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| **Consultancy – GBV expert to support the development of GBV training modules for the Social Welfare and the Justice sector in Myanmar**  **(National Consultant)**  **Section in charge**: Child Protection  **How does the consultancy relate to work plan:** The consultancy directly contributes to implementation of one of main areas of intervention in child protection in Myanmar – strengthening the human resources and institutional capacity of the social welfare system as well as the police in responding to child protection cases. The scope of the consultancy falls under Output 2 and 3 of the MYWP 2014-2015 and the 2016-2017 extension.  **Outcome reference**: Children in need of support, care and protection are identified by and have access to public social welfare systems  **Output reference:** CP MYWP, Output 2: Increased social welfare system capacity to respond to child protection cases and Output 3: Strengthened legislative and institutional capacity to provide adequate care and protection to children in contact with the law. | | |
| 1. Background and justification:   One of UNICEF’s child protection priority interventions in Myanmar is to support the Department of Social Welfare (DSW) in building and strengthening the government-led social work case management in all 330 townships nationwide. Since the establishment of the case management system in late 2014 until present, a total of 37 townships were covered with three DSW case managers assigned in each township. Throughout this support, in close partnership with DSW, UNICEF is dedicated to ensure that all DSW case managers are adequately trained with specialised skills and knowledge, the operation of government-led social work case management system is effective, positioned to go to scale, and that it is linked with other departments, ministries, and NGO/CBOs working on child protection through establishing referral pathways and procedures. UNICEF’s support has resulted in the development of the case management system standardised operational procedures (SOPs), a child protection case management curriculum and a total of 8 trainings conducted for more than one hundred DSW case managers who have since been deployed to all 37 townships nationwide. DSW envisions to expand case management system to reach out to different vulnerable groups such as people with disabilities, the elderly, etc.  Supporting establishment of child friendly justice is another priority of UNICEF’s child protection work in Myanmar. This support entails providing technical assistance to the Government of Myanmar with the process of revising the Child Law (1993), developing required child-friendly procedures, SOPs and referral pathways for the criminal justice system, and supporting the capacity building of justice system professionals.    In responding to the increasing demand for highly qualified social workers as well as criminal justice practitioners, UNICEF is committed to ensure its support to the capacity building need of the Government. In terms of social work, in line with the vision of DSW, UNICEF aims to support to improving the skills and knowledge of social work case managers with not only a child sensitive but also a gender based lens. UNICEF has reached agreements with Union Supreme Court and Myanmar Police Force to draft modules on child protection and child sensitive proceedings for judiciary and police. Respective modules will cover international and national legislative framework, as well as practical guidance for judges and police on child friendly judicial and police proceedings. The training modules will also include chapters related to child development as relevant to the context of Myanmar, as well as modules on gender in the context of the justice system.  In this regard, within the framework of the 2017 cooperation goals, UNICEF is looking for a consultant to support the overall capacity building related to gender mainstreaming, sensitisation to gender and GBV issues in social welfare, police and judiciary systems in Myanmar. The work will contribute to a larger process of revising the current training curriculum for the DSW case managers as well as the curriculum drafting led by UNICEF’s international justice system capacity building expert.  The purpose of the assignment is to revise DSW SOPs on child protection case management, develop training manuals/modules for (a) DSW and (b) police/judiciary, and provide training to DSW social work case managers. The following is expected to be achieved at the end of the consultancy:   * Revised SOPs, training curriculum/module for the social work case manager mainstreaming gender based violence and a training module on GBV for social work case manager developed and piloted; TOT training on the GBV module conducted and ready for roll out. * A chapter for police and judiciary training modules “GBV and gender issues for children in the context of justice system in Myanmar” is developed on the basis of international and Myanmar research and evidence. The chapter should provide theoretical and conceptual framework for police and judges on gender and GBV (as related to boys and girls), issues, stereotypes and beliefs held by communities that may affect that way violence against boys and girls is perpetrated, possible obstacles of reporting violence and gender bias or factors affecting response to violence by communities and government agencies. The chapter should also focus on gender dimension of juvenile offending. * DSW case managers are trained on GBV and gender issues. The training should: * Provide the concept of gender and different forms of gender based violence; * Provide training to DSW case managers on identifying, handling and responding to different forms of gender-based violence; * Provide knowledge of the physical, emotional and social effects of different kinds of gender based violence; * Provide training on the use of concrete tools and techniques to apply in their work with different categories of persons affected by gender based violence * Provide training on identification of potential vulnerabilities to and risk factors of gender based violence and decision-making on concrete strategies to prevent and respond to these vulnerabilities. | | |
| 1. Objectives of the consultancy:   The consultancy aims to provide GBV expertise and mainstream GBV and gender issues in all capacity building programmes for social welfare and the police sector. | | |
| 1. Geographic Area:   The consultant will be based in Yangon. Occasional travel to Nay Pyi Taw may be required. | | |
| 1. Duration:   The consultancy is expected to start in April 2017 and end in June 2017 (3 months).  The duration to complete proposed tasks has been estimated at 63 working days. The consultant will be supporting the work led by Child Protection Team and UNICEF’s international consultant.    This consultancy is home-based. During certain points of the consultancy intensive meetings, working form UNICEF office or short trips to Nay Pyi Taw may be required. These will be agreed between UNICEF and consultant in advance. | | |
| 1. Supervisor:   The consultant will be supervised by the Child Protection Specialist (Systems strengthening) in close collaboration with the Justice for Children team | | |
| 1. Type of Supervision/support required from UNICEF:   The consultant will receive detailed briefing at UNICEF at the beginning of the consultancy, and will be introduced to relevant colleagues and counterparts. The consultant will be in daily contact with the UNICEF team and will receive further regular technical input and feedback.  The consultant will be supported by UNICEF with scheduling appointments and arranging in-country travel when/if required. | | |
| 1. Description of assignment: | | |
| **Tasks** | **End Product/deliverables** | **Estimated duration** |
| The consultant will review existing training modules and SOPs for social welfare case managers. | 1. Desk review and analysis of all the existing training modules on GBV in Myanmar 2. Analytical review of the existing training curriculum/module for social work case managers 3. Analytical review of the existing SOPs for social work case management 4. A Propositions Paper for GBV mainstream and integration to the current Social Work Case Management System training module as well as the SOPs for social work case managers | 20 days (to be completed by end of April 2017) |
| The consultant will coordinate with UNICEF’s Child Protection team, international justice system capacity building expert, and partners, including government counterparts as well as UN agencies and NGOs, to develop training materials for DSW case managers, police and judiciary. | 1. A revised SOPs with an annex specifically on GBV developed for the social work case management 2. A training module on GBV for DSW social work case managers developed 3. A chapter for police and judiciary training modules “GBV and gender issues for children in the context of justice system in Myanmar” developed. | 30 days (to be completed by early June 2017) |
| The consultant will support in establishing a DSW’s pool of competent GBV trainers for the case management system. | 1. A TOT conducted on GBV for DSW case management staff 2. A coaching session provided for the roll-out of GBV trainers | 13 days (to be completed by end of June 2017) |
| 1. Advertisement / Invitation / Request for Expression of Interest   The consultancy will be circulated among social work network in Myanmar, GBV expert/professional network, child protection network, etc. | | |
| 1. Selection process   Interested candidates are required to complete the Expression of Interest Form circulated with the call for proposals, answering the technical questions included.  The consultant will be identified by UNICEF based on a competitive selection process, taking into account the candidate’s experience, the quality of the answers produced, and of the lump-sum requested.  UNICEF may request an interview with shortlisted candidates. | | |
| 1. Qualification and specialized knowledge/experience required for the assignment:  * University degree in gender studies, social work, human rights or any related areas; * At least 5-10 years of experience of working in issues related to gender based violence, child protection and human rights. * Experience of previous collaboration with UN/NGOs on development of training modules and conducting trainings on gender based violence and child protection; * Understanding of GBV and state responses to cases; * Understanding of social norms and practices related to responding to GBV; * Thorough understanding of international knowledge in relation to gender and GBV, and international best practice on gender sensitive justice systems; * Good understanding of the rights of the child and child protection issues in Myanmar; * Familiarity with current practices in Myanmar’s social welfare system and criminal justice system; * Good English and Myanmar language (writing and oral) skills; * Ability to work in team and on sensitive issues. | | |
| 1. Other conditions   **In-country travel**  UNICEF Myanmar will arrange and pay for the consultant’s in-country travel when/if required. Consultants do not have to consider these costs as part of their proposed fees.  **Laptop computer and work space**  The consultant will be required to use his/her personal laptop, and work from home most of the time. UNICEF will be able to occasionally provide office space when the consultant’s presence at the office is required.  **Life and health insurance**  UNICEF does not provide or arrange life or health insurance coverage for consultants and individual contractors, and consultants and individual contractors are not eligible to participate in the life or health insurance schemes available to United Nations staff members. Consultants and individual contractors are fully responsible for arranging, at their own expense, such life, health and other forms of insurance covering the period of their services as they consider appropriate. The responsibility of UNICEF is limited solely to the payment of compensation for service-incurred death, injury or illness as per the provisions detailed below.  **Insurance for service-incurred death, injury or illness**  Consultants and individual contractors who are authorized to travel at UNICEF expense or who are required under their contract to perform services in a UNICEF or United Nations office shall be provided with insurance coverage, through a UNICEF-retained third party insurance provider, covering death, injury and illness attributable to the performance of official UNICEF duties. Compensation in the event of service-incurred death, injury or illness shall be equivalent to amounts stipulated in the agreement between UNICEF and the insurance provider.  **Payment**  Payment schedule will be adjusted to specific deliverables listed above and made on a monthly basis. Specific work plan and payment schedule will be agreed with the consultant upon signing the contract.   |  |  |  | | --- | --- | --- | | **Deliverables** | **Due** | **Payment** | | A Propositions Paper for GBV mainstream and integration to the current Social Work Case Management System training module as well as the SOPs for social work case managers | 3rd week of April 2017 | 20 % | | A revised SOPs with an annex specifically on GBV developed for the social work case management  A training module on GBV for DSW social work case managers developed  A chapter for police and judiciary training modules “GBV and gender issues for children in the context of justice system in Myanmar” developed. | End of May 2017 | 50% | | A TOT conducted on GBV for DSW case management staff  A coaching session provided for the roll-out of GBV trainers | End of June 2017 | 30% |   **Confidentiality**  The documents produced during the period of this consultancy will be treated as strictly confidential, and the rights of distribution and/ or publication will reside solely with UNICEF.  The contract signed with the consultant will include the other general terms defined by UNICEF. | | |
| 1. Nature of Penalty Clause to be stipulated in the contract   UNICEF Myanmar reserves the right not to pay the Contractor or withhold part of the payable amount if one or more requirements established for this assignment is not met or deadline set for the accomplishment of the tasks is missed. | | |