**Terms of Reference**

**Services of the specialized institutions to provide trainings to increase the capacity of Gender Based Violence outreach workers to sensitively engage communities for facilitating access of women and girls to case management services**

*UNFPA, the United Nations Population Fund: Delivering a world where every pregnancy is wanted, every childbirth is safe and every young person’s potential is fulfilled.*

**Background**

Gender-based violence (GBV) persists as a global challenge, with one in three women worldwide experiencing physical or sexual abuse during their lifetime. This alarming prevalence underscores the urgent need for comprehensive measures to address this pervasive violation of human rights.

UNFPA is a leading agency providing support to governments across the world for combating gender-based violence. UNFPA has been at the forefront of the advocacy efforts for improved GBV prevention and response in Azerbaijan too. The organization provided support with the development of the legal and policy framework to address the phenomenon, as well as assisted a range of government institutions with a series of actions on the production of data and evidence on GBV, its prevalence rates and economic costs; capacity building of service providers; advocacy and awareness raising at both the grass-roots and decision-making levels.

Nevertheless, many women in Azerbaijan continue suffering due to limited access to information and protective mechanisms. The MEN and Gender Equality Survey conducted by UNFPA in 2018 revealed alarming statistics, with approximately 32.5% of men admitting to perpetrating physical violence, and an equally concerning 32.1% of women reporting experiencing such violence during their lifetime. Another survey on the economic cost of GBV, held in partnership with the government in 2018, emphasized that the consequences of this phenomenon could potentially cost the Azerbaijani economy nearly 2% of its annual GDP, highlighting the broader societal impact of GBV.

As an integral part of the "Women at the Centre: Rising Up Against the Pandemic of Violence Against Women" project (WAC) in Azerbaijan, UNFPA is committed to supporting enhanced capacities of GBV outreach workers to sensitively engage communities in a gender-transformative manner, facilitating access for women and girls to case management services. UNFPA's commitment extends to tackling social and gender norms, promoting positive change, and guaranteeing the provision of inclusive support services. This strategic endeavor aligns with the overarching objective of the project, ensuring that outreach workers involved in addressing gender-based violence receive the necessary guidance and resources to effectively fulfill their responsibilities.

In accordance with this commitment, UNFPA seeks collaboration with national institutions to provide trainings for GBV outreach workers in 4 regions of Azerbaijan (Baku, Absheron-Khizi, Ganja-Dashkesen, Karabakh) which entails equipping them with essential skills to offer survivor-centered assistance, ensure safety, and uphold confidentiality during referrals. Additionally, the initiative aims to provide outreach workers with the training on raising awareness about GBV and Sexual and Reproductive Health (SRH). Furthermore, it seeks to educate outreach workers in Psychological First Aid techniques to promptly assist and refer survivors of violence. Lastly, the project aims to empower outreach workers to spearhead community-based campaigns in collaboration with GBV service providers and fellow community outreach workers.

The intervention represents an integral component of the Azerbaijani share of the “Women at the Center: Rising Up Against the Pandemic of Violence Against Women” project implemented by UNFPA in five countries across the globe.

**Purpose**

The primary objective of this assignment is to enhance capacities of GBV outreach workers in sensitively engaging communities to facilitate access for women and girls to case management and other essential services reflected in GBV referral pathways.

**Responsibilities of the organization**

The agency sub-contracted for the implementation of the subject assignment will be specifically responsible for the following:

The scope of work for the National Institute shall include, but is not limited to, the following:

1. **Initial orientation with UNFPA and other relevant partners engaged in the action.**
2. **Draft the detailed intervention plan with the project outputs/deliverables, project management** **structure, timelines, indicators to monitor the progress, and responsible staff members.**
3. **Training for outreach workers on Survivor-Centered Referral**

* Develop training modules and materials tailored to survivor-centered support and referral based on relevant GBV response services in GBV referral pathways.
* Identify qualified trainers/facilitators for the training sessions.
* Coordinate logistics for training sessions, including venue arrangement and scheduling.
* Monitor and evaluate the effectiveness of the training.

1. **Provision of training on Integrated GBV/SRH Awareness Raising**

* Develop comprehensive training modules on GBV and SRH awareness-raising.
* Identify appropriate trainers with expertise in GBV and SRH.
* Organize training sessions, ensuring alignment with the project's objectives and participant needs.
* Provide ongoing support and supervision for participants as they implement learned skills.

1. **Provision of training on Psychological First Aid:**

* Develop training materials and sessions focused on Psychological First Aid techniques.
* Identify certified trainers with expertise in Psychological First Aid.
* Organize training sessions, ensuring accessibility for outreach workers.
* Establish mechanisms for ongoing support and debriefing for outreach workers providing direct support to survivors.

1. **Enable outreach workers to facilitate Community-Based Campaigns**

* Develop guidelines and materials for community-based gender-transformative campaigns.
* Provide training and guidance to outreach workers on campaign planning and execution.
* Facilitate collaboration between outreach workers, GBV service providers, and community members in campaign development.
* Monitor and evaluate the impact of community-based campaigns, adjusting strategies as needed to ensure effectiveness.

**Eligibility criteria:**

* Legal registration with the Ministry of Justice of the Republic of Azerbaijan and availability of a valid registration certificate.
* Demonstrated experience in implementing projects related to gender equality, women's empowerment, and/or addressing GBV.
* Expertise in providing training and capacity-building initiatives, particularly in the areas of survivor-centered support, GBV, SRH and Psychological First Aid.
* Ability to work collaboratively with local stakeholders, including GBV service providers and community organizations.
* Ability to operate in the target areas specified by the project, with a focus on reaching vulnerable populations, including women and girls in underserved communities.
* Evidence of previous successful engagements in similar projects;
* Availability of qualified trainers and facilitators with relevant expertise in GBV, SRH, and psychosocial support with a comprehensive understanding of applicable international best practices and standards.
* At least 3 years of experience in providing GBV response services to vulnerable groups of the population.
* Prior experience working with UN agencies or international organizations is an advantage.

**Deliverables:**

The National Institute shall be expected to deliver the following key outputs:

* Comprehensive intervention plan outlining the reviewed modules and materials.
* Training modules and materials aligned with best practices and evidence-based approaches.
* Training of 600 outreach workers (150 per project district).
* Interim and final programme and finance reports.

**Contract duration:**

July 2024 – December 2024

**Specific Conditions:**

*Ownership of the output:* UNFPA