

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

<b>TERMS OF REFERENCE – LEAD FACILITATOR AND MEDIA TRAINER ON RESPONSIBLE REPORTING OF GENDER BASED VIOLENCE IN THE KOSHI AND SUDURPASCHIM PROVINCES OF NEPAL</b>	
Hiring Office:	UNFPA Nepal
Purpose of consultancy:	<p>Media can be instrumental to raise awareness of adverse social norms contributing to gender based discrimination and violence, bringing it to the forefront in powerful and creative ways while also featuring systems/ avenues for victims/survivors to seek help. Media can be a pivotal collaborator to diffuse gender equal norms and stories of resilience inspiring victims/survivors and aiding their rehabilitation and reintegration into society.</p> <p>UNFPA intends to effectively engage with the media to support its efforts at gender based violence prevention and response as part of its Gender Based Violence Prevention and Response Project – Phase II. As the project is phasing out in 2024, the stakeholders are keen on building the capacity of media personnel in the provinces enabling them to adapt a survivor centered approach in their reports and features on issues of gender equality and women’s empowerment and gender based violence prevention and response.</p> <p>UNFPA recognizes that for a journalist, covering the topic of gender-based violence (GBV) is a challenging undertaking. Not only is the topic itself widely misunderstood, but it is also increasingly complex and has many contributing factors, making coverage all the more difficult. More importantly, journalists need to be aware that their coverage — if not conducted under strict, professional standards — can be harmful to survivors in a multitude of ways. Between insensitive interviewing techniques, inaccurate reporting, personal biases and perceptions about gender and sexuality, and a lack of understanding of the legalities of criminal cases, journalists can unwittingly become part of the problem, re-traumatizing survivors and allowing perpetrators to escape prosecution. These challenges can often drive journalists to avoid reporting on GBV altogether, further compounding the problem by perpetuating a culture of impunity in which perpetrators are seldom held accountable. While effective journalism is often the result of years of experience and diligent practice, building upon internationally-accepted ethical principles and approaches minimizes the potential for harm.</p> <p>Reporting during a humanitarian crisis poses even more difficulties as women and girls are often more at risk to different protection concerns. As such, the GBVPR team is seeking the services of an individual consultant to lead the design and execution of two training programmes on Responsible Reporting on GBV to media personnel both in the Koshi and Sudurpaschim provinces both in a humanitarian setting and beyond.</p>
Scope of work:	The primary task of the consultant will be to design and deliver two training programmes - one in each province - to select journalists and

<p><i>(Description of services, activities, or outputs)</i></p>	<p>reporters covering a range of gender related topics to sensitize them on gender-sensitive and ethical reporting of GBV.</p> <p>In order to do this, the individual consultant will need to</p> <ol style="list-style-type: none"> <li>1. Localize and develop a training manual based on UNFPA global and regional content and best practices; media code of conduct for preventing and eliminating violence and harassment in accordance with ILO Convention No.190 (C 190); also bringing in elements of reporting in a humanitarian context <i>(30% of the fee to be paid upon completion of this deliverable 1)</i></li> <li>2. Convene at least 20 select media personnel from the two provinces for the training.</li> <li>3. Facilitate and lead a 3-day training programme in each province <i>(50% of the fees to be paid upon completion of this deliverable 2 and 3).</i></li> <li>4. Ensure at least 5 articles are placed in the media by the trained media personnel in the two provinces (2023)</li> <li>5. Collate the notes taken in each training programme along with the media clippings into a comprehensive narrative report with recommendations for UNFPA engagement with media. <i>(20% of the fees to be paid upon completion of this deliverable 4 and 5).</i></li> </ol>
<p>Duration and working schedule:</p>	<p>20 working days between 1 August to 30 September 2023.</p>
<p>Place where services are to be delivered:</p>	<p>Services will be delivered at UNFPA CO and Provincial Offices in Biratnagar and Dhangadhi.</p>
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>The files will be submitted via email. The hard copy of the final deliverables incorporating all UNFPA inputs shall be submitted to the UNFPA team no later than 30 September 2023.</p> <ol style="list-style-type: none"> <li>1. Finalized training content – complete with facilitators notes.</li> <li>2. Finalized training report and recommendations.</li> </ol>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<ol style="list-style-type: none"> <li>1. Introductory meeting with the GBV PR and Humanitarian team in Kathmandu and the provincial offices in Sudurpaschim and Koshi – by 5 August 2023.</li> <li>2. First draft of the training content; list of participants – by 10 August 2023.</li> <li>3. Consultative meeting with UNFPA and ILO to finalize the content – by 15 August 2023.</li> <li>4. Finalized training content incorporating inputs from UNFPA – 20 August 2023.</li> <li>5. Execution of training in Koshi and Sudurpaschim province – by 10 September 2023.</li> <li>6. Training report including recommendations for UNFPA to strengthen collaboration with the media on responsible reporting on GBV.</li> </ol>
<p>Supervisory arrangements:</p>	<p>The consultant will report to the GBV Programme Specialist and closely coordinate with the Communication and Knowledge Management Specialist.</p>
<p>Expected travel:</p>	<p>The consultant is expected to undertake field missions to the Koshi and Sudurpaschim Provinces in consultation with the GBV Program Specialist.</p>

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<ul style="list-style-type: none"> <li>● Master's Degree in a related subject</li> <li>● At least 5 years proven experience in conducting similar training programmes in Nepal on sensitive topics such as gender, gender-based violence and harmful practices</li> <li>● Technical knowledge on the subject area</li> <li>● Preferably have a media background with solid media relations at a federal, provincial and local level</li> <li>● Have the ability to understand the sensitivity around topics, keeping in mind the diverse cultures and religious beliefs in the two provinces.</li> <li>● Excellent facilitation and report writing skills</li> </ul>		
<p>Working conditions:</p>	Admin. requirements		
	<b>Location:</b>	<b>Office space required:</b>	<b>Others:</b>
	Kathmandu	No	Travel and DSA
	IT requirements		
	<b>Desktop required:</b>	<b>Email access:</b>	<b>Others:</b>
	No	No	
<p>Other relevant information or special conditions, if any:</p>			
<p>Signature of Requesting Officer in Hiring Office: - Sachchi Karki and Kenosha Kumaresan</p> <p>Date: 06 July 2023</p>			
<p>Signature of Deputy Representative of UNFPA: Dr. Bashir Najeeb</p> <p>Date</p>			
<p>Signature of UNFPA Representative: Won Young Hong</p> <p>Date:</p>			