



## Terms of Reference for a consultant for YSAFE “Safe from SGBV” project

YSAFE (Youth Sexual Awareness for Europe) is the network for people under the age of 25 who are volunteers in national member organisations of IPPF European Network. YSAFE aims to lead and empower a network of young champions to educate and advocate for sexual and reproductive health and rights (SRHR). Members have a particular expertise in comprehensive sexuality education (CSE).

We have been awarded an Erasmus+ grant to coordinate out a transnational project that will create a new toolkit, particularly for use with marginalized groups, on protection from sexual and gender-based violence (SGBV). We are seeking a consultant who will co-create the toolkit with our project team and youth groups, and train our young participants to deliver activities using it.

### Context

The project will bring together six partner organisations in Portugal, Serbia and Romania. In each country, IPPF EN’s national member organisation will partner with another organisation that works with a specific marginalized group. The project will

- (1) raise the capacities of 18 young youth workers to train young people from particular vulnerable groups to protect themselves from SGBV
- (2) develop, pilot and disseminate a non-formal education toolkit on SGBV safety based on the needs of young people at risk coming from different countries.

The particular communities at risk of marginalization who will participate in the project are young LGBTQI\* people (in Portugal), young Roma people (in Serbia) and young people at risk of discrimination on the basis of gender (in Romania). These groups of people are among those who are disproportionately affected by sexual and gender-based violence.

The project's methodology will be novel in that it will pair the expertise of organizations experienced in delivering comprehensive sexuality education (CSE) with expertise on protecting vulnerable groups from sexual and gender-based violence. Young youth workers from the target groups will come together with those who have particular experience delivering CSE to create a toolkit collaboratively that builds on both of their existing practices.

Using CSE as a route to reducing the impact of and preventing SGBV is being increasingly recognised, as sexuality education has the potential to reduce discrimination, increase gender equitable norms, and challenge power dynamics in intimate relationships.

Once the toolkit is developed and has been translated into each of the project partner languages, the 18 young youth workers will be trained in delivering non-formal educational workshops using its content in a variety of settings. They will then work in national teams to deliver such sessions to a total of 450 young people from the previously mentioned groups at risk of social exclusion, over a six-month piloting period. We expect to see, as evidenced in pre- and post-intervention questionnaires, that they report greater confidence in identifying, responding to and avoiding sexual and gender-based violence.

### **Expectations for the toolkit**

We want to build on existing tools in use in our region to create a new toolkit that

- (a) guides young people in using peer-led comprehensive sexuality education methods specifically to
- (b) train vulnerable young people at risk of discrimination and social exclusion in how to
- (c) identify, understand and respond to sexual and gender-based violence.

At its core we want there to be **a mini-curriculum of six full workshop plans** that will each deal with a specific manifestation of sexual and gender-based violence.

The precise themes of these six workshops will be decided by the young participants themselves when they come together with you to share their best practices and the most pressing concerns of the communities that they represent and work alongside.

However, at this stage we can say that they will certainly be grounded in a need to reflect the contemporary digital reality, and likely chapter focuses could include:

- gender identity, roles and stereotypes
- gender stereotyping in the media and advertising
- rape
- consent
- femicide and intimate partner violence
- the international human rights framework (CEDAW and the Istanbul Convention)
- violence in schools
- homophobic and transphobic bullying and violence
- cyberstalking and online harassment
- non-consensual pornography and 'revenge porn'

We want the toolkit will include a wider range of tools than simply a curriculum. It should also comprise guidance on implementing each workshop and tools for monitoring and evaluation.

## Tasks

The consultant will be responsible for:

1. Designing outlines for and facilitating three transnational meetings with the young youth workers. All meetings will be in Brussels, Belgium
  - I. Gathering ideas for the new toolkit, existing tools to use as good practices, and experience from national contexts (October 2019)
  - II. A Training of Trainers, preparing the young participants to pilot the new tool (January 2020)
  - III. A smaller reflection and feedback meeting after the toolkit is piloted (July 2020)
2. Developing a toolkit according to the above requirements and the needs shared by the young participants during the first meeting
3. Adjusting the toolkit in response to initial feedback from the project team and participating organisations
4. Finalising the toolkit, incorporating final feedback from the participating organisations after the piloting period

## Timeline & Deliverables

The <b>consultancy</b> is estimated to take <b>33 working days</b> . During this period, the consultant will submit the following to ENRO's Lead, Youth Unit:	
Deliverables	Timeline
Desk reviewing existing resources including inputs collected by project participants	September 2019
Outline of first transnational meeting	30 September 2019
Facilitation of first transnational meeting	25-27 October 2019
First draft of the toolkit	22 November 2019
Revised draft of toolkit following project team/project partner inputs	16 December 2019
Outline for second transnational meeting (ToT)	16 December 2019
Facilitation of second transnational meeting (ToT)	21-26 January 2020
Outline for third transnational meeting (reflection and feedback)	28 June 2020
Facilitation of third transnational meeting (reflection and feedback)	12-14 July 2020

### Consultant's Profile

It is anticipated that the consultant will possess the following key competencies:

- a) Knowledge of the technical guidance/standards on sexuality education (developed by IPPF, UNESCO and WHO/BZgA)
- b) Experience in leading the development of resources (lesson plans and workshops) for non-formal educational programmes
- c) Experience in training young people to deliver non-formal educational programmes
- d) Knowledge of issues around gender-based violence, both online and offline
- e) Experience of youth work in the field of sexual and reproductive health and rights
- f) Experience of youth work with people from marginalized groups
- g) Good understanding of the contexts in different parts of Europe
- h) Fluency in English

### Supervision

The consultant will work in close collaboration with the IPPF EN Youth Lead, Drashko Kostovski and the IPPF EN Programme Advisor for Youth, Catherine Bailey Gluckman

### Application

Interested candidates are requested to send their work plan proposal and detailed CV to both Catherine Bailey Gluckman, Programme Advisor and Drashko Kostovski, Youth Lead at [cbgluckman@ippfen.org](mailto:cbgluckman@ippfen.org) and [dkostovski@ippfen.org](mailto:dkostovski@ippfen.org) by 09:00 CEST on Monday 19<sup>th</sup> August 2019.