

Annex B: PAKIS/RFQ/24/030

Terms of References

Hiring a Research Firm to Conduct an analysis on the Gender, Social Norms and Practices that Support Non-Violence Practices vis-à-vis Afghan Refugee Women and Girls in Pakistan

Project location:	Islamabad Capital Territory, Punjab, Sindh, Khyber Pakhtunkhwa and Balochistan provinces
Project duration:	December 2024 - June 2025
Implementing Agency:	United Nations High Commissioner for Refugees Country Office, Islamabad, Pakistan

1. BACKGROUND

Pakistan has generously hosted some 1.5 million registered Afghan refugees and asylum seekers. Similar number of Afghan nationals of other status are also present in the country. UNHCR Policy on Gender-based violence (GBV) Prevention, Risk mitigation and Response recognizes the importance of the specific needs of all refugees and forcibly displaced persons, particularly women and girls, and how multiple forms of oppression and power dynamics can influence their experiences and exposure to GBV and safe access to services, including gender inequality, racism, ableism and class inequality and other contextually relevant systems of power or social norms.¹ Pakistan is currently ranked 145 out of 146 by the Global Gender Gap Index of 2024².

GBV has been a serious, complex, and under-reported issue affecting the Afghan communities. Among other factors, there are the discriminatory social norms, practices, cultural stigma, and the lack of effective grievance redressal mechanisms. UNHCR programs seek to promote norms and values that empower women and girls while supporting an end to GBV and improving access to service and protection of women and girls. UNHCR, through its partners, is implementing GBV prevention, risk mitigation and response programs such as Engaging Men and Boys in Accountable Practice (EMAP) that aims to enhance the community's understanding about GBV, violence against women and girls and encourage men and boys to become allies of women, girls, and other marginalized groups, to address root causes of GBV. UNHCR collaborates closely with UNFPA, IOM, and other relevant stakeholders on GBV programing, and UNICEF on gender related matters.

This consultancy will be focused on the areas that UNHCR, UNFPA, IOM and UNICEF partners are implementing, with the aim to create an environment where individuals can aspire, achieve, and thrive, liberated from the shackles of harmful norms that impede their potential to be unleashed. The findings of the gender analysis will further support and enhance GBV prevention programing through utilizing an evidence-based approach.

The objectives of the analysis are to:

- Identify gender-specific needs: assess the unique needs and vulnerabilities of women, men, girls, and boys among refugee and displaced populations, as well as the communities hosting them.
- Enhance protection: identify and mitigate risks of gender-based violence (GBV) and other forms of discrimination, ensuring safe environments for all individuals.

¹ UNHCR Policy on the Prevention of, Risk Mitigation, and Response to Gender-Based Violence, <https://www.unhcr.org/media/unhcr-policy-prevention-risk-mitigation-and-response-gender-based-violence-2020>

² https://www3.weforum.org/docs/WEF_GGGR_2024.pdf

- Promote gender equality: ensure that gender equality is integrated into all aspects of humanitarian response, including protection, assistance, and empowerment programs.
- Advocacy: Promote policies that address gender disparities and support the rights and needs of all genders in humanitarian contexts.

2. JOB SUMMARY

1. Desk review (global and country levels) to map gender stereotypes, social-cultural norms, values, and practices that disempower Afghan women and girls and contribute to the persistence violence against women and girls. This includes, among others, assessing gender transformative or equitable initiatives that have led to positive change in social norms, values and behaviours that support non-violent practices vis-a-vis Afghan women and girls.
2. Based on an agreed upon methodology, collect qualitative data through Key Informant Interviews (KII) and other methods as necessary with selected members of community applying Age, Gender and Diversity (AGD) approach.
3. Identify effective, replicable models for protection of women and girls including other marginalised groups. Additionally, identify enablers and barriers they have faced at socio-ecological level based on findings from the desk review.
4. Provide analysis and recommendations for GBV prevention and gender programming.

3. ESSENTIAL RESPONSIBILITIES AND SCOPE OF WORK

The research firm is required to have the capacity to perform the following functions with minimal supervision:

- Conduct a desk review on existing evidence to identify effective interventions that lead to gender transformative shifts and changes in social-cultural norms, values and practices that prevent violence against women and girls in refugee communities globally.
- Submit a maximum of two pager proposal on how all activities/requirements included in the TORs would be covered. The proposal must be supported by a comprehensive workplan reflecting the required deliverables and activities as per the TORs.
- Assess, as a priority, existing interventions in ICT, Khyber Pakhtunkhwa, Punjab, Sindh and Balochistan, including but not limited to livelihood and life skills-based programmes, community mobilization, engagement with men, boys, traditional and religious leaders as well as social and behavioural change programmes to address the underlying social-cultural norms and practices that lead to GBV. The assessment must consider any risk factors that can contribute to GBV.
- Lead and organize primary data collection as needed.
- Identify methodologies for rigorous measurement of gender transformative shifts and changes in social-cultural norms, values and practices that prevent GBV.
- Provide concrete recommendations on how effective interventions can be documented and standardized in such a way that they can be successfully replicated and brought to scale by partners and government departments.
- Share the report with UNHCR for review with technical support of UNFPA, IOM and UNICEF.
- Finalise the report aligned with the feedback and present to UNHCR. The findings of the report may be shared with UNHCR's partners and relevant stakeholders.

3. EXPECTED OUTPUTS

- Inception report submitted two-weeks prior to the start of the field work outlining research methodology, data collection plan (primary and secondary), tools and timelines.
- Desk review and mapping report about the above-mentioned gender stereotypes, social-cultural norms, values, and practices.
- Draft report with data analysis, mapping, discussion, and recommendations for review by the technical committee.
- Presentation of materials with key findings and recommendations.
- Final report with all qualitative components and tools included.

4. QUALIFICATIONS AND SKILLS NEEDED FOR THIS POSITION

Qualifications

- Have legal status (business registration with Pakistan authorities).
- Have a research team with the following demonstrated experience, knowledge, and competencies:
 - ✓ Minimum one (1) principal researcher who possesses a Doctorate in Sociology, gender and development studies or other correlated fields; demonstrated experience in conducting desk reviews and research studies involving qualitative and quantitative components.
 - ✓ A research team with demonstrated experience in conducting gender, social norms, or similar studies in the past 5 years; using and analysing demographic and quantitative data; policy analysis; mapping and assessing of services.
 - ✓ A research team with knowledge of GBV and the socio-cultural norms and values in the requested areas.
 - ✓ A research team with experience in analytical report writing, and ability to work independently alongside adherence to schedules.
 - ✓ Excellent knowledge of English and fluency in Pashto and/or Dari.
- The research firm should support its proposal with minimum two contracts and corresponding reference letters confirming the successful completion of previous research.

Evaluation Criteria for the Research Firm/Research Department:

The bidders will be evaluated based on the two stage evaluation criteria (Technical and Financial). The technical evaluation criteria is detailed in the RFQ #PAKIS/RFQ/24/030 invitation letter.

Please note that no data related to this exercise will be shared with any authority or third party without the explicit permission of UNHCR.

Payment Schedule:

No advance payment will be made. Payments will be made as follows:

- 50% upon submission of first draft of the analysis report
- 50% upon finalization of the analysis

A different milestone-based payment schedule may be discussed with the awarded bidder, prior to contract finalization.