

Consultancy for Youth Facilitation Final event – Gender ABC Project

26th to the 27th of May 2020, in Brussels.

1. Gender ABC project

In 2018, the End FGM European network along with its members in Germany (Terres Des Femmes), Italy (AIDOS), Portugal (APF), and Spain (Medicos del Mundo) received funding from the European Commission to implement an innovative new programme tackling gender-based violence through engaging with young people in a school setting.

According to an EU-wide survey on violence against women conducted by the EU Agency for Fundamental Rights (FRA), 35% of the women interviewed had experienced physical, sexual or psychological violence before the age of 15 by an adult perpetrator, and one woman in three had experienced physical and/or sexual violence since the age of 15..

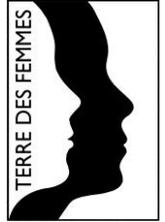
This project recognizes the role of schools in influencing values, social norms and attitudes, and shaping behavior. The school system is an ideal setting for tackling gender inequalities and gender-based violence from an early age. This programme will assist young people to identify and resist gender-based violence and to become agents of change within their communities.

The project objectives are:

- Empower children to respect human rights, recognize violations of children rights and forms of GBV violence and protect themselves.
- Raise the awareness of school personnel, families, communities and support services to develop a supportive environment for children.
- Strengthen political commitment of local authorities (education, welfare, youth) to sustain school education programmes on gender.

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As part of the implementation of the project, 19 educational modules on Gender-Based violence were developed by the consortium:

- 12 secondary schools' modules.
- 6 primary schools' modules,
- 1 risk assessment module.
- 1 general methodology module.
- 1 general glossary.

The 4 European partners based in Germany, Portugal, Spain and Italy, implemented the activities in a total of 31 schools, and reached out to 1195 children (age 10 to 17 years old)

An infographic of the project (see Annex 1) and an [animated video](#) without words were developed.

An important component of this project has been to foster interaction, sharing of resources and launching debates around the education topics. To date this has been done online through social media and blog posts. This closing event, which takes place at the end of the project will be a physical opportunity to continue this interaction.

This event will be an opportunity for children and focal points from the participating schools to meet and exchange on their experiences. It is envisaged that 100 participants of the project will come together in Brussels, these will include:

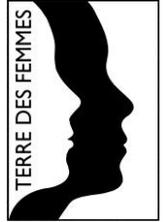
- 80 children coming from Italy, Spain, Germany and Portugal.
- 5 to 6 focal points per country coming from Italy, Spain, Germany and Portugal.
- 8 partners who implemented the project at national level: AIDOS – APF – MDM – TDF.

The event will also be used as an awareness-raising and advocacy tool targeting EU level audiences.

As a transnational project involving 4 European countries, it is expected from the applicant(s) to be able to involve children (10 to 16 years old) from Italy – Germany – Portugal – Spain on the topic of Gender-Based Violence in a non-verbal way.

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2. Facilitation assignment description

End FGM EU is seeking the consultancy services to **prepare and facilitate one day of the Gender ABC's** closing event.

3. Scope of work and deliverables

The main expected tasks of the consultancy consist of:

- Develop a non-verbal methodology for the interactive session.
- Creation and preparation of the interactive session's facilitation plan, in consultation with the End FGM EU Secretariat.
- Develop activities on the topic of Gender-Based Violence.
- Final report on the implementation of the interactive session.

Please note that the selected consultancy proposals should be familiar with and at all times follow the End FGM EU Child Protection Policy see Annex 2.

4. Where and When?

The interactive session will take place in the afternoon of the 26th of May, in Brussels. Meetings and calls with End FGM European Network and project partners may be organised beforehand.

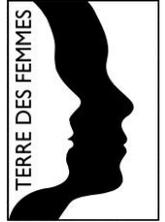
5. Candidate Profile

Interested candidates should have the following experience and expertise:

- Experienced facilitator.
- Experience of working with children and young people.
- Experience of working in different cultural contexts.
- Experience of working with alternatives methods and non-verbal methods (ex: theater of the oppressed).

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6. Timeframe and budget

The assignment shall start in March 2020 and be completed by May 2020.

Recruitment process	February 2020
Signature of the contract	March 2020
First meeting and introduction to Gender ABC's project	1-day March 2020
Draft of the facilitation plan and non-verbal activities	1-day March 2020
Validation of the agenda of the interactive session	March/April 2020
Implementation of the interactive session	Afternoon of the 26th of May Debriefing meeting on the 27 th
Final report to be send to End FGM EU	June 2020

The maximum contract price is 1000 EUR including both fees and VAT.

Note that for the application from outside Belgium the VAT can only be paid in Belgium.

7. Application process

Please send :

- a CV outlining your relevant expertise for this assignment.
- proposal for meeting programme and facilitation plan with an indication of the methodology/ies to be used.
- Examples of previous organized meetings.

Proposals should be submitted by email to Isma Benboulerbah at: ibenboulerbah@endfgm.eu before the **28th of February**.

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Annex 1: Infographic

GENDER ABC

WHAT IS GENDER ABC?

In Europe, a third of women experience gender-based violence since the age of 15. Gender ABC is a two-year education based programme which explores and challenges the negative social norms that drive gender-based violence with students between the ages of 6-18. By designing and delivering education modules, the project aims at building trust among classmates, promoting healthy relationships within and outside the class and fostering young people's understanding of the gender stereotypes and social norms reinforcing gender-based violence. Beyond schools, the project will also connect with families, communities and local support services to develop a supportive and safe environment for young people to learn.

OBJECTIVES



Exploring & challenging young people's attitudes towards gender stereotypes



Challenging young people's attitudes towards social norms that reinforce gender-based violence



Raising awareness on these issues among schools, families and communities

WHO'S THE PROJECT AIMED AT?



Families



Schools



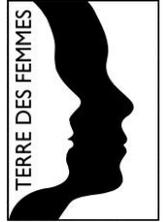
Communities

 @ABCgender

WWW.ENDFGM.EU/WHAT-WE-DO/GENDER-ABC/

 @GenderABC





Annex 2: Child protection policy

CHILD SAFEGUARDING POLICY

Short Version¹

Objectives

- ✓ **To safeguard children:** reduce risks of harm to children.
- ✓ **To protect all people involved in End FGM EU activities:** have clear rules about how End FGM EU representatives² must behave with children and what to do in case of worries on the safety of a child.
- ✓ **To protect the reputation and credibility of End FGM EU and its Members:** clarify their duties, practices and standards to keeping children safe.

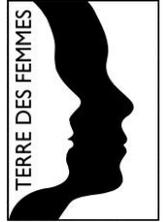
Guiding principles

- ❖ **Child at the Centre:** Children are at the centre of everyone's care and concern. They must be valued, listened to and fully respected.
- ❖ **Child Leadership and Participation:** Children are directly touched by FGM and they should be part of the solution. Engaging children in working to end FGM will help achieve this goal.
- ❖ **Empowerment:** Children are made aware of their rights and learn the skills and tools needed to demand them. They are also supported by a safe environment helping their full participation.

¹ The full version of the Child Safeguarding Policy document in English is provided in Annex.

² This term indicates staff, volunteer, associates, consultants and other profiles who will interact with children in the context of End FGM EU and/or Members' programmes.





Child Safeguarding Measures - Code of Conduct for Interacting with Children

➤ Appropriate Boundaries

End FGM EU representatives must always treat children with respect, and without sarcasm, offensive comments or any other wrong conduct that may hurt the child. They must ensure that correct professional conduct and boundaries are always maintained. They must not get inappropriately close to children, nor engage with them in activities that were not planned or agreed upon in advance. They must also avoid, as far as possible, situations where they are alone with a child. For special or extended activities, a minimum of two End FGM representatives will supervise children.

➤ Appropriate Child Behaviour Management

End FGM EU representatives, while educating children to responsible behaviour and self-control, must never use unacceptable methods such as physical or verbal violence and punishments.

➤ Appropriate Physical Contact with Children

When physical contact with a child is a necessary part of the activity, End FGM EU representatives must pay attention to ensure that the contact is appropriate and acceptable. They should always inform the children in advance and seek their consent.

➤ Appropriate Logistics' Arrangements

During activities involving local and/or international travel, End FGM EU representatives must ensure that the organisation of the logistics takes care of the safety and needs of children participating, including school obligations, consent or accompaniment by adults, safe and child-friendly transfers.

➤ Preventing Sexual Misconduct

End FGM EU representatives must never have intimate and/or sexual relationships with a child, nor act or talk in a sexual way with a child. This is valid also if the child starts behaving in such sexual way. Such events may result in criminal charges. They must also pay attention to the content and situation of their discussions and interactions with children, especially concerning issues of sexual nature. They must also never supply or serve alcohol, tobacco or illicit drugs to a child.

➤ Breaches of the Code of Conduct for Interacting with Children

Behaviour contrary to this Code will be legally handled following the relevant policies and laws. Should any End FGM EU representative be worried about possible violations of this Code, they should speak with the responsible Network' and Members' Directors/Coordinators. Denouncing any infraction and any possible harm caused to a child is essential to protect children.

