ENGAGING MEN AND BOYS THROUGH ACCOUNTABLE PRACTICES (EMAP) TRAINING

CALL FOR CONSULTANCY SERVICES

II. BACKGROUND AND SCOPE OF THE WORK

Violence against women and girls impacts individuals, communities and societies across the globe. A research released by WHO in 2013 indicated that almost one third (30%) of all women who have been in a relationship have experienced physical and/or sexual violence by their intimate partner. Globally as many as 38% of all murders of women are committed by intimate partners. In addition to intimate partner violence, globally 7% of women report having been sexually assaulted by someone other than a partner.

International Organization for Migration (IOM) recognizes the important role that men can play in preventing violence against women and girls (VAWG) and the importance of making them allies for women and girls. Therefore, IOM is planning to conduct Engaging men through accountable practices (EMAP) training in order to incorporate this new approach into its GBV programing.

Objectives:

By the end of the training, participants are expected to have the knowledge and practical skills necessary to:

- Successfully implement the 4 phases of EMAP and use the EMAP intervention tools for
- Understand and use Accountable Practices throughout the intervention
- Facilitate the EMAP curricula and respond to challenging situations that may arise during the intervention
- Prioritize the voices of women throughout the intervention

Scope and Focus:

The consultants are expected to focus on the following areas and ensure that trainees:

- Understand the EMAP Intervention including:
  - Why working with men is important?
  - Guiding Principles in working with men to end VAWG
  - Assumptions & parameters, goals of EMAP
  - The Women’s curriculum
  - The Men’s curriculum
  - The EMAP implementation phases
  - Monitoring tools
- Understand the EMAP Framework including:
  - Personal & relational accountability
  - Transformational change and learning
  - Accountable practice tools
d) Integrating women’s voices
   - Build Key Facilitation Skills to:
     i. Identify and address common resistance responses
     ii. Practice steps to addressing harm
     iii. Create supportive and accountable environments
   - Able to finalize support & supervisory structure:
   - Develop plan for building relationships with existing support services and responding to disclosures of violence.

Participants:
IOM and partner staff who will become EMAP facilitators and supervisor(s) are expected to participate in the training. Final selection of facilitators should be done after the training once a better understanding of their ability to address harmful norms has been assessed. The supervisor should determine this based on interactions and reflections throughout the training.

Process:
The training should cover the following content in a period of 8 days, however the consultants may modify the topics as s/he deem appropriate:

   - Understanding the EMAP intervention and framework (2 days)
     - Overview of phases
     - Accountable practice
     - Overview of curricula
     - Power and how we use it
     - Understanding VAWG
   - The EMAP Women & Men’s Curricula, Key Facilitator Skills (4 days)
     - Overall content and flow of curricula
     - How participants get from A-B
     - Modeling activities
     - Common resistance reactions;
     - Steps to addressing harm
     - Session planning
     - Facilitation skills
   - Teach back (1 days)
     - Practice planning a session
     - Facilitating sessions- participants practice
     - Integrating Women’s Inputs- practice
     - Giving and receiving feedback
   - Planning for implementation (1 day)
     - Plan for disclosures of violence
     - Finalize support and structures to ensure accountability
     - Plan for outreach to community
     - Curricula adaptation for local context as needed
II. SCOPE & DELIVERABLES

1. Train IOM and partner (anticipated activity supervisors, EMAP trainers and facilitators; specifically ensuring that participants;
   • Demonstrate an understanding of the EMAP intervention, the key challenges and guiding principles related to engaging men in humanitarian settings
   • Understand and are able to apply the key principles of Accountable Practice
   • Demonstrate skills in facilitating the EMAP curricula and in responding to challenging situations that may arise during the intervention
2. Develop the training program and topics prior to the training; working in consultation with IOM GBV team members
3. Write a training report that capture both process and content discussions, challenges and recommendations
4. Provide technical support remotely and in-country to provide technical support to address any challenges and ensure roll-out of the training by IOM and national partners
5. Conduct evaluation analysis of the impact of EMAP Training 6 months after it has happened

Anticipated duration and start date: 25th August-25th October 2018

20 days spread out over a period of 2 months

<table>
<thead>
<tr>
<th>Days</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Preparation</td>
</tr>
<tr>
<td>8</td>
<td>Training</td>
</tr>
<tr>
<td>2</td>
<td>Travel (for training and evaluation)</td>
</tr>
<tr>
<td>1</td>
<td>Training report</td>
</tr>
<tr>
<td>5</td>
<td>Remote technical support</td>
</tr>
</tbody>
</table>

Reporting to: Under the overall supervision of the GBV Specialist, WASH department

III. CONSULTANT SPECIFICATIONS

As per IRC’s EMAP Training Guide, it is recommended that the EMAP staff training is led by 2 trainers, 1 female and 1 male. This will allow trainers to model Accountable Practice for participants, as well as conduct same sex reflection groups throughout the training. The trainers should have experience in conducting such trainings and familiar with EMAP interventions. In addition, the trainer(s) should have:

1. **Understanding of VAWG**: The trainers should have an understanding of the root causes and contributing factors of VAWG in the context of her/his region.
2. **Training skills and knowledge**: The trainers should have strong skills and knowledge around training and facilitating learning – including how to create a learning environment, lead interactive and experiential learning and utilize challenging moments as learning opportunities.

3. **Commitment to being an ally to women and girls**: The trainers should be engaged in self-reflection work, have a strong understanding of her/his own power, privilege, and gender biases and its impact on her/his work.

4. **Experience co-training**: The trainers should have experience working in equal and accountable partnership with a co-trainer.

5. **Experience in working in a context similar to South Sudan and understanding of challenges facing GBV interventions will be appreciated.**

**Required:**
- Lead consultant degree level qualification in social science, psychology, social work or human rights
- Lead consultant minimum 5 years’ experience working with men to prevent GBV;
- Experience implementing and training on EMAP
- Demonstrated high level skills on evaluation and report writing;
- Excellent communication, analysis and report writing skills in English.

**Desirable:**
- Experience working on GBV prevention and response in humanitarian and post conflict settings
- Oral arabic language skills.

### IV. CONSULTANCY DETAILS

**Location:** Juba, South Sudan and remote

**Anticipated start date:** 25\(^{th}\) August 2018

### V. APPLICATIONS

IOM invites applications from individuals, firms or organizations with the required experience and skills. The applications should include the following:

1. A cover letter should include a brief profile of the consultancy firm or individual
2. An expression of interest explaining the deliverables, including details on the methods/approaches and including an itemised price proposal in USD.
3. Example of similar trainings, evaluations and analysis conducted by the consultant.

Interested candidates are required to submit the above documents to IOM Office in Juba or e-mail: vss@iom.int. Applications sent through email need to reflect the consultancy service in the subject line. Note: Incomplete applications will not be considered valid.

**Deadline for applications:** 6\(^{th}\) August 2018. Only short listed applicants will be contacted.
Posting period: 23rd July 2018 to 6th August 2018.