


## TERMS OF REFERENCE FOR INDIVIDUAL LOCAL CONSULTANT

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Botswana Country Office
Background	<p>Gender Based Violence is high in Botswana, with one in three women reporting to have experienced some form of violence in their lifetime. The most common form of violence reported is intimate partner violence (IPV). Women of reproductive age are more likely to experience IPV (BNRS, 2018). The 2013 BAIS IV Study indicated that 24.8% of females aged 15-49 who had an early sexual debut (before the age of 15) had not given consent at the time of intercourse. The Botswana Police Service recorded over 2780 cases of rape in 2020. This however, is only a tip of the iceberg as Sexual Gender Based Violence (SGBV) is usually highly under-reported.</p> <p>Domestic violence increased during the April-May 2020 COVID-19 national lockdown. Botswana Gender Based Violence Prevention and Support Centre (BGBVC) and Women Against Rape (WAR) provided GBV consultations to 272 clients in April 2020; 155 came directly to the organization to seek safe shelter, 67 were provided with counselling through hotline services and 50 were assisted through the short message service line. Existing shelters reported an exponential increase in the demand for shelter prompting support from government to open up additional shelters around the country. There continues to be inadequate number of shelters for GBV victims and inadequate health and justice sector response. Cases go unreported because of fear of retribution and victimization of survivors by perpetrators and the community in tandem with the low numbers of investigations, prosecutions and convictions of perpetrators.</p> <p>To improve access to quality prevention and response services for individuals at risk of and survivors of GBV, there is need to strengthen the response capacities for including through the adaptation of interventions such as Women and Girl Safe Spaces. This intervention will reduce the risk of exposure and provide remote service delivery, including for case management and mental health and psycho-social support (MHPSS), while encompassing protection measures for counsellors.</p> <p>Access to timely, clear accurate crisis information for any woman or girl who has, or is, experiencing physical, sexual or other forms of violence is vital in supporting her to access services to assist her safety. Crisis information includes information about the rights of women and girls, the range and nature of services available, and is provided in a non-blaming, non-judgmental manner. Information must be organised in a way that enables women and girls to consider the range and choices available to them, and to make their own choices.<sup>1</sup></p> <p>It is against this background that UNFPA seeks to engage a qualified local consultant to conduct a 2-day training for CSO Counsellors on provision of remote counselling and teletherapy services. The CSOs include BGBVC, WAR, SSI, M&amp;BGE, EMANG BASADI and LEGABIBO.</p>
Purpose of consultancy:	To prepare content and deliver a 2-day training on virtual counselling to Counsellors from CSOs working to support women, men, girls and boys experiencing and affected by GBV in Botswana.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<ol style="list-style-type: none"> <li>1. Design and develop the course materials including PowerPoint slides, videos and reading material</li> <li>2. Prepare and submit a detailed 2-day agenda</li> <li>3. Deliver 2-day training to selected participants</li> <li>4. Write and submit a Training report</li> </ol>
Duration and working schedule:	The consultancy will run from the date of issue of contract and shall not exceed 8 working days within the consultancy contract.

<sup>1</sup> <https://www.unfpa.org/essential-services-package-women-and-girls-subject-violence>

	<table> <thead> <tr> <th><b>Task</b></th> <th><b>Days</b></th> </tr> </thead> <tbody> <tr> <td>Course development and preparation</td> <td>5</td> </tr> <tr> <td>Training of participants</td> <td>2</td> </tr> <tr> <td>Training report writing</td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>8</b></td> </tr> </tbody> </table>	<b>Task</b>	<b>Days</b>	Course development and preparation	5	Training of participants	2	Training report writing	1	<b>Total</b>	<b>8</b>
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Place where services are to be delivered:	The consultant will be home-based.										
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	The consultancy will run for a period not exceeding 8 days within a 4-week period from the start of the contract. The training will be conducted virtually on the date to be confirmed by UNFPA and CSOs and the Consultant. The deliverables will be submitted in electronic copies.										
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The consultant will prepare a detailed 2-day agenda for the virtual training and circulate to UNFPA and participating CSOs. The Training report will be withing 14 days post the training.										
Supervisory arrangements:	The consultant will contractually work under the supervision of the SRH/HIV Linkages Coordinator at UNFPA with support from the UNFPA Head of office.										
Expected travel:	No travel expected										
Required expertise, qualifications and competencies, including language requirements:	<p>The consultant will have</p> <ul style="list-style-type: none"> <li>• A minimum of Master's degree in (Public Health, Sociology, Gender Studies, Development studies or relevant discipline);</li> <li>• Over five (5) years progressively responsible professional work experience in development, gender programming, gender equality and women's rights</li> <li>• Experience in developing curriculum, training manuals or teaching guides and training or teaching</li> <li>• Knowledge and experience of working in the area of gender-based violence in Botswana or similar context</li> <li>• A good understanding of legal, policy and institutional frameworks for gender, health and justice systems in Botswana</li> <li>• Excellent facilitation and organisational skills</li> <li>• Excellent writing, analytical, and computer skills</li> </ul>										
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	UNFPA will provide relevant support and guidance to ensure the successful undertaking of this consultancy, including administrative and financial support. A virtual meeting link will be set-up and technical support provided by UNFPA IT during the training.										
Other relevant information or special conditions, if any:	Consultant shall provide a detailed course material and 2-day agenda for the training.										
<p>Signature of Requesting Officer in Hiring Office: </p> <p>Date: 16 March 2021</p>											