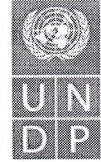




Canada



Empowered lives.
Resilient nations.

TERMS OF REFERENCE INDIVIDUAL CONSULTANT (IC)

A. POST DETAILS

Post Title: National Consultant to develop training module and provide ToT for project staffs on on-the-job mentoring provided to teachers in schools on gender and conflict-sensitive educational practices (psycho-social trauma, peace education, community cohesion etc.).

Agency/ Project Name: WGETES Project, RHDC

Period of Assignment/ Services: 30 days

Starting Date: As soon as possible

B. BACKGROUND:

Signing of the Chittagong Hill Tracts Peace Accord in 1997 was a major political achievement marking the end of a protracted low intensity conflict in the region. One of the key government strategies outlined in the 7th and 8th Five-Year Plans is to fully implement the provisions of the Peace Accord. The government also aims at implementing accelerated development activities in the region. Despite these good intentions, CHT still suffers from increased pressures on scarce resources including land, continued extreme poverty and lack of economic opportunities. Skills required to move from subsistence livelihood practices to a market economy are hindered by a clear lack of public policies and investments aimed at sustainable empowerment.

To continue the momentum of successes of the Promotion of Development and Confidence Building in CHT project (2003 – 2016), MoCHTA and UNDP, with assistance from a number of Development Partners, have undertaken a new project titled Strengthening Inclusive Development in CHT (SID-CHT 2017-26).

The main objective of SID-CHT project is “To strengthen the capacity of the population in the Chittagong Hill Tracts to shape and make decisions that impact on their lives” which will be achieved through the following five Outputs:

1. Strengthened community land, resource and livelihood management.
2. Increased participation and influence to shape decision-making.
3. Democratic governance strengthened with responsive institutions and effective services.
4. Empowerment of women and girls through education and skills.
5. Youth development through skills training and entrepreneurship.

The project will be implemented in all 26 Upazilas of CHT and 3 Upazilas of Cox's Bazar district namely Ukhia, Teknaf and Ramu. A total of 5,000 communities with 150,000 rural and urban households will be direct beneficiaries of the project including the extreme urban and rural poor and vulnerable groups.

UNDP in collaboration with MoCHTA is implementing Strengthening Inclusive Development in the Chittagong Hill Tracts (SID-CHT) to keep up the momentum of development process of the CHT. It



Canada



Empowered lives.
Resilient nations.

aims at strengthening community land, resource and livelihood management; increase participation and influence to shape decision-making; and strengthen democratic governance with responsive institutions and effective services. As part of the integrated endeavor of inclusive development of the CHT, Global Affairs Canada's support for "Strengthening Women's and Girls' Advancement Through Access to Education in the Chittagong Hill Tracts" is commendable for having impact on empowerment of women and girls in the region. As per the CHT Peace Accord, through LoA (Letter of Agreement), RHDC is implementing this project in association with SID-CHT, UNDP across the Rangamati hill district.

Teachers are a key component of any education system, and quality teaching is a prerequisite for success (Barber & Mourshed 2007; World Bank 2012). So, we should not underestimate both the need for and the role of education and teachers in promoting peace, building social cohesion and promoting nation-building and national identity inside and outside the classroom (Novelli 2016). This issue is particularly pertinent where violent conflict, civil wars and communal tensions are widespread.

Adolescents are a heterogeneous group with different and evolving needs, depending on their personal development stages and life circumstances. As they transition from childhood, through adolescence, into adulthood, all individuals must be prepared with the knowledge and skills they need to make use of the opportunities and to face the challenges they will encounter in the adult world. These efforts should contribute to building their sense of self-worth and to strengthening their links with the individuals and institutions in their communities. Meanwhile, adolescents need protection from harm on the one hand, and support to make independent decisions and act on them on the other. In this context, teachers can play a positive vital role in their educational institutions.

Therefore, taking consideration of this ground reality and context, Rangamati Hill District Council (RHDC) is planning to develop a user-friendly appropriate training module on-the-job mentoring on gender and conflict-sensitive educational practices (psycho-social trauma, peace education, community cohesion etc.) and provide ToT training to the project staffs and teachers of selected schools in the project areas.

C. OBJECTIVE OF THE ASSIGNMENT/SCOPE OF SERVICE

- I. Develop a user-friendly training module on-the-job mentoring on gender and conflict-sensitive educational practices for project staffs & selected teachers in the project associated schools.
- II. Conduct one batch ToT for project staffs & selected teachers (4 days).

The overall objective/ purpose of hiring the National Consultant is to develop a user-friendly training module on the-job mentoring on gender and conflict-sensitive educational practices and provide ToT for project staffs & selected teachers in the schools that directly engage with the project in CHT in consultation with all respective stakeholders and CHT institutions.

D. Expected Outputs:



Canada



Empowered lives.
Resilient nations.

- I. Detailed work plan with implementation guideline in consultation with Rangamati Hill District Council (RHDC);
- II. Conduct necessary meetings and consultation workshop with all respective stakeholders at community and district levels (if necessary);
- III. Produce a user-friendly training module with appropriate contents following all necessary & appropriate methodologies, tools and techniques for targeted multi-stakeholders i.e. project staffs, teachers etc.
- IV. Conduct 1 batch of ToT on the Module for resource groups (specially for project staffs and selected teachers) for future delivery of the training ;
- V. Final completion report with necessary attachments i.e. photographs, evaluation sheets, clear recommendations for future interventions etc.

E. EXPECTED OUTPUTS AND DELIVERABLES

To conduct these activities, the consultant, in close collaboration with WGETES Project, RHDC & UNDP, is expected to perform the following tasks:

- I. Submit an inception report summarizing the objectives, scope and outputs of the assignment, organization and methodology for achievement of the outputs, documentation review, data collection and analysis, meetings/workshops, findings, and setting out a detailed planning of the assignment, including the schedule.
- II. Review existing different training modules that are relevant with this assignment & available with SID-CHT and other relevant institutions/organizations;
- III. Develop a quality training module (4 days long) with appropriate contents following all necessary & appropriate methodologies, tools and techniques for RHDC & SID-CHT, UNDP (Preferably in Bangla and some brief structure of the module in English);
- IV. Organize 1 module & content development workshop on "On gender and conflict-sensitive educational practices" with multiple stakeholders at district level with the selective representatives of all local educational institutions, women teachers, education specialists & experts, gender specialists and girls' representatives;
- V. Conduct/ Facilitate 1 batch of ToT on the tailored made module for resource groups for future delivery of the training for relevant participants specially for project staffs and selected teachers;
- VI. Provide a brief assignment completion report with necessary recommendations (in English);
- VII. Any other activities/initiatives as agreed by both parties on achieving the goal of the assignment.

F. DURATION OF ASSIGNMENT

The assignment will be for a period of 30 days starting from date of signing agreement and approved by the RHDC management.

G. DUTY STATION

Rangamati Hill District Council, Rangamati

H. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL COUNSULTANT



Canada



Empowered lives.
Resilient nations.

Education:

- Post-Graduation preferably in Gender Studies, Sociology, Peace & Conflict studies, Development Studies or any other relevant field of study having applied/ practical knowledge on Gender and development

Professional Experience:

- Individual with at least 15 years demonstrated high level of expertise and working experiences on capacity building of government and non-government participants and particular experiences on training module/ manual development, training facilitation on Gender & Gender Based Violence Prevention, peace building and peace education etc. issues.
- Previous experiences related to gender studies, CHT women situation and gender-based violence, CHT peace building and conflict management processes etc. will be desired;

Language Requirements:

- Fluency of Bengali and English language is required;
- Having knowledge and ability to speak in tribal languages of CHT will be an added asset;

Corporate Competencies:

- Strong interpersonal and communication skills;
- Strong analytical, reporting and writing abilities skills;
- Openness to change and ability to receive/integrate feedback;
- Ability to plan, organize, implement and report on work;
- Ability to work under pressure and tight deadlines;
- Comprehensive knowledge and profound expertise on gender and conflict-sensitive educational practices specially psycho-social trauma, peace education, community cohesion, etc.)
- Have expertise on Conflict Concepts & Issues and Conflict-Sensitive Approaches (CSA)
- Proficiency in the use of office IT applications and internet in conducting assessment and research;
- Outstanding communication, project management and organizational skills;
- Excellent presentation and facilitation skills.
- Demonstrates integrity and ethical standards;
- Positive, constructive attitude to work;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Positive, constructive attitude to work;

Technical Expertise:

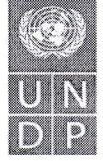
- Working knowledge on ICT is required;

I. SCOPE OF PRICE PROPOSAL AND SCHEDULE OF PAYMENTS

Total Amount BDT 350,000 (Three Lak Fifty Thousand) all-inclusive e.g. necessary TA-DA, logistic and cost for workshop, FGD, interview, data collection etc..



Canada



Empowered lives.
Resilient nations.

The payment will be made based on the deliverables. The selected IC must submit supporting documents as per deliverables which serve as the basis for the payment of fees and duly approved by the RHDC. The successful IC will be expected to produce the following deliverables within the agreed timeline of this TOR.

No.	Deliverable/Output	Target duration	Percentage disbursement
1	Inception Report (outlining organization and methodology and schedule for achieving outputs) accepted and approved by RHDC management	Within 07 days of contract signing	20%
2	<ul style="list-style-type: none">- Conduct FGDs/ individual meetings with all respective stakeholders (2 FGDs at least 8 to 10 personnel and 4 individual meetings)- Conduct 1 content development workshop for ToT module on "gender and conflict-sensitive educational practices (psycho-social trauma, peace education, community cohesion etc.)" with multiple stakeholder at District level (1 workshop/ 20-25 participants)- Develop a user-friendly training module with appropriate contents following all necessary & appropriate methodologies, tools and techniques- Conduct/ facilitate 1 batch (4 days long) ToT for project staffs and selected teachers (20 to 25 participants) (cost will be borne by RHDC).- Submission of workshop/ meeting reports- Draft Report incorporating all comments accepted and approved by RHDC management	Within 27 days of contract signing	30%
3	Final Report incorporating all comments accepted and approved by RHDC management	Within 30 days of contract signing	50%

This TOR is approved by:

Signature

Name and Designation

আব্দুল হক চৌধুরী
চেয়ারম্যান
রাধামাটি পার্বত্য জেলা পরিষদ
রাধামাটি।

Date of Signing