

Terms of Reference (ToR) for Training & Awareness on Human Rights, Women Rights, GBV, Rights & Responsibilities, and Linkages Development

Position Title: Resource Person/Trainer – Human Rights and GBV Awareness

Location: Chitral Lower

Number of Events: 3 events per Union Council (UC)

Duration: 1 day each

Direct Reporting to: Director Program, NIDA-Pakistan

Project: Restoring Social Services, and Climate Resilience

1. Background

The National Integrated Development Association, under the PPAF-funded Restoring the Social Services and Climate Resilience, promotes human rights and gender equality through community-based training and awareness sessions. This initiative seeks to raise awareness about human rights, women's rights, gender-based violence (GBV), and the rights and responsibilities of individuals within the community. Additionally, the project aims to develop linkages with local stakeholders and institutions to ensure better protection and access to justice for vulnerable groups, particularly women.

2. Purpose of the Assignment

The purpose of this assignment is to conduct a series of training sessions and awareness-raising events focused on:

- Basic human rights and responsibilities
- Women's rights and gender equality
- Prevention of gender-based violence (GBV)
- Developing linkages with local institutions (e.g., legal, social services) to facilitate community support and protection mechanisms

The aim is to empower participants with the knowledge and tools to advocate for their rights, prevent and respond to GBV, and foster stronger linkages between communities and service providers.

3. Key Responsibilities

The Resource Person/Trainer will be responsible for:

- **Training Delivery:** Per Union Council Drosh 1, design and deliver three interactive training and awareness-raising events. Each session will focus on human rights, women's rights, GBV, and the responsibilities of individuals in the community.

- **Developing Training Materials:** Preparing comprehensive training materials (presentations, handouts, case studies) tailored to the local context and needs of participants.
- **Community Engagement:** Facilitating discussions that encourage active participation, ensuring that community members feel confident in addressing issues related to rights, GBV, and gender equality.
- **Linkage Development:** Strengthening the linkages between communities and relevant institutions (legal, social, and health) by providing information and contacts for local services that can support human rights and GBV issues.
- **Monitoring & Feedback:** Gathering feedback from participants to assess the impact of the training and identify areas for further support or follow-up.

4. Expected Deliverables

- Training and awareness materials on human rights, women's rights, GBV, and linkages development.
- Three events per Union Council (UC) conducted on human rights and related topics.
- Final report detailing the outcomes of the training sessions, participant feedback, and recommendations for sustaining community engagement on human rights and GBV prevention.

5. Qualifications and Experience

The ideal candidate will have:

- A minimum of 5 years of experience in human rights advocacy, gender equality, or GBV prevention.
- Demonstrated experience in facilitating community-level training and capacity building.
- Strong understanding of local and national human rights frameworks, including women's rights and GBV laws.
- Excellent communication and interpersonal skills, with a focus on community engagement.
- Cultural sensitivity and knowledge of the local context, particularly regarding gender dynamics and vulnerable groups.

6. Duration and Location

The assignment will take place over 3 days in UC Drosh 1's selected Villages. Three training and awareness events will be conducted per Union Council.

7. Application Process

Interested candidates are requested to submit their CV, a brief proposal outlining their approach to community-based human rights and GBV training, and any relevant experience.

8. Coordinator of the assignment

Mr. Anwar Baig, Project Manager for the Restoration of Social Services and Climate Resilient (RSS&CR) project, will serve as the focal point for coordination, field planning, and all tasks related to this assignment.

8. Submission

All applications must be submitted by 10th-Nov-2024 to recruitment@nidapakistan.org

TORs can also be downloaded from www.nidapakistan.org