

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

<p><b>Consultant:</b> Development of a Gender Sensitivity and SGBV (including prevention of sexual harassment) Prevention Module with a Focus on Behavior Change Communication for Transport Workers (bus owners, deport managers, bus drivers, and bus conductors)</p>	
<p><b>Hiring Office:</b></p>	<p>UNFPA Sri Lanka</p>
<p><b>Purpose of consultancy:</b></p>	<p>The UNFPA 10<sup>th</sup> Country Programme will contribute to the equitable enjoyment of sexual and reproductive rights of all Sri Lankans particularly among girls, women and young people. The fund works towards the achievement of Sustainable Development Goals (SDGs) and the International Conference on Population and Development (ICPD) agenda through three transformative goals to 1. End unmet need for family planning 2. End preventable maternal deaths and 3. End sexual and gender-based violence (SGBV) and harmful practices.</p> <p>Within this context, UNFPA Sri Lanka aims to tackle the issue of sexual harassment in public transport, an ongoing challenge globally and in Sri Lanka. Contributing factors include overcrowding, low levels of awareness, and insufficient bystander intervention, all of which must be addressed urgently. Public transport is crucial for the country's efficiency, with women facing significant barriers to utilizing transport due to frequent harassment, which impedes their participation in work and educational opportunities.</p> <p>The project aims to enhance prevention and support risk mitigation measures to ensure the safety of passengers in public transport. As such, the UNFPA Sri Lanka aims to hire an individual consultant to develop a comprehensive gender sensitivity and GBV prevention training module that addresses sexual harassment, empowering transport workers to prevent and respond to such incidents. The module will also focus on bystander intervention techniques to foster a culture of zero tolerance for harassment in public transport settings.</p>
<p><b>Scope of work:</b></p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>The consultant will undertake the following activities:</p> <ol style="list-style-type: none"> <li>1. <b>Develop a Gender Sensitivity and SGBV (including sexual harassment [SH]) Prevention Training Module:</b> Develop a training module on gender sensitivity and GBV and SH prevention tailored for transport workers, focusing on preventing sexual harassment and promoting respectful behavior. The module will also include bystander intervention strategies and practical guidance on how to address harassment in public transport settings, ensuring it is culturally appropriate and relevant to the Sri Lankan context.</li> <li>2. <b>Consult with Key Stakeholders:</b> Conduct small group consultations with relevant stakeholders (Ministry of Transport, Ministry of Women and Child Affairs, National Transport Commission, Ceylon Transport Board, Western Province Transport Authority, Department of Railways etc.) and UNFPA trainers that have conducted recent training for transport sector officials and crews among others to gather insights on the challenges and needs related to SGBV including SH prevention in public transport.</li> <li>3. <b>Conduct a Validation Workshop:</b> Organize a workshop to present the draft module to key stakeholders for review and feedback, incorporating recommendations as needed.</li> </ol>

	<p>4. <b>Submit the Finalized Training Module:</b> Based on feedback from the validation workshop, submit the finalized training module to UNFPA</p>
<b>Duration and working schedule:</b>	20 working days starting from May to June 2025
<b>Place where services are to be delivered:</b>	UNFPA Sri Lanka Office, Colombo.
<b>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</b>	<p>The key deliverables include:</p> <ol style="list-style-type: none"> <li>1. <b>Submission of Draft Training Module:</b> A draft training module on gender sensitivity, SGBV including SH prevention, and bystander intervention for transport sector officials and crews . – <b>50% of contract value</b></li> <li>2. <b>Presentation at Validation Workshop:</b> A presentation of the draft Training Module at an organized validation workshop to gather feedback from key stakeholders. – <b>25% of contract value</b></li> <li>3. <b>Submission of Finalized Training Module :</b> A finalized training module that incorporates stakeholder feedback. – <b>25% of contract value</b></li> </ol>
<b>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</b>	The Consultant will be expected to work remotely, with regular in-person meetings will be held at UNFPA's country office as required.
<b>Supervisory arrangements:</b>	Consultant would be expected to provide services under the direct supervision of the National Programme Analyst – Gender/GBV
<b>Expected travel:</b>	The Consultant will have to make her/his arrangements and bear the cost of attending meetings and consultations in Colombo. UNFPA will cover the cost of travelling and provide agency-approved Daily

	Subsistence Allowance (DSA) for meals and accommodation during the fieldwork outside Colombo if required.
<b>Required expertise, qualifications and competencies, including language requirements:</b>	<p><u>Education</u></p> <p>Advanced university degree in law, human rights, gender studies, social science or related fields.</p> <p><u>Work Experience</u></p> <p>At least 5 years of experience in developing training materials and modules on gender sensitivity, GBV prevention, or sexual harassment.</p> <p>Proven experience in designing and facilitating training sessions with a diverse audience</p> <p>Familiarity with Sri Lanka's public transport systems and legal frameworks is highly desirable.</p> <p><u>Language Skills</u></p> <p>Strong analytical, communication and writing skills.</p> <p>Fluency in English (required), proficiency in Sinhala and/or Tamil (desirable).</p>
<b>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</b>	The UNFPA Sri Lanka Office will provide the Consultant with the relevant programme documents, and other agreed support during the assignment. The consultant should bring their laptop and any other digital equipment which is required to complete the assigned task.
<b>Other relevant information or special conditions, if any:</b>	N/A