

TOR for GESI Consultant (Trainer)

1. Background

The National Indigenous Women Forum (NIWF), established in 1998, is a Kathmandu-based organization committed to advocating for the rights, leadership, and empowerment of Indigenous women in Nepal. NIWF focuses on promoting gender equity and equality, enhancing the capacities of Indigenous women at local, national, and international levels, and implementing programs centered on advocacy, empowerment, research, and capacity building.

Recognizing the importance of demonstrating impact, ensuring accountability, and improving program effectiveness, NIWF is currently implementing a project titled "Engagement of Citizens and Local Government in Preventing Gender-based Violence through Social Norms Change." This initiative is carried out in partnership with the Dalit Women Network (DWN) and the Nepal Muslim Women Welfare Society (NMWWS), aiming to address and transform societal norms that perpetuate gender-based violence.

The main objective of the project is to prevent gender-based violence, caste-based discrimination, untouchability, and religious discrimination through accelerating social norms changes in households and communities. To achieve the objectives, the project will be focused on empowering and constructive engagement of men, boys, and women in community-based organizations, faith-based leaders, civil society actors, and formal and informal justice institutions

2. Purpose of the Assignment

The consultancy assignment is designed to strengthen the capacity of partner and field staff in addressing critical issues such as gender-based violence (GBV), caste-based discrimination, harmful social norms, and the promotion of positive masculinity. The primary objective is to provide staff with practical skills and comprehensive knowledge on various forms of GBV, including child marriage, and to instill guiding principles for effectively handling GBV cases. Additionally, the training aims to equip staff with strategies to challenge and transform detrimental social norms.

This initiative is anticipated to empower the project team to proficiently conduct sensitization sessions, thereby enhancing the awareness and understanding of targeted rights holders on these critical issues. By fostering a deeper comprehension of GBV and its multifaceted impacts, the training seeks to promote a more informed and proactive approach among staff members in their respective roles.

The approach aligns with the gender-transformative strategies employed in Nepal, which emphasize engaging men and boys, community leaders, and families in dialogues to challenge and change harmful gender norms. By incorporating these strategies, the training not only

addresses the immediate needs of GBV survivors but also contributes to the long-term goal of eradicating systemic inequalities and fostering a culture of respect and equality.

Through this comprehensive training, the project aims to create a ripple effect, wherein trained staff become catalysts for change within their communities, leading to increased reporting of GBV cases, enhanced support for survivors, and a gradual shift towards more equitable social norms.

3. Training objectives:

The main and ultimate objective of the training on GESI for project staff and partner staff to equip and enable them with the necessary knowledge, skills, and tools to conduct impactful sensitization sessions for community groups (women group, youth group and local government stakeholders).

The consultant is expected to achieve the following objectives:

- i. Enhance participants' understanding of GESI focusing on GBV, caste discrimination, harmful social norms and positive masculinity.
- ii. Enhance the competence of project staff so that they can efficiently disseminate information on GBV, caste discrimination and harmful social norms.
- iii. Familiarize staff on emphasizing non-punitive measures to encourage self-discipline and responsible behavior in GBV.

4. Role or scope of consultant:

The consultant will provide a 3-day GESI training to the NIWF staff and partners in close coordination and understanding with IRW- Nepal representatives. This training will be conducted in Chapur-Rautahat. The number of participants/trainees for the proposed training will be around 30.

The role of the consultant includes the following:

- Identify the specific GESI knowledge specifically in GBV, harmful social norms, that staff members need to develop.
- Conduct surveys or interviews to understand the current level of knowledge and skills among staff.
- Design comprehensive training programs that cover key aspects of GBV and child marriage, types of GBV, guiding principles handling GBV, referral mechanism, and documentation.
- Provide relevant techniques and tools as well as methodologies and practical exercises on how to identify GBV cases, and referral mechanisms following confidentiality.
- Deliver training on GBV to staff.
- Provide/present relevant case studies and real-life examples to illustrate GBV cases and child marriage.
- Prepare, collect, and compile relevant training materials and handouts in Nepali and share them with the participants/trainees.
- Submit a final training report summarizing the training process and outcomes.

5. Approach and methodologies:

A participatory approach should be applied throughout the course to ensure the active participation of all trainees.

In addition, the consultant needs to prioritize and apply the following approaches/methodologies while facilitating the training.

- i. Interactive training techniques: Utilize a variety of training techniques to keep the learning process interactive such as group discussions, role-plays, case studies, practical exercises, demonstrations, simulations, games etc.
- ii. Audio visual aid: Integrate multimedia elements such as videos, audio clips, and visual aids to enhance the learning experience.
- iii. Support and guidance: Offer individualized support and guidance to participants, as needed.
- iv. Pre and post-training evaluation: At the beginning and end of the training to compare and evaluate the progress and the level of knowledge acquired.

6. Deliverables:

- i. Provide a comprehensive training plan, and pre-test and post-test questionnaires, and compare the results to demonstrate the participants' increased skill levels.
- ii. Supply training materials and handouts in the Nepali language.
- iii. Prepare pre and posttest evaluation and training reports in English, including a compilation of relevant documents.

7. Report to:

Team Leader from NIWF

8. Targeted Participants:

Project staff and partner NGO project staff.

9. Timeline and Budget:

This consultancy will start as soon as possible, beginning with the development of the training content. The actual training will take place towards the second week of June. The consultant will prepare a detailed work plan that will be part of the contract. The budget will cover the expert fee for the consultant to develop and implement the training. NIWF will cover additional expenditures as if required like travel and accommodation for the assigned consultant directly.

10. Qualifications/requirements of consultant:

- i. Extensive relevant experience in designing and delivering practical training in the NGO sector.
- ii. Proven experience and expertise in facilitating GESI training.

- iii. Substantial knowledge and understanding of the GBV, harmful social norms, positive masculinity and related cultural and contextual dynamics.
- iv. Excellent communication and facilitation skills.
- v. Knowledge of GBV in family dynamics and societal beliefs.
- vi. Relevant academic qualifications (at least a bachelor's degree, master's degree preferably) in gender studies, social science, or a related field.)

11. Payment schedule

The payment will be done as follows:

- i. 30% upon both parties' agreement.
- ii. 70 % after completion of training and submission of final report.

12. Application Process and assessment process

Interested applicants or consultant organizations should submit their letter, profiles and CVs together with technical and financial proposals in pdf format by 3rd June 2025 as softcopy by emailing niwfnepal@gmail.com with **the subject line: Trainer for GESI Training**

NIWF reserves the right to cancel the bid and is not bound by any legal claim in this regard fully or partially.

The training will be organized in second week of June or third week.

A consultant will be evaluated based on:

Areas of evaluation	Weightage (%)
Proposed methodology, technical capacity, and experience to apply the methodology and demonstration of knowledge about the pedagogy and experience in the sector.	70%
Financial proposal	30%