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## INTELLECTUAL SERVICES

### A TECHNICAL STUDY ON GENDER ISSUES,

### PROTECTION AND INCLUSION

ref: PUI-CONS-FR285-003

## 1. General

<b>Project / Department</b>	[PHARE-U] Technical study on gender, protection and inclusion issues International Emergencies Department - International Operations Division
<b>Purpose of the assignment</b>	This consultancy aims to implement the International Federation's (IFRC) institutional frameworks for PGI in emergencies, in order to operationalize them in the form of a turnkey manual, particularly in the <b>shelter management, distribution and emergency health</b> sectors.
<b>Mission location</b>	Remote, with the possibility of travel to FIU Delegations or Regional Intervention Platforms (PIR)
<b>Mission Manager</b>	<b>Aude Saintoyant</b> , Head of the Disaster Risk Management and Emergencies Department <b>Elois Voisin</b> , Gender Expertise and Research Officer, International Operations Division <b>Sara Tilleria Durango</b> , PGI Coordinator for the GRC Division <b>Julie Squercioni</b> , Contract Manager, International Emergencies Unit
<b>Desired start date</b>	As soon as possible
<b>Desired end date</b>	September 12, 2025



<b>Deadline for deliverables</b>	<ul style="list-style-type: none"><li>- July 21, 2025: PGI manual for emergency situations</li><li>- August 25, 2025: training module and extension of resources</li></ul>
<b>Mission duration</b>	5.5 months

## 2. Introduction

### 2.1 Context of the consultancy

#### Consideration of protection, gender and inclusion issues within the CRF

At institutional level, the French Red Cross is a signatory to the IFRC's Policy on Protection, Gender Equality and Inclusion.

In its international strategy Horizon 2030, the French Red Cross renews its desire to set an example in the face of ever-increasing challenges, in particular by including these cross-cutting themes in our strategies and projects.

"The French Red Cross has been committed for several years to effectively translating the following issues into its actions:

- reducing our environmental footprint and combating global warming;
- **reducing gender inequalities;**
- **prevention of sexual exploitation and abuse;**
- [...]
- **directing help and protection to those who need it most.**

These cross-cutting issues are also taken into account in the various response areas.

Pre-existing social and gender inequalities and the androcentrism of the humanitarian and CRM sectors explain the major differentiated impacts of disasters and all emergencies - including epidemics - but also the negative effects directly linked to humanitarian interventions. The project will be carried out according to the "do no harm" principle, taking into account gender inequalities, known within the Movement as "protection, gender and inclusion in emergency situations". In addition to the technical expertise represented at the CRF head office, the project will involve the presence of AIP referents in each of the RIPs.

As part of the "3 Oceans" program, three socio-anthropological studies were carried out in the three ocean basins (Caribbean, Indian Ocean and South Pacific) to integrate Protection, Gender and Inclusion (PGI) considerations into the CRF's disaster risk management (DRM) programs.

These studies revealed that **evacuation and emergency shelter conditions** exposed women and minors to multiple forms of sexual violence, particularly while waiting for meals to be distributed,



due to the presence of off-site or remote toilets that were mixed and could not be locked, as well as the lack of confidentiality and privacy in the shelters. **Conditions in emergency shelters** also revealed harmful practices: the absence of safe spaces for survivors of GBV, the lack of electricity and lighting, and the interruption of sexual and reproductive health services and protection devices.

Numerous **forms of discrimination have also been observed in emergency shelters**: people with disabilities are left alone and unattended during the day, while those without identity documents avoid the sites and have no access to distributions. Elderly people and children also have difficulty accessing meals and food distributions.

On the other hand, pregnant women did not receive the necessary assistance during evacuations: some gave birth at home without help, others at emergency sites for lack of transport to the hospital. In addition, a lack of availability and specialized equipment for people with physical and sensory disabilities has been documented.

In summary, these studies reveal **insufficient consideration of AIP aspects** in emergency response and limited implementation of existing institutional frameworks, notably those of the IFRC. As part of the emergency response, several recommendations have been made, particularly in the **emergency accommodation, distribution and emergency health** sectors.

## 2.2 Program overview

### Humanitarian Partnership for Emergency Response and Assistance (PHARE-u)

The PHARE-u project is an innovative partnership between the French Red Cross (FRC) and the Crisis and Support Center of the French Ministry of Europe and Foreign Affairs (CDCS). It aims to strengthen the FRC's international emergency response capabilities, while improving the quality and speed of care for affected populations. The project proposes five key intervention modalities, and also funds response preparation activities, team and equipment capacity building, and covers the support costs necessary for the effective implementation of operations, as well as the cost of human resources dedicated to emergencies.

Project duration	From <b>07/15/2024</b> to <b>09/30/2025</b>
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Carrying out this technical study is an activity planned as part of the PHARE-u project, in line with "R.3 Partnership management is fluid and geared towards **joint learning**".

Within the framework of the PHARE-u Partnership, emergency response operations (natural disasters, epidemics) are financed by the CDCS. These **can last up to 4 months**, and include the **dispatch of essential equipment** and **personnel** (Rapid Response, Emergency Response Teams).



The proposed technical study fits into this context, and the **expected results and deliverables** must therefore **be adapted and adaptable to the emergency intervention modalities specific to the PHARE-u partnership**.

### 3. General and specific objectives of the consultancy

#### 3.1 General objective of the consultancy assignment

Based on the studies mentioned and taking into account the existing IFRC AIP frameworks, the aim of this consultation is to develop a humanitarian response that fully integrates the principles of the DAPS (Dignity, Access, Participation and Security) framework and to go beyond it by **integrating gender-sensitive actions into the humanitarian response**, specifically in the following sectors: **shelter management, distribution and emergency health** (which includes GBV mitigation, prevention and care, SAC "safe abortion care" and more).

Next, and based on this first phase, the aim would be to create - or adapt - remote awareness and training modules on two complementary aspects:

- **understanding** and **mastering** the concepts related to these themes;
- the **operationalization** of these concepts in an emergency context.

The aim is not to duplicate available resources, but to set up a mode of operation and training so that these cross-disciplinary elements are integrated directly into the design of emergency operations in a systemic way.

#### 3.2 Specific objectives of the consultancy

OS1: Ensure the protection, inclusion and consideration of gender in emergency response activities in the shelter management, distribution and emergency health sectors (cross-cutting GBV, combating SEA, gender continuum).

OS2: Ensure the deployment of basic services often overlooked in our emergency response (rapid gender analysis -RGA-, SAC, GBV)

OS3: Systematize the conduct of GRAs at the very start of the response and integrate GRA training into preparation programs with SNHs in order to have up-to-date, contextualized information and adapt our actions during this period.

### 5. Methodology of the consultancy

The consultant is expected to submit a technical proposal based on the methodology described below. Consultants are free to propose adjustments to the methodology in order to improve the quality of the results obtained and the efficiency of the assignment, provided that these



adjustments are justified and guarantee the achievement of the general and specific objectives of the study.

The expected methodology for this study is as follows:

- a) Diagnostic phase: Review and analysis of existing literature**
- b) Design and production phase: Development of a CRF "PGI in emergency situations" manual, training module and extension of resources.**
- c) Results presentation and dissemination phase**

## 6. Expected results of the consultancy assignment

- **Capacity building :**
  - The various parties involved in emergency response are trained and made aware of gender-related best practices.
  - Efficient, appropriate teaching tools are available and widely distributed, enabling students to understand and master the concepts associated with these themes.
- **Optimizing interventions - Operationalizing gender mainstreaming**
  - Short-term humanitarian interventions systematically take gender into account in shelter management, distribution and emergency health activities.
  - Stock pre-positioning and emergency response activities (disasters, epidemics) systematically take gender-specific needs into account (e.g. DSSR kits, menstrual hygiene products).
- **Documenting and sharing best practices :**
  - Lessons learned are documented and made available for future projects.
  - The deliverables can be distributed to the entire Red Cross Red Crescent Movement, and to the humanitarian sector as a whole.
  - A final report summarizes the results obtained and proposes concrete recommendations.

## 7. Expected deliverables

Each deliverable must be submitted within the timeframe specified by the consultancy and the FIU at the time of contracting. The FIU will be responsible for validating the deliverables.

### **Deliverables**

#### **> Scoping report**



Develop an inception report and methodology in line with the various deliverables.

- Deliverable: Scoping report including refined methodology and roadmap for deliverables.
- Format: 3 pages, Word format (in French and English)

**>Deliverable 1: CRF's own "PGI in Emergencies" manual and a toolkit for each sector: Shelter Management, Distribution and Emergency Health.** The manual also includes a checklist for systematizing ARGs in emergencies and for pre-positioning gender-sensitive stocks in the emergency preparedness phase.

The consultant will be required to consult the CRF Delegations and Regional Intervention Platforms (PIR), the International Federation of the Red Cross and Red Crescent (IFRC), and the CRF National Partner Societies during the construction phase of this tool. Feedback from the various players involved in the field will be incorporated into the finalization of the manual and toolbox.

These deliverables will be distributed to all Red Cross Red Crescent Movement stakeholders, notably through the IFRC.

**>Deliverable 2: Training module and extension of resources**

The consultant will be required to provide upstream presentation materials for the operational manual, such as PowPGIoint and awareness-raising materials. These materials should be adaptable to each Delegation and PIR, and more generally to each actor of the Red Cross Red Crescent Movement.

**>Deliverable 3**

Presentation of the consultancy (PPT) in French and English

**> Final report**

The consultant will be required to **submit a detailed V0 final report in French (max 40 pages)** for comments and review by the CRF and CDCS team, including :

- One section for each tool developed (CRF operational manual, toolbox, and training and awareness materials)
- Recommendations for successful implementation of each tool
- A conclusion
- corresponding appendices (max 10 pages) (containing technical details of the study, terms of reference, any tables or graphs, references and other sources of information).

After revision and incorporation of comments from the CRF and CDCS teams, a final version of the Final Report will be produced.

## 7. Consultancy organization and schedule

### Consultancy phases



**First phase:**

In the **first phase** of the technical study, the consultant will carry out a literature review of IFRC ("PGI in Emergencies" and "Minimum standards for PGI in emergencies"), IASC "Guidelines for integrating GBV intervention in humanitarian action", IFRC, "Safe and Abortion Care in emergencies toolkit", IFRC, "Toolkit- sexual violence care in ERU deployments", CRF, VCAT Genre, CRF "Manuel Genre et épidémies", Gender in Infectious Disease Epidemic Preparedness and Response toolkit (World Bank) ",

**In the second phase**, the consultant will produce a turnkey **PGI manual for emergency situations**, specific to the French Red Cross (FRC), so that field teams can respond effectively to gender-based violence (GBV) and specific needs in terms of sexual and reproductive health and rights (SRHR) during emergency interventions. The manual will also include a PGI perspective in **emergency shelter management** (principles of non-discrimination on grounds of gender identity, sexual orientation, ethnicity, administrative status, disability, membership of a stigmatized social group; meals distributed during the day; development of a PEAS protocol). The manual will also include guidelines to ensure **holistic referral of victims to appropriate services, including safe-abortion care, GBV management, etc.**

A key step in this phase will be **the integration of rapid gender analysis (RGA)**, with checklists and practical tools for **systematic implementation during humanitarian responses.**

This stage will also produce a **checklist for the pre-positioning of gender-sensitive stocks** in the pre-emergency preparedness phase, to ensure that stocks integrate the needs of different categories of the population, particularly women, children and people with disabilities, and that they meet emergency health needs (DSSR products: SAC, emergency contraceptive methods, etc.).

Finally, **the third phase** of the consultation will involve the **creation of training modules and the popularization of the resources developed**, to facilitate their appropriation by field teams.

Finally, a **fourth phase**: dissemination of the technical study through at least 2 formal presentations: internally at the CRF (in French) and at the IFRC (in English).

> Between and during these different phases, there will be time for exchanges between those in charge of the mission and the consultant.

**Timeline**

The consultancy will last 5.5 months.

<b>Phase 0</b>	<b>Framing the mission</b> <b>0.5 months</b>
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<b>Phase 1</b>	<b>Literature review and analysis</b> <b>1 month</b>
<b>Phase 2</b>	<b>Production of an PGI manual for emergency situations</b> <b>2.5 months</b>
<b>Phase 3</b>	<b>Production of a training module and dissemination of resources</b> <b>1 month</b>
<b>Phase 4</b>	<b>Final report and dissemination webinars</b> <b>0.5 months</b>

> This timeline is a proposal to be adapted by the consultants.

## 8. Processing offers

### Consultant profile

- At least 5 years' proven field experience in emergency situations
- Gender studies, gender and humanitarianism or proven social science study experience with at least a Master 2 in social sciences (gender studies)
- Particular expertise in GBV in emergency contexts is highly desirable
- Proven experience in workshop facilitation and training
- Experience with the Red Cross Movement
- Skills in:
  - Research work
  - Synthesis work
  - Excellent writing skills
  - Sense of consensus - Diplomacy and negotiation
- Mastering the concept of intersectionality ;
- Perfect command of French and English
- On schedule

### Administrative clauses

- At the time of submission, the bidder must provide proof of the regularity of its economic activity (tax documents, registration, registration as a self-employed worker - depending on the country of reference where the bidder is established).
- The service provider is solely responsible for providing the material and human resources needed to carry out the service: plane tickets, computer, professional liability insurance, visa.
- He may delegate part of the assignment, within his teams, to the employee of his choice, but he remains the sole hierarchical and disciplinary authority over his employees. The service provider is responsible for ensuring the safety of the consultants he sends on assignment.





## Expression of interest

- Consultants must submit a **technical and financial proposal** for their services.
- The **technical bid** must include: the CV and/or Portfolio, the proposed methodology and an indicative timetable.
- The **budget should** show all costs relating to the realization of the six modules.
- The price indicated for the service must be marked 'firm, global, lump-sum and final'.
  
- **Tenders should be sent to the following e-mail address:** [julie.squercioni@croix-rougr.fr](mailto:julie.squercioni@croix-rougr.fr)
  - with the following heading: **OFFER PUI-CONS-FR285-003 \_ LAST NAME First Name**
  
- **Deadline** for bids: **April 8th 2025 at 9 a.m.** (Paris time)