

TERMS OF REFERENCE

Training Consultant Required

**“TRAINING ON HUMAN RIGHTS AND GENDER SENSITIVE CASE MANAGEMENT” FOR POLICE
PERSONNEL**

Supported by

Norwegian Church Aid (NCA)

Implementing by

Khwendo Kor (KK)

CONTACT INFORMATION:

CONTACT PERSON

1. LAILA SHAHNAWAZ

Senior Program Manager

2. LUBNA HAYE

Advocacy Communication & Documentation Manager

ADDRESS

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hayelubnakk@gmail.com

WEBSITE www.khwendokor.org.pk

Please send your proposals, Course content and Plan along with your affiliated organization's profiles and CVs.

Deadline: **April 23, 2019**

1. Training Program

a. Introduction and Background

Khwendo Kor (KK) is a non-profit, non-government and non-partisan organization established in 1993 in response to a strong need expressed by women for a forum to address their issues. Now KK has grown to become one of the leading women's rights organizations in Pakistan.

Khwendo Kor is implementing its Gender Justice Program for Combating Gender Based Violence (GBV) since 2010 with support from NCA in order to reduce GBV and advocate on issues faced by survivors of GBV.

KK has planned a training to build the capacity of the Police personnel on "Human Rights, Women Rights, GBV Gender Base Violence, Responsive Policing and Gender Sensitive Case Management" so that they can better deal with GBV issues.

Objectives of the training

- To build the capacity of 20 Police personnel (at least 5 from Mansehra District and 15 from Peshawar, Both male and female).
- To sensitize 20 police officers to be more responsive to GBV and women cases.

b. **Duration:**02 days training

c. **Dates:** April 29,30, 2019. (Tentative)

d. **Venue:** Peshawar

e. **Language:** Urdu & English

f. **Content and module:** To be provided by the Consultant

The sessions and course content will cover the following topics

- Understanding Gender
- Human Rights
- Women Rights
- Case Management
- Gender issues and gender responsive Policing
- Tools /Laws protecting GBV survivors' issues

g. **Participants**

20 participants from Police Department

Following groups of participants will be train:

- Officers who are at response level in Police Stations.

h. **Methodology:**

The methodology of the course will be participatory and experiential.

i. **Required Expertise for the Consultant: (Male/Female)**

1. Consultant should have in-depth and strong knowledge regarding GBV issues and advocacy
2. Masters in Social Sciences
3. Proven knowledge of social & development sector particularly in the fields of capacity building and knowledge about local issues.
4. At least three years experience in delivering trainings and conducting training needs assessment
5. Expertise in development of training modules.
6. Fluency in English/Urdu and Pashto.

j. **Resource person's responsibility**

- 1-2 resource persons should simultaneously be available in all the sessions
- To deliver the training within time frame
- To conduct pre and post training assessment
- Provide training contents and module
- Training Report and Hand outs

- Action Plan of Police Officers

k. **Payment plan for both consultancies:**

- Upon the completion of training course 75% of the total payment
- Upon submission of final training report 25% of the total payment

l. **How to Apply**

The consultant should send the following documents to lailashahnawaz001@gmail.com and hayelubnakk@gmail.com before April 22, 2019. The applicant must send sealed hard copies of the documents to the following address:

Khwendo Kor, Head office, Faisal Town opposite Police Colony, Nasir Bagh road,
Peshawar.

1. CV
2. Proposal containing
 - Methodology/Interventions
 - Timeline
 - Schedule of deliverables
 - Financial proposal (lump sum)

