

# TERMS OF REFERENCE FOR A CONSULTANCY TO CONDUCT A STUDY ON THE SOCIAL NORMS AND VALUES THAT SUPPORT NON-VIOLENCE PRACTICES AGAINST WOMEN AND CHILDREN IN TANZANIA

## **Background**

The United Nations Population Fund (UNFPA) is the United Nations sexual and reproductive health agency. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's mandate is grounded in and fully aligned with the Programme of Action of the International Conference on Population and Development and the Sustainable Development Agenda 2030. UNFPA has committed to the realization of three transformative results by 2030: End unmet need for family planning; End preventable maternal deaths and End gender-based violence and harmful practices.

The United Nations Children's Fund (UNICEF) works to save children's lives, to defend their rights, and to help them fulfil their potential, from early childhood through to adolescence.

In partnership with the Ministry of Health, Community Development, Gender, Elderly and Children and with support from IRISH AID, UNFPA and UNICEF are implementing a joint project that is responding to the priorities of the National Plan of Action to End Violence Against Women and Children (NPA-VAWC) 2017/18 – 2021/22 by targeting two specific intervention areas that have been identified as priorities under the NPA-VAWC, that is, *Thematic Area 2: Norms and Values* and *Thematic Area 5: Implementation and Enforcement of Laws*.

The project is looking at the existence of social-cultural norms, values and practices that have delivered attitudinal, gender norms and behavioral change in supporting non violence against women and children; and with respect to the implementation and enforcement of laws, the project is aimed at identifying where are the capacity needs and gaps in responding to VAWC cases; and what can be done to enhance the accountability of the legal system to effectively respond to VAWC

The major expected outcomes of the project are to:

- Promote norms and values that empowers women and children and support non-violence practices; and
- Improve access and protection of women and children through the legal system.

The project is focused on the regions of Mara, Manyara, Dodoma, Kigoma, Mbeya, Tanga, and Mwanza in mainland and in Zanzibar.

## **Purpose of the consultancy**

In line with the goals of the project, UNFPA is seeking the services of a consultancy firm to collect and analyze data that will help UNFPA, UNICEF, IRISH AID and the government to enhance the performance of the mentioned regions in planning and programming to address VAWC through social-cultural norms change and legal protection.

## **Objectives of the Desk Review and Targeted Study**

Specifically, the study will as follows undertake the following phases

### *(1) Desk review (Global and Country)*

- Identify existing (mapping) gender stereotypes, social-cultural norms, values, and practices that disempower women and girls and negatively influence VAWC behaviors;
- Identify effective, replicable models for legal protection and access to justice.

## *(2) Targeted Study ( 7 Regions and Zanzibar)*

- Assess gender transformative initiatives that have led to positive change in social norms, values and behaviors that support non-violence practices against women and children.

### **Scope of Work**

The consultancy firm is expected to:

1. Conduct a Desk review on existing, global evidence to identify effective interventions that lead to gender transformative shifts and changes in social-cultural norms, values, and practices that prevent VAWC.
2. Assess, as a priority, existing interventions in the selected geographical focus which includes, but is not limited to, life skills based programmes that seek to empower girls and women with effective assets and agency as well as community mobilization, engagement with men, boys, traditional and religious leaders, and social and behavior change programmes to address the underlying social-cultural norms, values, and practices that lead to VAWC. The assessment will also look at interventions to increase access to formal systems of legal protection and justice, such as police gender and children's desks, which are now responding to harmful practices of FGM, child marriage and gender based violence and violence against children generally.
3. Identify methodologies and tools for rigorous measurement of gender transformative shifts and changes in social-cultural norms, values and practices that prevent VAWC, using qualitative methods.
4. Provide concrete suggestions on how interventions that have been found effective can be documented and standardized in such a way that they can be successfully replicated and brought to scale by duty bearers such as Social Welfare Officers and Community Development Officers, while ensuring that their quality is retained.
5. Ensure that the assessment integrates interventions that leverage on innovation, e.g. by engaging with non-traditional actors and using technology to ensure no one is left behind.
6. The consultant is expected to ensure the report adapts global evidence and localizes this through research, to highlight the urgency of ending harmful practices by highlighting the intersections of gender discrimination and climate change and population growth.
7. Finally, the consultant is expected to present findings at a stakeholder's meeting with government and partners implementing programmes to address VAWC

### **Outputs/ deliverables**

1. Inception report submitted two weeks prior to start of field work outlining research methodology (data collection plan and tools), and timelines
2. Desk review and mapping report.
3. Draft report with data analysis, mapping, discussion and recommendations for review by the advisory/technical committee.
4. Presentation of materials with key findings and recommendations.
5. Final reports with all qualitative components and tools included.

The inception report and all draft and final documents must be submitted in English.

### **Time frame**

The consultancy is expected to last 60 days from the start of the consultancy, which should begin in/or around 1<sup>st</sup> July 2019. Deliverables (based on the requirements outlined above) are expected not later than 30<sup>th</sup> September 2019.

<b>Task</b>	<b>Deliverable</b>	<b>Timeline</b>
Submit an inception report which will detail the plan for the consultancy	Inception report	01 – 05 July, 2019
Technical meeting to kick off the assignment	Key meeting decision points	08 – 12 July, 2019
Fast track research clearance	Research clearance	15 – 19 July, 2019
Desk Review and Mapping	Mapping/ Desk Review reports	22 July – 02 August, 2019
Data collection in 7 regions including Zanzibar	Progress Report on Field Work	05 – 23 August, 2019
Submit draft report with data analysis, discussion and recommendations for the review by technical committee	Draft Study report	26 – 30 August, 2019
Stakeholders validation meeting	Draft report and power point presentations	02 – 06 September, 2019
Submit final reports with all qualitative components, power point presentations and other tools to the technical committee	Final Study report	23 – 25 September, 2019
Submit complete Dataset in Excel Format	Dataset (CD/Flash drive) Soft copy Final Study report 2 Hard copies of Final Study Report	30 September 2019

### **Consultants' Qualifications**

The qualified firm should have team members with the following demonstrated experience, knowledge and competencies that include a team leader with the following qualifications:

#### *Team Leader:*

- A Doctorate (PhD) in sociology, education, development studies correlated fields, with ethnographic background as an added advantage;
- Demonstrated experience in designing and conducting desk reviews, research studies, baseline surveys, evaluations, involving qualitative and quantitative components or similar research;
- Demonstrated experience in:
  - Conducting similar studies in the past 5 years
  - using and analyzing demographic and other quantitative data and indicators in particular DHS/MICS data
  - policy analysis
  - assessing/mapping provision of information/services

- Extensive knowledge on violence against women and children, child marriage, FGM and issues related to socio-cultural norms and values, Sexual and Reproductive Health and Rights of young people, including determinants of teenage pregnancy.
- Experience in analytic report writing.
- A minimum of 10 years of relevant work experience.
- Ability to lead a team, in carrying out work of high quality.
- Strong analytical skills and strategic thinking.
- Ability to work independently.
- Professionalism in performing work.
- Effective communication, organizational and management skills.
- Adherence to schedules and deadlines.
- Efficiency, accuracy, and high productivity.
- Fluency in English with Kiswahili as an added advantage (preferably partnering with a local firm with good spoken Swahili)

#### *Team Members*

- Master's degree in a relevant social science, health, education, development studies correlated fields;
- Demonstrated experience in designing and conducting desk reviews, research studies, baseline surveys, evaluations, involving quantitative and qualitative components or similar research;
- Demonstrated experience in:
  - using and analyzing demographic and other quantitative data and indicators in particular DHS/MICS data;
  - policy analysis;
  - assessing/mapping provision of information/services;
  - designing and conducting key informant/in-depth interviews.
- Extensive knowledge on violence against women and children, child marriage, FGM and issues related to socio-cultural norms and values, Sexual and Reproductive Health and Rights of young people, including determinants of teenage pregnancy.
- Experience in analytic report writing.
- A minimum of 5 years of relevant work experience.
- Solid team player in carrying out joint work of high quality.
- Strong analytical skills and strategic thinking.
- Ability to work independently.
- Professionalism in performing work.
- Effective communication, organizational and management skills.
- Adherence to schedules and deadlines.
- Efficiency, accuracy, and high productivity.
- Fluency in English with Kiswahili as an added advantage.