancing the Leadership of Women and Girls towards Better Health and Climate Change Resilience in Bangladesh. The disproportionate impact of climate change, conflict and emergencies alongside COVID-19 has exacerbated the already fragile state of women's health in low-resource settings in Bangladesh. Dishari is a 4-year project across the Ganges flood plains of Bangladesh, and the drought afflicted regions of Pakistan. The project centers women as change agents, strengthening their knowledge and access to equitable quality health services alongside building community resilience to future shocks. Women and girls are subjected to various forms of SGBV within and outside the family. In such circumstances, change of environment by external phenomena –such as climate change – pushes them into a more vulnerable position. The existing gender inequalities heighten much more during contingencies or emergencies such as disasters and pandemics, calamities and conflicts especially when climate change results in gender-differentiated impacts.

Even though climate change and disasters are closely associated with gender based violence, climate change is rarely discussed in relation to violence against women. It has become a global common concern due to its role as a contributing factor in exacerbating SGBV. Though entire population are affected by climate change, women and girls face double victimization as human beings as well as because of their sexual orientation. During emergencies, especially conflicts and disasters, women are at high risk of SGBV because of crisis in the family and society as well as due to sudden breakdown of family and community structures arising from forced displacement. As a result, women and girls become more vulnerable and face physical, sexual, psychological harm as well as denial of resources or necessary services.

As the climate crisis leads to more intense and more frequent extreme weather and climate-related events, this in turn risks increasing the amount of gender-based violence experienced by women, girls, and sexual and gender minorities. Extreme weather and climate events have been seen to increase gender-based violence, due to socio-economic instability, structural power inequalities, health-care inaccessibility, resource scarcity and breakdowns in safety and law enforcement, among other reasons. This violence can lead to long-term consequences including physical injury, unwanted pregnancy, sexually transmitted infections, fertility problems, internalized stigma, mental health conditions, and ramifications for children. Experiencing gender-based violence can also further increase vulnerability. When faced with the likelihood of experiencing harassment or sexual violence in shelters, for example, some women or sexual and gender minorities choose to stay home or return to their homes even before doing so is safe, placing them in additional danger from extreme events and further restricting their already limited access to shelters.

Dishari project works to improve agency for women living in the fragile eco system of Bangladesh. Women and children in those regions go through a variety of gender issues during and post disaster period. Since the communities the project is working on where long time water logging and flood is common incidents of gender based violence is also common. Pathfinder through its Dishari: Advancing the Leadership of Women and Girls Towards Better Health and Climate change Resilience project is trying to improve the situation by awaring community groups, community leaders, school teachers. The aim is of the scope if to prepare a module where SGBV is discussed in relation to climate change and climate change induced disasters.

Through different assessments and project initiatives, it was found that most of the Family Planning workforce, disaster management committees, school disaster management committees, the volunteers group don't have gender orientation in connection with the integration of gender with SRH/FP services through the lense of climate change and climate change induced disasters. Women and children are among the most vulnerable at any type of disaster and a in most cases their issues and problems are left unheard due to lack of consciousness around these issues. Therefore Dishari project took the initiative to build the capacity of the Disaster Management Committees, School Disaster Management Committee. Dishari project is working towards improving awareness at the community level through training the community based decision makers about the relation of climate change and gender. This knowledge would help raise awareness at the community level and contribute to identifying and addressing the issues and how to mitigate and minimize gender based violence and SRHR issues at the community level. This will allow to enable environment in school, household and at community level and contribute to improved agency for women.

Pathfinder International is looking for a consultant who is an expert in gender issues in relation to climate change and climate change induced disasters to review the existing gender manuals and prepare a module for the community groups, local leaders, Disaster Management Committees, School Disaster Management Committes and FP service providers at the community level to increase their awareness level so that they can identify relevant cases and address them accordingly. The goal of the documentation is to share with the GOB counterparts for further scale-up through incorporating it within the national framework.

2. Description of the assignment :

Pathfinder International is looking for a consultant with expertise in gender issues in Bangladesh and how climate change is affecting the gender norms, culture and harassment and different forms of Gender Based Violence (GBV) & Gender Based Violence in Emergency (GBV) induced by climate change and followed hazards. The objective is to review the existing gender modules through the lens of climate change, common disasters, preparedness, and GBV, GBViE that are triggered by the changing phenomenon. The module developed should serve the purpose of a detail training module and guideline (TOT) for Dishari project staffs as well as relevant bodies (UDMC, Health Facility, Service Providers, SDMC) serving communities. The consultant is to submit the module in English for Pathfinder global experts to review. The feedback from the global team should be included in the module and the final module will be in Bangla (translated from English to bangla).

2.1 Purpose of the assignment:

The purposes of this assignment are the following:

- Review existing gender module of Pathfinder International, Bangladesh and other organizations
- To gather service providers' and managers' perspectives on SGBV, and GBViE who witnessed cases of gender based violence happening in communities during and post disaster period.
- Collect develop case stories, photo with consent form of Gender, GBViE and SGBV in project working areas and identify motives, triggers, and affects
- Identify cultural, social and religious behaviours around SGBV, GBViE at community level
- Develop a draft module that addresses gender issues which aligns with the social and cultural norms of Bangladesh through which services providers can learn and benefit and serve to mitigate the issues.
- Develop a handout for the community stakeholders to sensitize them regarding the gender issues, GBV and special focus on GBViE
- Field testing the module through training (TOT) of the Dishari project staffs and relevent chain actors (Govt and non Govt), with ppt of the manual
- finalize the manual (Both English and Bangla) with feedback and suggestion from the training participants. (formated printable version)

2.2 Capacity Development:

- The purpose of the assignment is also developing the capacity of Dishari project staff and implementing partners who are working in the similar scenarios.
- Conduct capacity development/ organize 1 training (TOT) on the module that is developed for the relevant staffs of Pathfinder for their understanding and capacity building. This training will also serve the purpose of field testing of the module.
- The manual will be used for the frontline workers including healthcare service provider focusing on GBV Guiding Principles, effective SGBV, GBViE case management, Psychosocial First Aid (PFA), referral etc to improve their knowledge on the subject.
- Facilitate one in person and/or remote training sessions for the GO-NGO non GBV actors on GBV guiding principles, GBViE minimum standard package, PFA and referral in disaster affected targeted districts such as health care providers, community health workers, Community leaders and decision makers.

3. Area of Assignment:

Two districts of Bangladesh (Sylhet, Kishoreganj) under the implementation area of Dishari: Advancing the Leadership of Women and Girls towards Better Health and Climate Change Resilience project.

4. Selection of trainees for Follow-up and Field Test:

- Participants for the training will be selected in consultation with WLCR and Pathfinder Internationals Senior Management team.

- Approximately three months needed to be consider to follow up the training’s feedback by the participants

The project will use and analyze the information/data for stakeholders' sharing.

5. Roles and Responsibilities:

The consultancy will be responsible for the following tasks:

- Share detailed plan in a structured manner with Dishari Project and Pathfinder Gender Manager
- Submit a finalize plan to accomplish the assigned tasks
- Collaborate with relevant GOB officials to collect information
- Review related documents (including existing Pathfinder documents), case studies, literature review and draft the manual (trainers and trainee)
- Manage and utilize resources to collect field data
- Capture and share photos in selected cases as per discussion with project personnel (with consent)
- Analyse the data collected from literature review, case stories, KII and document for reporting.
- Share with working group members to get their feedback and incorporate it accordingly
- Coordination with relevant concerned persons in Pathfinder when required to prepare the assigned task
- Follow the “Do no Harm” policy while gathering evidence and case stories
- Facilitate and documented feedbacks by two trainings at Sylhet and Kishoreganj on the (ToT) module for the capacity development of the selected participants. The TOT will also serve the purpose of field testing the module. (Pathfinder will arrange the training)
- finalize the manual with feedback and suggestions from the training participants/ working group. (formatted printable version)

The project will provide all related information and documents in connection with the assignment so far developed and used

6. Key deliverables of the Consultant:

The consultant will provide the following deliverables:

1. Detail schedule including the plan of approaches and timeline
2. Report including information based on the consultation with government and related stakeholders
3. Case studies with photos, consent forms, Scondary document review
4. Preparation of training module
5. Field test with the module by conducting a training (TOT) at Sylhet and Kishoreganj
6. Submission of the Training report (TOT) and draft module in English
7. The consultant is to submit the module in English for Pathfinder global experts to review. The feedback from the global team should be included the module and the final module will be in Bangla (translated from English to bangla).
8. Final Manual (trainers and participants) accommodating all the feedbacks (editable, formatted printable version)

7. Required Competencies:

Applicant should demonstrate the following organizational competencies

- Proven track record of knowledge of Heath and family Planning service in Bangladesh, different administrative bodies both local and national level.

- Proven track record/of educational qualifications and pertinent experience of the key technical persons to be involved in this activity
- Solid technical knowledge of culture, context, norms, religion, race, values, laws, and access to health services of the country that might have an influence on Gender, GBV, and SRH-FP
- Preferably have at least 7 years or more of work experience in the field with a PHD/ advanced academic degree.
- Experience working with donor-driven development projects for government stakeholders
- Ability to produce quality work within a deadline and under pressure
- Demonstrable record delivering within timeline and budget
- Motivated to work independently as well as in a team environment
- Familiarity with the development of SOPs, guidelines, tools for GBV, GBViE (Minimum Standards for Prevention and Response to GBV in Emergencies) response and prevention interventions;
- Sound knowledge on the women and adolescent girls’ situation in Bangladesh.
- Experience in capacity development/training.
- Demonstrated track record in the preparation and review of documents, evaluation reports, etc.
- Familiarity with ethical standards and values and work experience with any international organizations be an asset.
- Excellent analytical, written and verbal communications skills in both English and Bangla.
- Previous work on the similar kind will add value.

8. Estimated assignment timeline

The consultant will work under the overall guidance and direct supervision of the Project Manager and Gender Manager to carry out the activities mentioned above.

The consultant will work under the guidance of Pathfinder International Bangladesh. It is estimated that the tasks will require 45 days of time frame within the period of assignment. The key tasks and timeline are as follows:

SI #	Activity	Deleverables	Days
1.	Meet with Dishari project and Pathfinder team to prepare an initial plan	Initial plan	01 days
2.	Consultation with government and related stakeholders	Report and Draft Module	01 days
3.	Review of existing manuals/docs/modules, desk research, literature review		02 days
4.	Development of the draft module		15 days
5.	Conduct two (02) field test Training (TOT) at Sylhet and Kishoreganj	Field test report	08 days
6.	Submission of final draft of the English module (editable, formatted and printable version) for feedback by Pathfinder to review	Final Draft Module	12 days
7.	Translate the module English to Bangla	Bangla Module	06 day
Total estimated days			45 day

8. Payment Schedule

Sl. #	Deliverable	Amount (BDT)
1 st Payment	1.Meet with Dishari project and Pathfinder team to prepare an initial plan 2. Consultation with government and related stakeholders 3. Review of existing manuals/docs/modules, desk research, literature review 4.Development of the draft module	20% of the total amount
2 nd Payment	5. Conduct two (02) field test Training (TOT) at Sylhet and Kishoreganj Submission of final Module and report (English and Bangla) 6. Submission of final draft of the English module (editable, formatted and printable version) for feedback by Pathfinder to review 7. Translate the module English to Bangla	80% of the total amount

9. Tentative Timeline:

The consultant should complete the assignment and provide Pathfinder Internationals with all the deliverable within three (03) months of signing the agreement.