

ADDRESSING SEXUAL- AND GENDER-BASED VIOLENCE IN BHUTAN THROUGH A MULTI-SECTORAL APPROACH

TERMS OF REFERENCE | CONSULTANT FOR CONDUCTING A PROOF-OF-CONCEPT STUDY ON
ADDRESSING SGBV IN BHUTAN

Background

Respect, Educate, Nurture and Empower Women (RENEW) is a registered non-governmental organization that was first founded in 2004 by Her Majesty the Queen Mother Ashi Sangay Choden Wangchuck.

As a collaborative partner of the International Planned Parenthood Federation (IPPF) and with support from government and international donors, RENEW works to address sexual- and gender-based violence (SGBV) including domestic violence and child protection in Bhutan and provides numerous services under the broad categories of counselling, legal aid, shelter homes, advocacy and awareness campaigns, emergency medical aid, educational scholarships and SRH services.

Project Overview

In the recent past, RENEW's work included a multi-phase project, funded by Australian Aid. Phase 1 of the project was titled "Community-led Mechanism to Address Gender Based Violence and Integrate Comprehensive Sexuality Education in Institutions" and began in 2018 and ended in May 2021.

Subsequently in June 2021, Phase 2 of the project titled "Addressing Gender Based Violence in Bhutan through a Multi-Sectoral Approach" was initiated to build on the learnings and gains from Phase 1, expand the range of interventions, and widen the geographical scope of the project. The project is ongoing until June 2024.

The project adapts innovative approaches to the Bhutanese context to address the challenges in addressing SGBV that Bhutan has faced over the years, such as:

- Poor collaboration among relevant stakeholders to align existing GE/SGBV efforts and resources.
- Limited capacities on gender-responsive approaches to addressing SGBV among service providers and stakeholders
- Limitations in capacity, reach, and/or funding to target Gender Equality (GE) and address SGBV.
- Lack of incentives to work on GE and address SGBV

To address these challenges, the project functions on two parallel tracks, namely the provision of services to survivors of violence and the creation of an enabling environment to address the issue of SGBV. The various components of these two tracks are described in Figure 1.

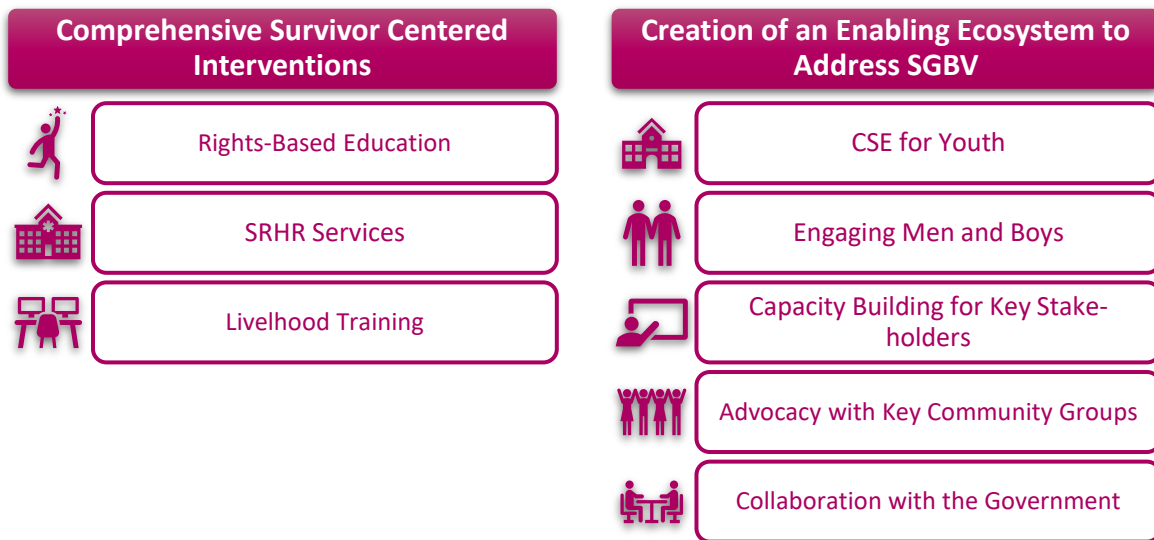


Figure 1: Description of the Project Approach

As part of track 1, (the delivery of services to survivors of violence), the program intervention is based on a prevention-to-care model of addressing SGBV which sought to:

- **Deliver rights-based education on SRHR topics** to equip people, especially survivors of violence, with the knowledge, skills, and efficacy to promote gender equality and dignity, awareness of sexual and reproductive rights, and freedom from discrimination, and SGBV.
- **Provide quality sexual and reproductive health care** through existing service delivery points and strengthen existing SGBV response mechanisms at the community level¹ to prevent and mitigate the instances of SGBV.
- **Offer livelihood trainings and access to economic opportunities** to enable financial independence amongst survivors of sexual- and gender- based violence.

As part of the track 2, the project deploys an innovative two-prong strategy to engage with men and boys to advocate to end SGBV and change norms around it. As part of this effort, the project works to

- **Collaborate with traditionally masculine social groups** such as taxi unions and biker groups to sensitise the community and spread the message amongst other men through peer education.
- **Engage religious leaders in a discourse on gender equality, inclusion and SGBV** to enable the clergy to take positive messages on mitigating SGBV to the communities through sermons.

¹ Since 2005, the Community Based Support System (CBSS) has been functioning to address domestic violence and instances of SGBV at the community level. The CBSS is a network of active volunteers across Bhutan and is anchored by RENEW. Recently, the CBSS has been inter-linked with the Multi-Sectoral Task Force (MSTF), which functions at the district level under the supervision of the Ministry of Health. Covering all 20 districts of Bhutan, the CBSS-MSTF network plays an important role in addressing SGBV in the country.

Description of the Consultancy

The intervention model assumes that providing these three services to survivors of SGBV makes for a more robust and comprehensive means of addressing the incidence of sexual- and gender-based violence in Bhutan. The first purpose of this consultancy is to conduct a **proof-of-concept study to test this assumption, i.e., by exploring the value and impact of the prevention-to-care paradigm comprising the three above mentioned services in addressing SGBV.**

Second, the consultancy will also look to **capture the attitudes of faith-based leaders towards gender equality and SGBV, and the role that they play in addressing SGBV within the community.**

Objectives

The aim of this study to explore whether a combination of three intervention constitute as an effective GBV response mechanism. Therefore, the specific objectives are as follows

- To explore the dimensions of women's empowerment including agency and self-efficacy as a combined impact of three program interventions.
- To unearth the pathways between women's empowerment and reduced SGBV incidence.
- To understand the attitudes held by faith-based leaders on gender equality and SGBV, and the role they play in creating an ecosystem that contributes to addressing SGBV
- To prepare evidence-based recommendations for scale and replicability based on the project model.

Proposed Methodology

The final study methodology will be finalised based on discussions with the consultant as well as the RENEW PMU team. An indicative study methodology is as follows.

Study Design

The study will be designed as a longitudinal cohort study to examine the hypothesis. We expect the deployment of a mixed methods approach, where both quantitative and qualitative data will be collected and analysed to gauge the study objectives. The study has two parts:

1. **A longitudinal cohort study** with SGBV survivors to explore whether there is a positive impact of rights education, SRHR services, and livelihood trainings combined on women's empowerment, and whether there is a relationship between women's empowerment interventions and the reduced risk of SGBV incidence.
2. **Qualitative KAP research** with faith-based leaders to uncover their understanding of gender quality, gender norms, power dynamics and SGBV, and their role in addressing these issues within the community, with a view to designing interventions based on the findings.

Inclusion Criteria

The study will consider survivors of SGBV who are currently at, or have lived at the Gawailing Happy Home², and have been participants in the three interventions considered a part of comprehensive

² The Gawailing Happy Home is a shelter home run by RENEW for women, adolescents and youth who are survivors of sexual- and gender-based violence. An individual may stay for up to six months, but in some cases may remain longer if there are no other secure or suitable alternatives. The Happy Home offers counselling, legal aid, emergency medical aid, crisis intervention, and livelihood training amongst other services for everyone.

service delivery – rights-based education, SRHR services including SGBV services, and livelihoods and entrepreneurship training.

Target Respondents

- SGBV survivors come to happy home in Bhutan
- Faith-based leaders

Study Design Flow

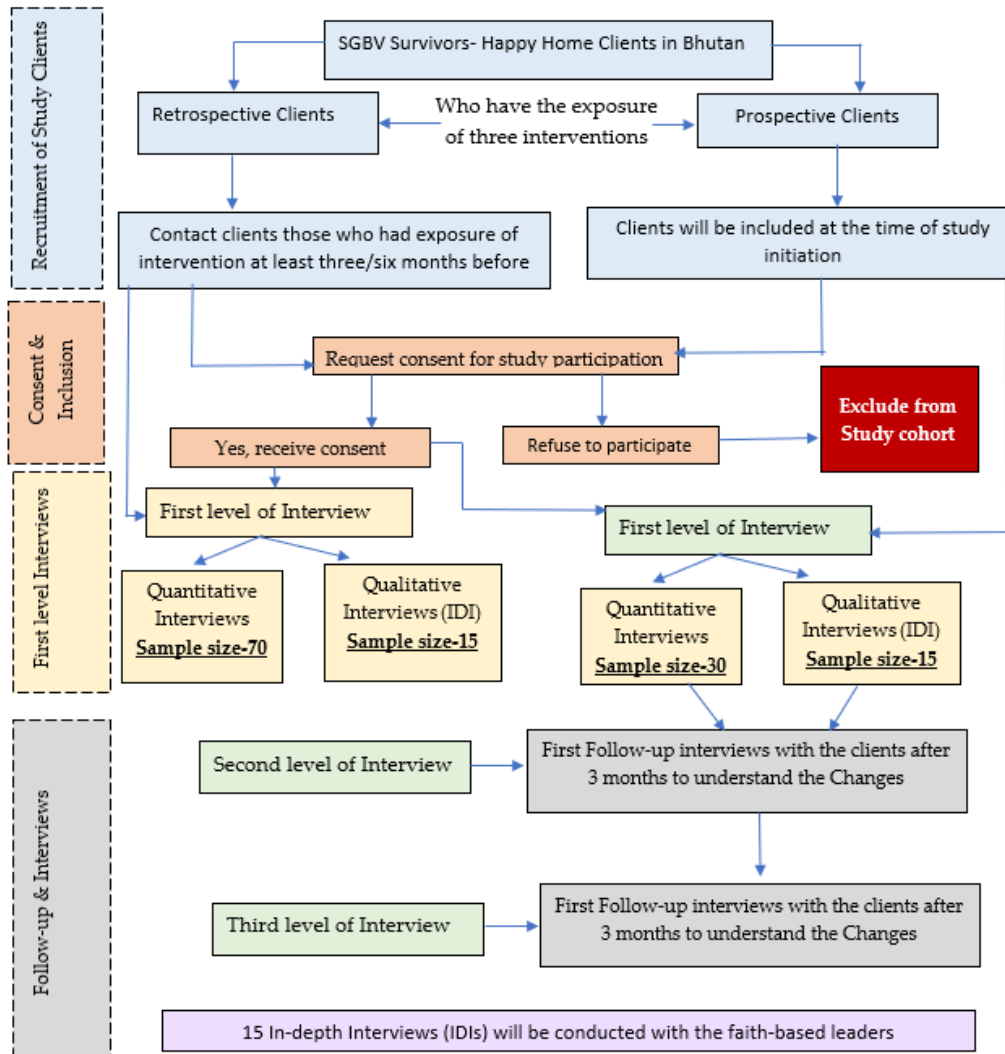


Figure 2: Study Design and Flow

Consultant’s Scope of Work

The consultant will be required to:

- Identify the key indicators of the model’s success based on the study framework (attached as an annexure) as well as in consultation with the RENEW-SARO PMU
- Recruitment or provide the required number of high-quality investigators for both quantitative interviews and qualitative research, especially those well versed with the local language. As well as training and onboarding these team members.

- Collect and analyse quality quantitative and qualitative data that will enable the team to understand the impacts and pain points of the prevention-to-care paradigm as it is currently implemented.
- Ensuring data quality at the highest level through effective supervision and monitoring
- Data entry and transcriptions, translation (where relevant), cleaning, coding, and data validation
- Work with the RENEW-SARO PMU to develop a report detailing the findings of the study and make recommendations for further action

Deliverables

The main deliverables of the consultancy³ are as follows:

1. **An inception report:** which will
 - a. **review existing data on the program at an organisational level** to detail the program structure and identify the key areas of work that the study will consider as part of the evaluation process.
 - b. describe the **conceptual framework** based on secondary data that will be used to justify the study, as well as the **detailed methodology** for its implementation.
 - c. contain a **focussed results framework** with key outputs and outcomes that will be measured
 - d. detail a **work plan** for consultancy, indicating the phases from tool development, their key deliverables, and milestones.

The study design and methodology must be discussed and finalised in consultation with the RENEW-SARO PMU team.

2. **A detailed IRB Protocol**, which includes the study design, consent/assent forms, subject to comments and inputs from both the RENEW and SARO teams. Please note that RENEW will make the submission to the IRB as the Primary Investigator/Lead Organization and the consultant will only be responsible for developing the protocol and other documents needed to make a successful application.
3. **Suitable data collection tool/s** for collecting both quantitative and qualitative data based on the approved study design. Further, the consultant/s will be responsible for the translation of the tool into Dzongkha or Hindi. The finalisation of these tools will be subject to comments and inputs from both the RENEW and SARO teams.
4. **Recruitment plan** and details of participants who meet the inclusion criteria, collated, and recorded, along with unique identifiers allocated.
5. **Data folder** consisting of the
 - a. Audio recordings of interviews
 - b. The transcribed interviews
 - c. Translated interviews
6. **Analysis tables** which will be reviewed by the RENEW and SARO teams as well as a **thematic analysis structure and a coding matrix** for the analysis of qualitative data.
7. **Final report** capturing the key findings and recommendations from the study.

³ Please note that each of these deliverables are applicable to both studies – i.e., the consultant will have to develop one inception report for the Proof-of-Concept study and one report for the study with faith-based leaders, and so on.

Role of IPPF and RENEW

The South Asia Regional Office of the International Planned Parenthood Federation will be responsible for:

- Developing and signing the contract with the selected consultant/s based on mutually agreeable terms.
- Approving the implementation plan and timeline in collaboration with RENEW.
- Providing feedback on the IRB protocol including comments on the study design, methodology, consent/assent forms, study tools and guides.
- Providing feedback on all analysis tables, coding frameworks, and final reports.
- Supporting the training of investigators and supervision of data collection and quality from time to time.
- Disbursing payments within 30 days of a completed invoice being submitted to the team.

RENEW will be responsible for

- Providing a full list of participants who meet the inclusion criteria, including contact details and connecting the research team with key stakeholders where relevant
- Applying for IRB approval based on standard protocol in-country and ensuring that IRB approval is received.
- Facilitating and organising field visits where applicable. (Please note that the cost of these visits must be built into the Consultant/s' financial proposal.)
- Supporting the training of investigators and supervision of data collection and quality from time to time.
- Providing feedback on all analysis tables, coding frameworks, and final reports.

Required Experience

The consultant(s) assigned to the job should ideally have:

- Demonstrated knowledge of current evaluation theory and practice,
- Extensive experience (5+ years) in conducting evaluations (preferably in development projects) and a proven record delivering professional results.
- At least a Post-graduate degree (M.Sc., M.A.) in the Social Sciences
- Excellent writing and communication skills; strong skills in research, analysis, logical thinking, and synthesis of findings.
- Knowledge of SGBV programs and delivery, and, preferably, in the South Asian context, and/or a familiarity with concepts such as gender and sexual and gender-based violence.
- Fluency in English is a must and proficiency in Dzongkha or Hindi is an asset.

The consultant(s) with some or most of these qualifications are encouraged to apply.

Period of Assignment

The total duration of the assignment is expected to be from December 01st, 2022 – September 30th, 2023.

Duty Station

The Consultancy will preferably be based in South Asia, with a willingness to travel to Bhutan as needed for the duration of this evaluation. They will report jointly to the Senior Technical Advisor – OLE, and the Technical Advisor – Youth and Adolescent Services, based at IPPF SARO. They will be responsible for working closely with the Project Management Unit, CSE-GBV Project, RENEW, to ensure that the evaluation takes place according to the ToR and field activities are completed on time.

Application Details

This call for expression of interest is open to:

- International individual consultants interested in the role, OR
- Evaluation consultancy firms or teams of consultants already organized under the leadership of an evaluator.

The selection of the consultant (or team of consultants) will be based on the qualifications and experience of potential candidates as described in their expression of interest (EoI) for the assignment.

To apply, interested candidates are requested to email saro-recruitment@ippf.org with “Application – PoC Study – CSE-GBV Project” in the subject line, along with:

- **An Expression of Interest (3 pages maximum)** indicating:
 - The consultant’s/group’s suitability for the assignment and relevant previous work, including a description of their knowledge of the specific subject area and the experience in evaluation.
 - Brief approach, workplan, and timeline
 - A detailed list of team members involved (if relevant) as well as their qualifications. This list must include proposed field investigators as well, if relevant.
- **A Financial proposal**, with details of the daily rate for the evaluation work as well as any other potential cost and a breakdown of working days according to the expected deliverables. The financial proposal should reflect the person/ activity being budgeted, time envisaged, per unit rate, subtotals, and total. Also, indicate if the service tax or GST (as applicable) has been included or not.
- **2 references** who can support the statement of knowledge, skills, and experience

Organizations with prior experience of working on such studies will have an advantage.

Applications that are submitted before the **5th of December 2022 will be considered**. Any queries with respect to the ToR can be asked before the 21st of November, 2022, and can be directed to ssridhar@ippf.org, with a copy marked to ADas@ippf.org.

Annexure 1: Proof of Concept | Study Framework

PROOF OF CONCEPT FRAMEWORK

