



# THE JUDICIARY OF ZANZIBAR

## REQUEST FOR EXPRESSIONS OF INTEREST

### (CONSULTING SERVICES – INDIVIDUAL SELECTION)

Contract Reference No: TZ-JOZ-458305-CS-INDV

Issue Date: **14 November, 2024**

The Government of United Republic of Tanzania represented by Revolutionary Government of Zanzibar under the Judicial of Zanzibar has received a credit from the International Development Association (IDA) in the amount of US\$ 30 million towards the cost of Zanzibar Judicial Modernization Project (Zi - JUMP), and intends to apply part of the credit proceeds for payment under the contract for procurement of engagement of resource person to develop protocol manual for handling sexual and gbv cases for judiciary of zanzibar and provide training on handling sexual and gbv cases, under the zanzibar judiciary modernization project (zi-jump).

Some specific tasks to be performed will include but not be limited to the following:

- i) Task I: Develop Protocol Manual for Handling Sexual and GBV cases**
- ii) Task II: Training Trainers within JoZ on Handling Sexual and GBV cases and Providing GBV Survivor-centric assistance**

The Judicial of Zanzibar now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants must provide information indicating that they are qualified to perform the services (CV’s, description of similar assignments and experience in similar conditions).

Selection will be based on qualifications and experience stipulated below:

- i) Advanced Degree in Law, Human rights, Gender studies, Social Work, Public Administration, Strategic Development, or a related field;
- ii) At least 5 years of experience in the issue of gender development and knowledge of GBV cases will be an added advantage;
- iii) Demonstrated experience in developing policies and protocols related to handling sexual and GBV cases or similar sensitive issues;
- iv) Familiarity with best practices and guidelines for addressing sexual harassment, abuse, or misconduct;
- v) Possess prior experience and appropriate/adequate methodologies/tools for facilitating community consultation on GBV, ensuring that the focus extends beyond individual cases. This approach aims to prevent harm and avoid the implementation of ineffective practices;
- vi) Proven experience in conducting training programs on GBV;
- vii) Good understanding of Zanzibar's social context;
- viii) Fluency in written and spoken English and Swahili;
- ix) Strong understanding of legal frameworks and best practices related to GBV; and
- x) Sensitivity to cultural and contextual issues related to GBV.

The attention of interested individual Consultants is drawn to Section VII, paragraphs, 7.36, 7.37, 7.38 and 7.39 of the World Bank's *"Procurement Regulations for IPF Borrowers" dated Fifth Edition September 2023*, setting forth the World Bank's policy on conflict of interest. Please refer to paragraph 3.14 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank's website at <http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/brief/>

An Individual Consultant will be selected in accordance with the Individual Consultant Selection (ICS) method set out in the Procurement Regulations.

Further information and the detailed Terms of Reference (ToR) for the assignment can be obtained electronically at the email [addressesprocurement@judiciaryzanzibar.go.tz](mailto:addressesprocurement@judiciaryzanzibar.go.tz), from Mondays to Fridays, from 07:30 am to 03:30 pm East Africa time or through website [www.judiciaryzanzibar.go.tz](http://www.judiciaryzanzibar.go.tz).

Expression of Interest; clearly marked **engagement of resource person to develop protocol manual for handling sexual and gbv cases for judiciary of zanzibar and provide training on handling sexual and gbv cases, under the zanzibar judiciary modernization project (Zi-JUMP)** must be delivered in a written form to the address below (in hard copy and softy copy through flash disk) on or before **10:00 a.m.** Local Time, on **Wednesday, 27<sup>th</sup> November,2024.**

Bids will be publicly opened in the presence of the bidder's designated representatives and any who choose to attend at the address below at **10:30 am of Wednesday, 27<sup>th</sup> November,2024 at Second Floor Room No. 208.** Only One (1) shortlisted candidate will be contacted.

**Attn:** Secretay of Tender Board

Judicial of Zanzibar

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# THE JUDICIARY OF ZANZIBAR



## TERMS OF REFERENCE (TOR)

**ENGAGEMENT OF RESOURCE PERSON TO DEVELOP PROTOCOL MANUAL FOR HANDLING SEXUAL AND GBV CASES FOR JUDICIARY OF ZANZIBAR AND PROVIDE TRAINING ON HANDLING SEXUAL AND GBV CASES, UNDER THE ZANZIBAR JUDICIARY MODERNIZATION PROJECT (Zi-JUMP).**

**I. INTRODUCTION**

1. The Judiciary of Zanzibar (JoZ) plays a pivotal role in upholding justice, ensuring the rule of law, and protecting the rights of all citizens within Zanzibar. As part of its ongoing efforts to modernize and improve its services, JoZ has embarked on the Zanzibar Judiciary Modernization Project (Zi-JUMP) with support from the World Bank. This project aims to enhance the accessibility, efficiency, and transparency of the judiciary system through technological and procedural advancement.
2. The objectives of Zi-JUMP can be attained through strengthening access to justice by expanding court services through the construction of five smart courts, enhancing alternative dispute resolution (ADR) mechanisms, and developing a gender justice strategy. In addition to gender strategy, a protocol Manual for handling Sexual and GBV cases will be developed and training in handling Sexual and GBV cases (survivor-centered assistance) will be provided. Also, the project focuses on improving court efficiency by enhancing staff knowledge, streamlining court procedures, automating case management processes, and institutionalizing a staff performance management system. Furthermore, Zi-JUMP seeks to bolster citizen and stakeholder engagement by fostering inter-institutional collaboration, raising citizen awareness of judicial services, and improving citizen feedback mechanisms. Ultimately, the project intends to create a more accessible, efficient, and transparent judicial system in Zanzibar, benefiting both direct court users and the broader community.

**II. BACKGROUND TO THE ASSIGNMENT**

3. The JoZ has identified significant gender inequality, inadequate gender sensitivity, and inadequate access to justice for women and other vulnerable groups in Zanzibar's judicial system. Women, children, people with disabilities, and survivors of GBV often face barriers, such as gender-biased social norms, inadequate rights awareness, insensitivity from judicial staff, and inefficiency in handling sexual harassment and GBV cases. These issues threaten the fairness, equality, and legitimacy of judicial processes, hindering access to justice for marginalized groups

4. In response to the pervasive nature of GBV, the established legal framework addressing GBV in Zanzibar is multifaceted, involving several key policies and laws aimed at promoting gender equality and protecting women and children from violence. Key instruments include:
- **Legal Enactment and Amendment:**
5. Zanzibar Penal Act<sup>1</sup> is the primary legal framework for addressing gender-based violence (GBV). This legislation explicitly criminalizes acts such as rape; the indecent assault of girls, women, and boys; and the sexual exploitation of children.<sup>2</sup> It also addresses illicit sexual intercourse, the defilement of individuals with disabilities, and the detention of women, girls, and boys in exploitive circumstances, such as brothels.<sup>3</sup> Furthermore, the Penal Act condemns unnatural intercourse, sexual harassment, incest, and cruelty inflicted on children and individuals with disabilities, particularly in cases where neglect of care is evident.<sup>4</sup> The law stipulates severe penalties for offenders, including life imprisonment in aggravated cases.<sup>5</sup>, underscoring the state's commitment to ensuring justice for victims. The Penal Act addresses physical violence that might occur amongst intimate partners, but there are no specific provisions on domestic violence and there are no prohibitions against marital rape and domestic violence.
6. The Cybercrime Act<sup>6</sup> addresses child pornography and extends its provisions to include adults<sup>7</sup>. It establishes severe penalties for individuals who publish or facilitate access to pornography through computer systems, aiming to protect vulnerable populations from the harmful effects of such illegal content. Similarly, the Zanzibar Children's Act (2011) includes specific provisions designed to safeguard children from violence, abuse, neglect, and exploitation, ensuring the protection of their rights and welfare<sup>8</sup>. This legislation mandates the reporting of child abuse cases to the appropriate authorities, guaranteeing that affected children receive the necessary protection and care<sup>9</sup>. Furthermore, the Employment Act<sup>10</sup> explicitly prohibits discrimination in the workplace based on various factors, including race, gender,

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<sup>1</sup> Act No. 6/2018 of the Laws of Zanzibar.

<sup>2</sup> *Ibid* s. 108, 114 and 135, 138 respectively.

<sup>3</sup> *Ibid* s. 118, 115, 121 respectively.

<sup>4</sup> *Ibid* s. 133, 141, 143, 149 and 151 respectively.

<sup>5</sup> *Ibid* s. 109.

<sup>6</sup> Act No.14/2015 of the laws of Tanzania

<sup>7</sup> *Ibid* s. 13 and 14.

<sup>8</sup> *Ibid* s. 18

<sup>9</sup> Act No.6/2011, s. 19

<sup>10</sup> Act No. 14/2015 of the laws of Zanzibar.

color, religion, social origin or status, age, place of origin, national extraction, political opinion, marital status, pregnancy, disability, or HIV/AIDS status<sup>1</sup>. It also encompasses a ban on sexual harassment in employment settings<sup>2</sup>, reinforcing a commitment to equity and safety in the workplace. The Zanzibar Anti-trafficking Act of 2006 combats human trafficking but with a special focus on children and women given their vulnerability to sexual exploitation, and criminalizes trafficking and outlines penalties for offenders.

7. On the other hand, the Criminal Procedure Act,<sup>3</sup> the foundational legal framework governing all criminal proceedings also plays a crucial role in combating GBV by ensuring that perpetrators remain accessible for trial and do not evade legal consequences. Notably, section 151 of this Act has been amended by section 5 of the Written Laws (Miscellaneous Amendment) Act.<sup>4</sup>, which incorporates various GBV offenses, including rape, unnatural offense, defilement of a boy, gang rape, incest, and defilement of a person with a mental disability under non-bailable offenses.

- **Reporting Mechanisms:**

8. There are established mechanisms for reporting GBV incidents, including hotlines, one-stop centers, and dedicated police units trained to handle such cases sensitively and effectively, such as Police Gender and Children Desks allocated in all police stations in Zanzibar. At the Shehia, ward, and council levels, women and child protection committees as well as community health workers have often been the first point of contact for survivors of GBV.

- **The Zanzibar National Plan of Action to End Violence Against Women and Children (NPA-VAWC) 2017-2022:**

9. This Plan highlighted the significance of addressing ecological factors that contribute to gender-based violence (GBV). It underscored the importance of community engagement and the establishment of a robust family support system. Although this plan is not a law, it outlines the Government's commitment to provide support services for GBV Survivors. Furthermore, it includes measures aimed at strengthening the capacity of institutions to offer medical, legal, and psychosocial assistance to those affected. The updated NPA-VAWC 2024-2027 is expected to be made public in 2024.

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<sup>1</sup> S. 10 of Act No.14/2015

<sup>2</sup> *Ibid* s. 11.

<sup>3</sup> Act No.7/2018 of the laws of Zanzibar.

<sup>4</sup> Act No.1/2021 of the laws of Zanzibar.

- **Regional and International Commitments:**

10. Zanzibar is also committed to international conventions such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the African Charter on Human and Peoples' Rights on the Rights of Women in Africa 2003, Maputo Protocol 2005, the African Charter on the Rights and Welfare of the Child, 1990 (ACRWC), African Union Solemn Declaration on Gender Equality in Africa<sup>1</sup>, which reinforces provisions found in the Maputo Protocol and Sexual and Reproductive Health Strategy for the Southern African Development Community Region (2006-2015). Also, under the International Conference on the Great Lakes Region (ICGLR) in July 2012<sup>2</sup>, Zanzibar, as part of the United Republic of Tanzania, must implement actions towards addressing sexual and GBV cases and provide progress reports.
11. The Judiciary plays a crucial role in addressing GBV by ensuring that survivors receive justice and that perpetrators are held accountable. However, the handling of sexual and GBV cases requires specialized procedures, knowledge, and sensitivity. Also, Judicial and non-judicial staff need to be equipped with the skills to manage these cases effectively, compassionately, and confidentially. This includes understanding the legal framework, recognizing the dynamics of power, control, and dependency that impact gender-based violence applying survivor-centric approaches, and ensuring that the judicial process does not further traumatize survivors and approaches a “do-no-harm” approach to avoid further victimization of survivors.
12. As GBV cases are also handled by non-judicial stakeholders, it is crucial to assess the implementation of alternative dispute resolution (ADR) mechanisms in these cases to ensure they prioritize the safety and well-being of survivors. Often, these mechanisms may inadvertently pressure survivors to reconcile with their abusers, undermining their agency and potentially placing them in further danger. Therefore, any initiatives related to ADR must be carefully evaluated and designed to uphold the principles of survivor-centered support, ensuring that the needs and rights of women and girl survivors are at the forefront of all conflict resolution processes.
13. In response to these challenges, the JoZ, under the Zi-JUMP initiative, seeks to develop a Gender Justice Strategy and accompanying action plan to mainstream

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<sup>1</sup> AU Solemn Declaration on Gender Equality 2004, Assembly/AU/Dec.12(III)Rev.1.

<sup>2</sup> Paragraph 5 of the Communique(resolution) namely, The International Conference on the Great Lakes Region (ICGLR)Regional High-level Consultation of Ministers in Charge of Justice and Gender on Kampala Declaration on Sexual and Gender Based Violence (SGBV), in Grand Hotel, Kinshasa 28<sup>th</sup> July 2012.



gender aspects within the judiciary system. As part of this broader strategy,

developing a Protocol Manual for handling Sexual and GBV cases is a priority to ensure an effective, fair, and sensitive judicial response to such cases.

14. To address these needs JoZ seeks to procure the services of a qualified person(s) to establish a comprehensive protocol for handling sexual and GBV cases within JoZ. This protocol will serve as a guideline for addressing and managing cases of a sexual nature and Gender-based Violence sensitively and effectively.
15. In assessing the current legal framework and capacities, the following judicial officers will be considered: Judges, Magistrates, Kadhis, Mediators at Kadhis courts, Court Information desk officers, Gender officers, Court clerks, Legal officers, Children's court members, Judges' assistants, Court registrars and Court administrators, who play critical roles in the adjudication of GBV cases. Non-judicial stakeholders will include but not be limited to Prosecutors, law enforcement officers (police), social workers and Counselors, Healthcare providers/Medical practitioners, Defence attorneys, legal aid providers, Community leaders, such as Shehas, Paralegals and representatives from non-governmental organizations (NGOs) working in the field of GBV prevention and support, including but not limited to Zanzibar Female Lawyers Association (ZAFELA), Tanzania Media Women Association (TAMWA), Zanzibar Legal Services Center (ZLSC), Child right forum, and Zanzibar Legal and Human Right Organization (ZALHO). Engaging these stakeholders will provide a comprehensive understanding of existing challenges, gaps, and best practices in handling GBV cases.
16. Children who survive gender-based violence (GBV) face unique challenges that require specialized attention and intervention. The impacts of GBV on child survivors are profound, often leading to long-term physical, emotional, and psychological consequences. These children may experience stigma, isolation, and barriers to accessing justice and support services, which can hinder their recovery and reintegration into society. The Protocol Manual for handling Sexual and GBV cases should incorporate specific guidelines and procedures for addressing the needs of child survivors. By prioritizing the needs of child survivors, the judiciary can ensure a more equitable and just response to GBV, fostering a protective framework that empowers these vulnerable individuals and promotes their healing and well-being.
17. In enhancing its capacity to handle cases of sexual and gender-based violence (GBV) effectively and sensitively, and to foster a more responsive and sensitive judicial environment that prioritizes the needs of survivors, JoZ recognizes the critical need

for specialized training. The same qualified person will also provide comprehensive training to judicial, non-judicial stakeholders, and trainers (using a training of trainers approach)) on handling sexual and GBV cases and on providing survivor-centered assistance to GBV survivors. This includes training judicial and non-judicial staff on child-sensitive approaches, legal protections, and the importance of creating a safe environment for reporting and support. The training and ToT will specifically target the above-mentioned Judicial and Non-Judicial stakeholders to enhance their knowledge and skills in handling sexual and GBV cases. But ToT will only cover a small group of 30 people including only those judicial staff and non-judicial stakeholders that directly deal with GBV cases and GBV survivors within the Justice system. This approach will enhance passing the quality knowledge and skills obtained to others, effectively reaching a large audience with fewer resources. This group will include Judges, Magistrates (Regional Magistrates, District Magistrates, and Primary Court Magistrates), Kadhis, Mediators under Kadhis' court, Court clerks, Court information desk officers, Children's' Court members, legal officers, Gender officers, Prosecutors, social officers, Police, legal aid providers, Medical practitioners and representatives from NGO's (ZAFELA, TAMWA and ZLSC). These trainings will enhance the capacity of JoZ staff to manage GBV cases with the highest standards of professionalism and sensitivity, ensuring that survivors receive the support and justice they deserve.

### **III. OBJECTIVE OF THE ASSIGNMENTS**

18. The objectives of developing a Protocol Manual for handling Sexual and GBV cases are:

- i) Improve the overall quality of justice services, especially as they relate to women and children court users;
- ii) Develop a comprehensive working tool and guidelines for addressing sexual and GBV cases within the JoZ that is well-socialized;
- iii) Foster a judicial environment that is supportive and responsive to the needs of GBV survivors;
- iv) Develop a comprehensive approach to address the requirements of child survivors, ensuring that their rights and well-being are prioritized throughout the judicial process;

- v) Create a safe and supportive environment that acknowledges the distinct experiences of child survivors, enabling them to access justice while minimizing further trauma;
- vi) Develop ADR methods that are survivor-centric and aligned with the legal rights of the individuals involved; and
- vii) Strengthen public confidence in the judiciary's ability to address GBV.

19. On the other hand, the training of trainers aims to achieve the following objectives:

- i) Enhance the knowledge and skills of judicial and non-judicial staff in handling sexual and GBV cases;
- ii) Promote a survivor-centric approach in the judicial process: Training will prioritize the needs and rights of survivors, ensuring their voices are heard and respected. Measures will be implemented to uphold the 'Do No Harm' principle, preventing re-traumatization during judicial processes. Additionally, the protocol will ensure confidentiality and safety for GBV survivors, promoting non-discrimination and respecting their choices and dignity throughout the judicial process. Including a safe and supportive environment for all court users, particularly Survivors of GBV;
- iii) Increase awareness and sensitivity towards the unique needs of GBV survivors and provide better support and protection for survivors within the judicial process; and
- iv) Develop and implement best practices for managing GBV cases within the judiciary.

#### **IV. SCOPE OF THE ASSIGNMENT**

The resource person's assignment is structured into two tasks:

##### **20. Task I: Develop Protocol Manual for Handling Sexual and GBV cases**

###### Scope:

The scope of this assignment involves the development of a comprehensive protocol manual for handling sexual and gender-based violence (GBV) cases, including specific provisions for child survivors. This will include a thorough assessment of existing laws, policies, and procedures related to GBV, as well as the identification of gaps and best practices from other jurisdictions, and prepare an assessment report which includes but is not limited to (i) data collection methods (ii) stakeholders' interviews, (iii) analysis of existing protocols (if any) (iv) best practices from other jurisdictions similar to

Zanzibar. The resource person will consult with stakeholders and various community groups (women, girls, men, boys, marginalized groups, etc.) to gather insights and feedback, ensuring the protocol aligns with current needs and standards. Care should be taken for the consultations to not collect data on any individual stories of abuse, as this can be re-traumatizing for survivors. Instead, consultations should aim to understand the overall scale of GBV, help-seeking behaviors, and community perceptions of safety. Also, recognizing the need for a multisectoral approach, the resource person will ensure that the protocol integrates various aspects impacting GBV survivors, including legal, medical, psychosocial, and educational support. Furthermore, this will involve creating a detailed protocol for responding to sexual and GBV cases, which includes specific procedures for documentation, reporting, investigation, and support services. The final phase will consist of reviewing the protocol manual based on feedback received during the consultation process. The protocol will include guidelines on how to effectively incorporate ADR methods, ensuring that they are survivor-centric and aligned with the legal rights of the individuals involved.

Tasks:

The Resource person under this task will conduct the following:

- i) Review existing laws, rules, policies, procedures, and guidelines for handling sexual and GBV cases within Zanzibar;
- ii) Conducting a needs assessment to identify gaps and areas for improvement in the current processes;
- iii) Critically evaluate existing alternative dispute resolution mechanisms related to GBV to ensure they are survivor-centered and do not pressure survivors into reconciliatory outcomes that may jeopardize their safety;
- iv) Establishing best practices and protocols for handling sexual and GBV cases, considering similar arrangements in other jurisdictions;
- v) Developing a draft protocol for handling sexual and GBV cases, including procedures for reporting, investigation, support for victims, addressing the instances, and disciplinary actions; including procedures specifically addressing the needs of child survivors for reporting, investigation, support for victims, and protective measures; and including clauses to ensure that GBV survivors are safely referred to adequate services, which encompass:
  - Medical Services: Provide access to healthcare for physical injuries.

- Psychological support: Facilitate emotional trauma counseling and mental health services.
  - Economic solution: Promote financial independence through job training and resources.
  - Legal measures: Ensure access to legal support to pursue justice and protect rights;
- vi) Develop Referral pathways/forms that outline a step-by-step process for referring survivors to various services, ensuring clear communication channels between stakeholders (e.g., healthcare providers, counselors, legal aid);
- vii) Create standardized Referral forms by designing referral forms that include essential information such as the survivor's needs, preferred services, consent for referral, and contact information of the service providers:
- Ensure Accessibility by ensuring the referral forms are available in multiple languages and formats to accommodate diverse populations and literacy levels.
  - Incorporate safety protocols by including guidelines on how to handle sensitive information securely and ensure confidentiality throughout the referral process.
  - Feedback mechanisms: Add a section to the form for service providers to report back on the outcome of the referral, helping to monitor the effectiveness of the pathways and identify areas for improvement;
- viii) Facilitating consultations and workshops with key stakeholders to gather feedback and inputs on the draft protocol. This will involve engaging with stakeholders from multiple sectors, such as healthcare providers, social services, psychosocial providers, law enforcement (including Police), Educational sectors, and emergency shelters for GBV survivors;
- ix) Revising the protocol based on feedback received during the consultation process; and
- x) Finalize the protocol manual incorporating feedback from JoZ and key stakeholders, and prepare a comprehensive report detailing the development process and rationale behind key decisions.

Output:

- i) Assessment Report;
- ii) Draft of Protocol Manual;

- iii) Referral pathways and forms;
- iv) Final Protocol Manual; and
- v) A comprehensive report detailing the development process.

Input timeline: 13 Weeks

## **21. Task II: Training Trainers within JoZ on Handling Sexual and GBV cases and Providing GBV Survivor-centric assistance**

### Scope:

The scope of this assignment focuses on enhancing the capacity of trainers within JoZ to handle sexual and GBV cases effectively through a survivor-centric approach. This will involve conducting an initial needs assessment to identify gaps in the current handling of such cases, this will involve gathering data from trainers and stakeholders to understand their needs and areas that require improvement, followed by developing and delivering a comprehensive training program tailored to three specific groups: judicial staff, non-judicial stakeholders and trainers (ToT), the personnel included in all three groups are specifically outlined under the background section. The training will cover the dynamic of sexual and gender-based violence, relevant legal frameworks, and best practices for non-judicial interventions, also tailored for child survivors.

ToT participants will attend selected training sessions of other groups to enhance their learning experience and will also co-deliver certain sessions to improve their capacity to deliver training and foster a collaborative training environment. The training will employ various interactive methodologies to ensure engagement and retention of knowledge. Additionally, a monitoring and evaluation framework will be established to assess the effectiveness of the training and inform continuous improvement, this will also provide mechanisms for assessing trainer performance. Finally, a report will be prepared to summarize the training outcomes, provide feedback, and recommend further enhancements, ensuring that trainers are equipped to address GBV cases and those involving child survivors effectively. This report will provide insight into the effectiveness of the training and areas that may need additional focus. Finally, as the consultant will train trainers who will be responsible for training others under JoZ, a comprehensive training manual specifically for trainers who will be responsible for educating others on handling sexual and GBV cases including those involving children, will be developed, this manual will serve as a resource to ensure consistency and quality in training delivery across the JoZ.

### Tasks:

The Resource person under this task will conduct the following:

- i) Conducting an initial needs assessment to identify gaps in the current handling of sexual and GBV cases;
- ii) Developing a comprehensive training program and materials tailored to the needs of JoZ staff, utilizing principles of adult learning and addressing the unique needs of child survivors;
- iii) Delivering training sessions to judicial and non-judicial staff, these sessions will be structured to last a minimum of two hours, with options for full-day training depending on the depth of content and engagement required. These training sessions will focus on but are not limited to:
  - Understanding the dynamics of sexual and GBV, including specific considerations for child survivors.
  - Legal frameworks and best practices for handling GBV cases.
  - Survivor-centric approaches and trauma-informed care.
  - Child survivor-centric approaches and trauma-informed care.
  - Effective communication and interviewing techniques with survivors.
  - Potential risks associated with alternative dispute resolution and emphasize the necessity of survivor-centered approaches to ensure that survivors are not coerced into returning to abusive relationships.
  - Training on the use of the developed referral pathways and forms effectively, ensuring a unified approach to supporting GBV survivors.
  - Best practices for non-judicial handling of GBV cases;
- iv) Preparing a report summarizing the training sessions conducted;
- v) Providing training materials and resources for ongoing reference;
- vi) Developing a monitoring and evaluation framework to assess the impact of the training;
- vii) Preparing a final report summarizing the training outcomes, feedback from participants, and recommendations for further improvement;
- viii) Developing a training manual which will include but not be limited to:
  - Objective and learning outcome for each training module.
  - Training delivery strategies, including methodologies suitable for adult learning.
  - Case studies and practical scenarios to enhance understanding.
  - Resource and reference for further learning.

- Training session structure.
  - Survivor-Centric Approaches.
  - Monitoring and evaluation stipulating tools for assessing the effectiveness of training and feedback mechanisms for continuous improvement;
- ix) Designing and providing training materials such as presentations, handouts, and assessment tools that trainers can use during their sessions; and
  - x) Designing and developing Information, Education, and Communication (IEC) materials focused on the fight against GBV and emphasizing/supporting/promoting GBV Survivor Environment.

Attempts should be made to collect feedback on training modules, course content, and delivery to enable the JoZ to continually improve the materials until they are of a high quality.

Output:

- i) GBV Training Needs Assessment Report;
- ii) Comprehensive Training Program and Materials;
- iii) Piloting training programs and manuals and making necessary adjustments.
- iv) Delivery of Training Sessions;
  - v) The training report summarizing the training sessions conducted;
- vi) Monitoring and Evaluation Framework;
- vii) The final Training Report;
- viii) Training Manual, and Training materials to be used by trainers during their sessions; and
- ix) Information, Education, and Communication (IEC) materials focused on the fight against GBV and emphasizing/supporting/promoting GBV Survivor Environment.

Input timeline: 13 Weeks

## **V. METHODOLOGY**

22. The methodology for this assignment includes but is not limited to:

- i) Literature Review: Review relevant literature, laws, protocols, guidelines, policies, and best practices in handling GBV;
- ii) Stakeholder Consultation: Engage with a diverse range of stakeholders, including marginalized groups, to ensure their perspectives are included;



- iii) Data Collection and Analysis: Use qualitative and quantitative methods to gather data;
- iv) Stakeholder engagement: Facilitate Workshops and Focus group discussions to gather insights and build consensus; and
- v) Drafting and Revision: Develop draft documents and revise them based on feedback.

**VI. IMPLEMENTATION TIMELINE**

23. The expected time for both Tasks is by specific milestones and deliverables, and the payment will be made in installments based on the completion and approval of the deliverables as described in the table below:

<b>DELIVERABLES AND TIMELINE</b>				
<b>TASK I</b>				
<b>SN.</b>	<b>Deliverable</b>	<b>Estimated time</b>	<b>Payment 100%</b>	<b>Description</b>
1.	Inception Report (on both tasks)	1 Week	20%	Upon submission and approval of the Inception Report, including the detailed methodology, work plan, and timeline.
2.	i) Assessment Report ii) Draft of Protocol Manual iii) Referral pathways and forms	10 Weeks	20%	Upon submission and approval of the deliverables.
4.	Final Protocol Manual and comprehensive report detailing the development process.	2 Weeks	10%	Upon submission and approval of the Final Protocol Manual.
<b>Total Estimated Time and Payments:</b>		<b>13 Weeks (3.25 Months)</b>	<b>50%</b>	
<b>TASK II</b>				

<b>SN</b>	<b>Deliverables</b>	<b>Estimated time</b>	<b>Payment 100%</b>	<b>Description of the payment</b>
1.	i) GBV Training Needs Assessment Report ii) Comprehensive Training Program and Materials	3 Weeks	30%	Upon submission and approval of the deliverables.
3.	i) Piloting training programs and manuals and making necessary adjustments. ii) Delivery of Training Sessions. iii) The training report summarizing the training sessions conducted. iv) Monitoring and Evaluation Framework	6 Weeks	10%	Upon successful delivery of training sessions to judicial and non-judicial staff, and submission of the training report and monitoring and evaluation framework.
5.	i) The final Training Report. ii) Training Manual, and Training materials to be used by trainers during their sessions iii) Information, Education, and Communication (IEC) materials focused on the fight against GBV and emphasizing/supporting/promoting GBV Survivor Environment.	4 Weeks	10%	Upon submission and approval of the deliverables
<b>Total Estimated Time and Payment:</b>		<b>13 Weeks (3.25 months)</b>	<b>50%</b>	

## **VII. PROPOSED QUALIFICATIONS:**

24. The resource person should have the following qualifications:

- xi) Advanced Degree in Law, Human rights, Gender studies, Social Work, Public Administration, Strategic Development, or a related field;
- xii) At least 5 years of experience in the issue of gender development and knowledge of GBV cases will be an added advantage;

- xiii) Demonstrated experience in developing policies and protocols related to handling sexual and GBV cases or similar sensitive issues;
- xiv) Familiarity with best practices and guidelines for addressing sexual harassment, abuse, or misconduct;
- xv) Possess prior experience and appropriate/adequate methodologies/tools for facilitating community consultation on GBV, ensuring that the focus extends beyond individual cases. This approach aims to prevent harm and avoid the implementation of ineffective practices;
- xvi) Proven experience in conducting training programs on GBV;
- xvii) Good understanding of Zanzibar's social context;
- xviii) Fluency in written and spoken English and Swahili;
- xix) Strong understanding of legal frameworks and best practices related to GBV; and
- xx) Sensitivity to cultural and contextual issues related to GBV.

## **VIII. GOVERNANCE AND REPORTING**

25. The work will be overseen by the JoZ through the Judiciary Reform Delivery Unit (JRDU Coordinator) and Gender Division. Regular progress reports will be submitted to the Gender Division, and key decisions will be made in consultation with JRDU. On the routine workings, the Gender Division personnel at the JoZ will work hand in hand with the resource person.

## **IX. TERMS AND CONDITIONS**

26. All work must comply with the Judiciary's ethical guidelines and data protection policies. Confidentiality of stakeholder information must be maintained. Intellectual property rights for the deliverables will be retained by the commissioning organization (JoZ).