



TERMS OF REFERENCE

FOR PREPARATION OF THE NATIONAL GUIDELINES FOR THE PROVISION OF PSYCHOSOCIAL SUPPORT TO SURVIVORS OF VIOLENCE AGAINST WOMEN AND CHILDREN IN ZANZIBAR

1.0 Background

Zanzibar is a semi-autonomous part of the United Republic of Tanzania, made up of two main islands namely Unguja and Pemba and a number of smaller inhabited and non-inhabited islets. According to the 2012 population census, Zanzibar is projected to have 1.5 million inhabitants with a population growth rate of 2.8 percent. Administratively Zanzibar has its own government commonly referred to as The Revolutionary Government of Zanzibar. It is headed by the President of Zanzibar and Chairman of the Revolutionary Council. It has its own cabinet of Ministers, together with a legislative assembly known as the Zanzibar House of Representatives.

For over a decade, the United Nations Population Fund (UNFPA) Tanzania Country Office has been contributing to the country's efforts to advance universal access to sexual and reproductive health, realized reproductive rights, and reduced maternal mortality to accelerate progress on the International Conference on Population and Development agenda, to improve the lives of adolescents, youth and women, enabled by population dynamics, human rights, and gender equality aiming to deliver a world where every pregnancy is wanted, every birth is safe, and every young person's potential is fulfilled.

In pursuing this UNFPA has been supporting the Government of Zanzibar to produce periodic reports on the implementation of CEDAW; to assess and review gender discriminative laws and build community structures to fight gender based violence. Also in increasing public awareness on gender based violence through media, and to improve the community involvement in the fight against gender based violence by involving faith leaders among other things.

On the Other hand the Revolutionary government of Zanzibar has developed policies, guidelines, regulations, plans and enact several laws to strengthen the fight against Gender Based Violence and violence against Children. These include among others: The Zanzibar Constitution of 1984, Zanzibar Children's Act (2011); the Penal Act, No.6 (2018); the Criminal Procedure Act, No.7(2018); Kadhi's Court Act 2017; Zanzibar Education Policy (2006); five year multi-sectoral strategy (2011-2016); the Zanzibar Gender Policy (2016); the Zanzibar Strategy for Growth and Poverty Reduction (MKUZA III), two years campaign to end violence against women and Children (2014 -2016); establishment of six one stop

centres in district hospitals; formulations of National Committee of Ministers and higher level officials to coordinate VAWC issues among others things, and recently the government developed and launched National Plan of Action against VAWC (2017 – 2022).

Despite of these efforts VAWC statistics are still bothersome. For instance 1 in 10 women has experienced sexual violence since the age of 15; the percentage of girls that have experienced violence from the age of 15 is 14; while 71 percent of boys and 62 percent of girls including adolescents have experienced physical abuse. Furthermore 3.5 percent of girls are married before the age of 15 and 18 percent are married before the age of 18. One third of women and men agree that wife beating is justified while less than half of women who ever experienced sexual or physical violence sought help to stop the violence.

While this happens, recent studies have found critical gaps in Zanzibar GBV response framework. Specifically in availability and access to appropriate psychosocial support services which are necessary in addressing trauma, isolation and stigmatization to GBV survivors. For instance although there is about six one stop centres in both Unguja and Pemba, the study in 2016 proved low utilization of the same among adult women, claiming substandard services. Most of these centres either lack or have inadequate number of counsellors, or qualified ones (counsellors). The situation is almost the same in other areas and centres that are responsible with provision of services to survivors including Police Gender Desks and health facilities. In most cases counselling and other psychosocial support services are not guaranteed, and not systematic to survivors as it often ends as a one time show. In some cases actors who serves GBV survivors have been found to contribute to stigmatization and traumatization of survivors instead of assisting them particularly the survivors who decide to make disclosure to non GBV specialists.

Families and other family institutions are not supported on the best ways of handling the situation and lacks the necessary guidelines on how they can be supportive to GBV survivors. It is against this background that UNFPA would like to Support the Ministry of Labour Empowerment Elders Women and Children to prepare the National guidelines that will provide minimum standards and procedures for duty bearers, service providers, and non GBV specialist in delivering appropriate psychosocial support to survivors of Violence against Women and Children (VAWC).

2.0 General Objective of the Consultancy

The overall objective of the consultancy is to support the Ministry of Labour Empowerment Elders Women and Children to prepare National Guidelines for the provision of psychosocial support services to VAWC survivors

2.1 Specific objectives are

1. To make a rapid assessment of psychosocial support services in Zanzibar with special emphasis on provision, utilization, providers of services, contexts, sustainability, availability, quality and referral pathways.

2. Conduct mapping of existing guidelines used in the provision of psychosocial services in Zanzibar by different stakeholders and its relevance.
3. To determine the level of knowledge among the providers of psychosocial support services, and their availability and accessibility in primary areas of the services.
4. To assess factors affecting provision of psychosocial support services in Zanzibar
5. To prepare the National Guidelines for the provision of Psychosocial Support services to GBV survivors among women, girls, boys and men, with comprehensive coverage of all service providers and potential clients.

3.0 Scope of Work

In pursuing this assignment UNFPA will recruit the Local Individual Consultant who will work closely with the International consultant, Gender Programme Analyst at UNFPA and Responsible officer at the Ministry of Labour Empowerment Elders Women and Children, Zanzibar.

. The scope of work is as follows:-

1. The local consultant will support the lead consultant in preparation of the inception report that shows an implementation plan and time frame of the tasks before the commencement of the actual assignment.
2. Assist the International consultant to conduct a desk review of relevant documents from the Ministry of Labour Empowerment Elders Women, UN Agencies and other stakeholders working in the area of VAWC in Zanzibar and Tanzania at large.
3. Work with International Consultant to conduct a rapid assessment of psycho-social support services in Zanzibar.
4. Support the mapping exercise of existing guidelines used in provision of psychosocial support services in Zanzibar by different stakeholders.
5. The consultant will work together with a local core team from MLEEWC and others if need arises to facilitate the execution of the assignment.
6. Closely work with International consultant to develop a National Psychosocial Guideline for sharing with stakeholders.
7. Co- facilitate two stakeholders meetings (in Unguja and Pemba) to share the draft guidelines and gather inputs from stakeholders.
8. Collaboratively work with lead consultant to incorporate the suggestion/recommendations and all relevant imputes emanated from the meeting.
9. Collaboratively ensure completion and submission of the final National Guideline and technical report to Principal Secretary MLEEWC in both hard and soft copies.
10. Facilitate the rollout of training on provision of counselling service to identified counsellors in Unguja and Pemba.

4.0 Approach

The local consultant is expected to work hand in hand with International consultant under principal supervision of the UNFPA Gender Programme Analyst and co-supervised Department of Planning Policy and research of the Ministry of Labour Empowerment Elders Women and Children to ensure comprehensive coverage of service providers and potential clients and adequate involvement of all key stakeholders in all important stages of the guide formulation. The consultant can also liaise with other UNFPA staff and any other partners as may be deemed necessary per the scope of work.

5.0 Expected Deliverables:

- Inception report with detailed timetable and milestone on activities planned to be undertaken for this assignment.
- Rapid evaluation report on the status of psychosocial support services to GBV survivors in Zanzibar with section on the available guidelines used for provision of psychosocial support.
- Technical report documenting the process of formulating National guidelines for the provision of Psychosocial support service in Zanzibar with recommendations on the best way of improving the service.
- The National Guidelines on provision of Psychosocial Support services to VAWC survivors in both soft and hard copy.
- Facilitations of trainings to identified stakeholders on psychosocial services including counselling.
- Disseminate the findings to the stakeholders in organized meetings

6.0 Execution and Implementation Modalities

The effective implementation of this assignment demands competent and experienced Consultant in the area of formulation of VAWC Psychosocial Support Services Guidelines.

The Local consultant is expected to provide full support to the International consultant in the whole processes of execution of the assignment. Further will supply the International consultant with local perspective on issues of concern and any other areas that would be considered necessary for the successful execution of the assignment. The Local consultant will work for 25 working days in the duration of 40 days to deliver the agreed results.

7.0 Qualification and Competency of a Consultant

- Applicant must hold at least a Master degree on Psychology, Gender or other related Social science field.

- Must have adequate knowledge, skills and experience on necessary psychosocial support services needed by VAWC survivors in both development and humanitarian settings. Understandings of Zanzibar Gender based Violence context is an added advantage
- Must have experience of not less than 5 years in preparation and development of national level documents. Experience in formulation of National Guidelines on provision of Psychosocial Support is an added advantage
- Ability and experience to interact with diverse stakeholders at different levels and
- Ability to prepare and facilitate trainings to non-professional participants
- Fluency in written and spoken English
- Excellent writing and communication skills.
- Knowledge on computer office packages is a must

8.0 Remuneration

The payment will be divided in three instalments:

- i. 40% upon acceptance of the inception reports by MLEEWC and UNFPA
- ii. 30% upon acceptance of the draft reports by MLEEWC and UNFPA
- iii. 30% upon completion of the assignment including acceptance of National Guidelines on Provision of psychosocial support services to VAWC survivors.

9.0 How to apply

The detailed Terms of Reference (TOR) in reference to this Local Individual Consultancy is posted on the UNFPA Tanzania Country Office Website accessible via URL <https://tanzania.unfpa.org/vacancies> . Interested Local Individual Consultants can send their application documents i.e CV and Cover letter to tanzania.info@unfpa.org. The deadline to submit the applications documents is **30th October 2018.**