

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT (NATIONAL)

### GBV integration into the pre- and post-service curricula

<b>TERMS OF REFERENCE (to be completed by the Hiring Office)</b>	
Hiring Office:	UNFPA Mongolia CO
Purpose of consultancy:	<p><b>Background:</b></p> <p>Ending gender-based violence (GBV) is one of UNFPA's three transformative results to be achieved by 2030<sup>1</sup>, directly aligning with SDG target 5.2, which aims to eliminate all forms of violence against women and girls globally<sup>2</sup>. To address GBV effectively, a multisectoral response is essential. This requires a coordinated and holistic approach, aligning programs and actions across various sectors, including but not limited to psychosocial welfare, law enforcement (police, prosecutors, and justice departments), and health<sup>3</sup>.</p> <p>In Mongolia, the revised Law on Combating Domestic Violence promotes this multi-sectoral approach by clearly defining the roles and responsibilities of key sectors such as health, social services, education, legal authorities, and police. These sectors are critical in both preventing and responding to GBV in the country.</p> <p>The health system plays a pivotal role in the multi-sectoral response to GBV. Violence against women is not only a serious human rights violation but also a preventable public health issue. Medical professionals are often the first point of contact for survivors, making it essential for them to be equipped with the necessary knowledge, skills, and attitudes to provide appropriate care and support.</p> <p>Recognizing the importance of the health sector, the 67<sup>th</sup> World Health Assembly in 2016 identified violence against women as a critical health priority. The WHO Member States committed to strengthening health systems by integrating the newly revised WHO curricula (2021) for healthcare providers into pre-service and post-service training programs. This ensures a comprehensive approach to addressing violence against women and girls.</p> <p>However, many medical curricula worldwide, including in Mongolia, still lack adequate content on GBV. A recent Health Sector Readiness assessment conducted in Mongolia revealed that GBV topics are not fully integrated into medical curricula, including in the</p>

<sup>1</sup> UNFPA Strategic Plan 2022-2025

<sup>2</sup> UNDESA Global indicator framework for the Sustainable Development Goals and targets of the 2030 Agenda for Sustainable Development: United Nations Department of Economic and Social Affairs, 2017.

<sup>3</sup> UNFPA, Multi-sectoral response to GBV, 2015 retrieved

<https://eeca.unfpa.org/sites/default/files/pubpdf/Multisectoral%20response%20to%20GBV.pdf>

	<p>residential training of healthcare providers. As a result, it was strongly recommended to integrate the GBV subjects into the pre-service curriculum at medical universities. This will ensure that future healthcare providers are fully prepared to respond effectively and empathetically to GBV cases and deliver high-quality services.</p> <p>In response, UNFPA Mongolia is seeking technical assistance from the Asia Pacific Regional Office (APRO) to develop comprehensive GBV prevention and response components for medical education. This initiative establishes a strong foundation for integrating the health sector's response to GBV into medical education and covers essential areas such as types of GBV, clinical management of survivors, ethical considerations, legal frameworks, and survivor-centered care.</p> <p>To ensure the success and full adaptation of the GBV content within the existing medical curricula, UNFPA Mongolia is hiring a qualified national consultant to support the technical advisor from the APRO.</p>
<p>Scope of work: <i>(Description of services, activities, or outputs)</i></p>	<p>The national consultant will play a key role in conducting curricula review and gap analysis. The consultant will also provide logistical support for in-country consultations and faculty training. Furthermore, the consultant will assist the APRO consultant in preparing the revised curricula with integrated GBV content, ensuring it meets the required format for submission to the Board of Curricula, MNUMS.</p> <p><b>Specific tasks for national consultants include:</b></p> <p>A). Under the guidance of the APRO consultant, facilitate the desk review and gap analysis of existing curricula at the Medical University and identify the potential entry points related to GBV content.</p> <p>B). Based on the gap analysis, select relevant chapters of the WHO curricula for GBV for healthcare providers, as a set proposal, to be integrated into the medical curricula and translate them from English to Mongolian.</p> <p>C). Organize and facilitate online and in-person consultation meetings and training workshops jointly with the international consultant.</p> <p>D). Collaborate with the APRO consultant to develop training modules and teaching materials that align with Mongolian curricula requirements, ensuring they are well prepared for national consultation.</p> <p>E). Facilitate the approval of revised curricula by the Board of Curricula, MNUMS.</p>
<p>Duration and working schedule:</p>	<p>The consultancy is expected for 30 non-consecutive days between September 25 - October 31, 2024.</p>

The place where services are to be delivered:	The consultant will work remotely with bi-weekly progress meetings and discussions at the UNFPA Country office team.
Deliverables and due dates:	<ol style="list-style-type: none"> <li>1. <b>A comprehensive report</b> detailing the findings of the desk review, medical curricula review, and gap analysis, with identified potential entry points for GBV content in the medical curriculum: by October 10, 2024.</li> <li>2. <b>A proposal</b> adapted from the WHO curricula (in the Mongolian language) for mainstreaming GBV content in medical education, with documented consensus and recommendations from key stakeholders captured in meeting notes: by October 15, 2024.</li> <li>3. <b>Training modules</b> and teaching resources for pre-service curricula with students' knowledge assessment tools in Mongolian language: by October 20, 2024.</li> <li>4. <b>A final draft of the GBV-integrated curricula (Mongolian)</b> to be submitted to the Board of Curricula, MNUMS: by October 26, 2024; and</li> <li>5. <b>A final report</b> summarizing the consultancy's activities and achievements: by October 30, 2024.</li> </ol>
Supervisory arrangements:	The IC will work under the direct supervision of the SRH and GBV Program Analysts.
Expected travel:	No travel is required
Requirement for the consultant	<p><b>Qualifications and Experience</b></p> <ul style="list-style-type: none"> <li>• Master's degree in medicine, education, public health, social sciences, or a related field.</li> <li>• At least 7 years of experience in curriculum development and teaching.</li> <li>• Experience in conducting surveys, data analysis, and report writing.</li> <li>• Knowledge and understanding of gender and GBV concepts.</li> <li>• Expertise and knowledge of GBV prevention and response is an advantage.</li> <li>• Excellent communication, facilitation, and training skills.</li> <li>• Proficient level of English</li> <li>• Strong understanding of the local context and cultural sensitivities.</li> </ul> <p><b><u>Competency requirements:</u></b></p> <ul style="list-style-type: none"> <li>- Exemplifying integrity</li> <li>- Embracing cultural diversity</li> <li>- Being accountable</li> <li>- Developing and applying professional expertise/business acumen</li> </ul>

	<ul style="list-style-type: none"><li>- Working in teams</li><li>- Communicating for impact</li></ul>
Inputs/services to be provided by UNFPA	<ul style="list-style-type: none"><li>• 40% payment will be paid upon complete submission of the deliverables 1,2 and 3.</li><li>• 60% payment will be paid upon complete submission of the deliverables 4 &amp; 5</li></ul>
Other relevant information or special conditions, if any:	UN/UNFPA reserves the right to withhold up to 30% of the total fee of the assignment in case deliverables are not submitted on schedule or do not meet the required standard.