

TERMS OF REFERENCE

Developing and Delivering Gender-based Violence Training for GOAL Field Teams supporting Refugees from Nomadic Cultural Background and those Engaged in Seasonal Agricultural Labor

1. INTRODUCTION

GOAL is an international emergency and development NGO dedicated to alleviating the suffering of the poorest and most vulnerable. GOAL was established in 1977 and is currently operational in 14 countries world-wide. GOAL has been working in Syria since 2013, responding to the acute needs of conflict-affected communities. GOAL has been contributing to the urban refugee responses in Turkey since 2016 with a focus on responding to needs in health service delivery and protection of vulnerable and marginalized refugees in southern Turkey.

GOAL Turkey has been implementing an ECHO funded protection program (LINK), LINK aims to connect vulnerable and marginalized communities to available state and non-state services in Adana, Gaziantep, Mersin and Şanlıurfa using outreach, advocacy, and Individual Protection Assistance (IPA) approaches. In all locations, the program particularly targets refugees from nomadic/semi-nomadic backgrounds including Dom and Abdal communities and refugees engaged in seasonal agricultural labouring along with other vulnerable refugees.

Majority of GOAL’s beneficiaries are composed of women and girls. Gender-based violence is widespread but generally underreported topic among the target groups. There is a general lack of knowledge and awareness about women’s rights, GBV-related issues, and protection mechanisms. GOAL protection teams often identify and refer cases, provide legal and psychoeducation sessions on GBV. To further deepen the technical capacity of field teams, GOAL seeks consultancy services from a GBV Specialist to deliver a general training for field staff and a comprehensive GBV training to protection teams who are providing individual protection assistance, legal counselling, psychosocial support to refugees from nomadic cultural background and those engaged in seasonal agricultural labouring.

2. CONSULTANCY/RESEARCH SERVICES REQUIRED

Timeframe	30 days between April-June 2022
General Objective	Strengthen capacity of protection teams on gender equality and gender-based violence and specialised support to GBV survivors
Specific Objectives	<ul style="list-style-type: none"> • Conduct a rapid needs assessment on training needs regarding gender equality and gender-based violence for GOAL teams • Develop and deliver a 3-4 hours training for all GOAL field staff on: <ul style="list-style-type: none"> ○ Gender terminology and gender equality ○ Introduction to GBV ○ GBV in humanitarian settings and programming • Building on the first training, develop and deliver a comprehensive 2 day GBV training for protection staff including: <ul style="list-style-type: none"> ○ Root causes of GBV ○ Categories of GBV ○ Cycle of violence and types of GBV ○ Guiding Principles for Handling Cases Of GBV and survivor-centred approach ○ Identifying and responding to GBV risks ○ Providing specialised support for GBV survivors



	<ul style="list-style-type: none"> ○ Communication with GBV survivors (adults and children) ○ Safety planning and safe referrals for GBV survivors ○ Legal framework and mechanisms regarding GBV prevention and response ○ GBV prevention and response programming with inclusive approach ○ Gender analysis ○ Self-care for staff
Target Group	GOAL program teams composed of protection workers, outreach workers, lawyers, psychologists, supervisors, drivers etc. in Mersin, Adana, Hatay, Gaziantep, and Şanlıurfa
Methodology	<p>Training assessment will be conducted through a quantitative survey and key informant interviews with GOAL teams. Training assessment report should include learning needs and priorities for field teams.</p> <p>Training content and methodology should be designed based on the prioritised learning needs of field staff. The training should have an inclusive lens, including from an age and disability perspective.</p> <p>The trainings will be delivered face-to-face in each of the 5 locations. First training will focus on general information and interactive content on gender equality and GBV terminology designed for all field staff in each location. Second training will provide a detailed content for protection staff composed of case workers, legal counsellors, psychologists, outreach workers and supervisors.</p> <p>The training should be delivered in a participatory, interactive way including case studies, flowcharts, pathways and should be delivered within a safe environment. A pre and post test should be developed to demonstrate the learning acquirements of participants.</p> <p>All deliverables and trainings will be in Turkish language.</p>
Expected Outputs	<p><u>Expected Deliverables</u></p> <ol style="list-style-type: none"> 1) Training needs analysis report 2) Training materials for Gender equality and Introduction to GBV 3) Training materials for Comprehensive GBV training 4) Evaluation report for 2 trainings 5) Final consultancy report

2.1. Timeframe

Timeframe for this consultancy is maximum 25-30 days. The deliverables and **sample work-plan** will be further developed and agreed upon between the Consultant(s) and GOAL Turkey during kick-off to be conducted on the first week of the assignment. The consultant is expected to present the detailed work plan that will together be reviewed and agreed on with GOAL counterparts, in this meeting. The trainings should be delivered within April-June 2022.

ACTIONS / TASKS	Days (April-June)
Kick-off meeting with GOAL teams	Week 1 (0.5 day)

Training needs assessment and reporting	Week 1 (2 days)
Preparation of training contents	Week 2 (7 days)
Implementation of trainings in each field	Week 3-4 (17 days)
Evaluation report of training impact on participants	Week 4-5 (2 days)
Consultancy report	Week 5 (1 day)
Submission of training content and tools, training needs assessment report, evaluation report and any other consultancy product to GOAL	Week 5 (0.5 day)

3. GOAL’S ROLES & RESPONSIBILITIES

- GOAL, through its dedicated focal points will actively be involved throughout the process and provide technical assistance
- Review and approve training methodology and materials
- Logistical arrangements for field trainings (venue, participants, dates etc.)
- Share necessary visibility requirements as well as anonymised / confidential information (i.e., on the LINK Project, GOAL Turkey, etc.) that needs to be implemented / added to the respective deliverables.
- Provide induction and its Child and Adult Safeguarding Policy to contractor’s team members.

It should be underlined that GOAL will be undertaking on-site and/or off-site oversight as deemed necessary, and deliverables will be subject to approval. The consultant firm shall not have exclusive copyright of the report, the collected data, or the tools. GOAL reserves the right to put disclaimer on the final deliverables.

4. REQUIRED QUALIFICATIONS

- University degree in gender, social work or other social sciences, law, or other relevant qualification
- At least 5 years of relevant professional experience in the field of gender, GBV or protection
- At least 2 years of experience in designing and delivering trainings on gender and GBV
- Experience in humanitarian and protection sector is advantage
- Knowledge and experience in women’s rights, women’s organisations and legal framework in Turkey
- Proven facilitation and training skills
- Professional written and spoken language skills (both Turkish and English)

5. PAYMENT TERMS

- 1. First instalment of 20%** : Payment will be released based on the receival of training needs assessment report.
- 2. Second instalment 30%** : Payment will be released based on the delivery of trainings in 3 locations
- 3. Third instalment 50%** : Payment will be released based the delivery of trainings in the remaining 2 locations and final consultancy report

6. PROPOSAL & APPLICATION

Interested applicants are invited to submit below given application documents to

TurkeyProgramsprocurement@sy.goal.ie by **14 May 2022** in one zipped folder.

- **Technical Proposal** – Max 4 pages; clearly describing familiarity with the context, previous experience in working with LINK’s Target Groups and/or with other vulnerable / disadvantaged populations, tentative information on the proposed methodology and training content/plan

Technical proposal must also include proposed deliverables that will be produced throughout / by the end of the consultancy.

- **Financial proposal** (Annex 1) - This must realistically and adequately present specific items, frequencies, and costs. Travel, accommodation, food, and other needs are the responsibility of the consultant. Therefore, financial proposal should include all costs of the consultant.
- **Resumes / CVs** of the key project team members / leads. All CVs must be submitted in one merged PDF format.
- **A workplan that elaborates on the proposed activities with weekly breakdowns** – elaborating on timeline of the requested deliverables and timeframes for GOAL’s approvals for them.
- At least **1 sample training plan/report** from similar assignments.
- At least **2 references** from similar work, assignment, or consultancy.
- Copy of organization’s **registration documents** (does not apply for independent consultants).

All documents except requested samples must be submitted in **PDF format or scans of hard copy documents**. No word documents will be accepted. An excel spreadsheet has been provided for the submission of financial offers but a PDF scanned version must also be submitted.

Proof of sending is not proof of receipt. GOAL accepts no responsibility for technical or system malfunctions that prevent bids from being properly received. Late delivery will result in your bid being rejected. All information provided must be perfectly legible.

Important: Offers transmitted in any other manner or offers received after the deadline date and time will not be considered. Please do NOT copy any other GOAL email addresses with your submission as this may invalidate your offer.

6.1. Evaluation criteria

Essential Criteria

- University degree in psychology, child development, social work, law, or other relevant qualification
- At least 5 years of relevant professional experience in the field of child protection or protection
- At least 3 years of experience designing and delivering trainings on child protection
- Professional written and spoken language skills (both Turkish and English)
- Submission of a detailed technical proposal
- Submission of a financial proposal with costs for different deliverables and services
- Submission of detailed weekly work plan elaborating on timeline of the requested deliverables



Award Criteria

Price	30%	<ul style="list-style-type: none"> • Total price in line with available budget (30)
Quality	50%	<ul style="list-style-type: none"> • Relevant experience on GBV (10) • Relevant capacity-building experience (10) • Experience in humanitarian and protection sector (5) • Quality, relevance, and feasibility of the technical proposal to meet the requested deliverables (10) • Quality, relevance, and feasibility of the work plan to meet the timeline and expected deliverables (5) • Quality of the sample training plan/report (5) • Relevancy of references (5)
Delivery	20%	<ul style="list-style-type: none"> • Total delivery time for services’ completion. Inverse proportion score # weeks. (15) • Proposed methodology follows the timeline (5)

7. SAFEGUARDING

Children and vulnerable adults must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury, and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Accountability within GOAL

Alongside our Child and Adult Safeguarding Policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a position with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with confidentiality and do no harm principles along with GOAL’s policies and procedures with respect to Child and Adult safeguarding, Code of Conduct, Child Protection, Protection Against Sexual Exploitation and Abuse, Unacceptable Behavior Protocols, etc.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behavior of a GOAL staff or partner.

8. ANNEXES

8.1. Annex 1: Financial Proposal Template