

Terms of Reference (TOR) for Facilitation of GESI and PSEA Training for GNI Nepal Staff Members

1. **Background**

Good Neighbors International (GNI) is an international development and humanitarian organization dedicated to addressing the needs of neglected, vulnerable, and marginalized individuals, especially children, transcending barriers of race, nationality, religion, ideology, and geography. GNI operates in 50 countries worldwide, focusing on needy children.

Since 2002, GNI Nepal has been working in Nepal embracing a child-centered community development model that prioritizes the holistic development of children while enhancing their immediate surroundings. The organization's efforts encompass child protection, education, income generation, health services, water, sanitation, hygiene, disaster risk reduction/climate change adaptation, and advocacy programs. GNI Nepal serves marginalized, vulnerable, and deprived children, families, and communities across 19 districts. GNI Nepal's work is predominantly bottom-up, driven by local needs, and aims to create an environment where rural children and community members can lead quality lives.

As a well-established and value-driven organization, GNI Nepal aspires to reinforce GESI integration in program planning, implementation, and monitoring, while promoting a safe, respectful and inclusive environment. In pursuit of this goal, the organization plans to organize a 'GESI and PSEA Training' to foster a gender-sensitive culture by enhancing capacity and broadening understanding and awareness among its human resources.

The GESI and PSEA training is intended to be comprehensive, covering topics such as the GESI Transformative Approach, GESI Programming, PSEA, and the prevention of GBV. Additionally, we expect the training to facilitate a transformation in the attitudes and behaviors of staff members, enabling them to internalize the importance of GESI and effectively challenge harmful gender norms as change agents.

To conduct a three-day long 'GESI and PSEA Training,' we seek services from a qualified, experienced, and skilled facilitator with an in-depth understanding of gender equality, a historical perspective on social exclusion/inclusion, GESI analysis, power dynamics, and PSEA.

2. Objective of the Assignment

To boost a gender-friendly environment, promote gender-responsive programming and PSEA mechanism within the organization by enhancing the capacity and understanding of the staff members.

3. Scope of the Work

Facilitate training on Gender Equality and Social Inclusion encompassing aspects like:

- **Understanding GESI, GBV, PSEA Fundamentals:** Definitions, key concepts, and the importance of GESI, GBV prevention, and PSEA.
- **GESI Responsive Programming:** Tools, methods, and frameworks for GESI-responsive programming (planning, budgeting, implementing, monitoring, and evaluation).
- **PSEA Risk Assessment and Mitigation:** Identifying risks, vulnerabilities, and strategies (including referral and instrumental provisions) for effective risk mitigation.
- **Creating Inclusive Environments:** Best practices and policies for fostering inclusive workplaces and communities.
- **Inspiring GNI personnel to be role models:** By imparting insights to internalize each personnel's role in promoting PSEA and preventing GBV.

4. Date, Time, and Location

Date: 7th to 9th August 2024

Duration: 3 days

Location: Kathmandu Valley (The venue is yet to be determined)

5. Deliverable

The trainer/facilitator is anticipated to deliver

- Training concept/methodology details/module
- Facilitate training in a participatory way (using fewer PPTs and applying other more dynamic methods like games, role-play, illustrations, video, etc.)
- Provide training completion report annexing training materials

6. Responsibility of GNI Nepal

- Allocate a focal person to liaison with the consultant
- Induct on GNI interviews to help the consultant comprehend the nature of the work to design the training plan/content
- Provide input on the concept, training methodology, and schedule
- Make the payment upon the completion of the assigned task

7. Remuneration and Cost Allocation

For the tasks mentioned, the applicant will propose a financial plan, excluding tax, with a maximum limit of NPR 200,000.

8. Mode of Payment

The payment mode shall be in a cheque. The TDS will be deducted and deposited on behalf of the facilitator to the concerned tax offices as per prevailing government rules.

9. Qualification of Consultant

The trainer or trainers must hold at least a master's degree in gender, social science, or related fields, and have a minimum of 10 years of experience in developing training modules and delivering training on topics related to Gender Equality and Social Inclusion (GESI) and Protection from Sexual Exploitation and Abuse (PSEA).

10. Required Documents

- In the case of individual applicants, resume/CV outlining relevant experience and work reference (Note: The applicants are permitted to propose additional human resources for delivering each topic (GESI and PSEA) separately).
- In the case of the applicant firm, an organizational profile with CVs of trainers is mandatory. The selected firm must deploy only those individuals whose CVs are proposed.
- An expression of interest for the assignment, accompanied by more than two samples of previous work.
- An elaborate proposal, including a description of the delivery method, content, and schedule, along with a financial proposal within the specified limits and/or VAT registration.
- For firms/companies latest tax clearance certificate and company registration is mandatory.

Interested consultants/firms can submit an EOI including the required documents to eoig@gninepal.org mentioning "**EOI for GESI and PSEA Training Facilitation**" in the subject line. The application closes on 24th July 2024.

All employees and consultants must adhere to GNI Nepal's code of conduct, specifically the provisions related to child safeguarding, and Protection from Sexual Exploitation and Abuse (PSEA). Any instances of misconduct will be promptly investigated and addressed following our protocols.

GNI Nepal reserves all rights to make the final decision regarding selecting the consultants/firms without any obligations.