

Terms of Reference

Tailored Guidelines for Anti-Violence Centers' Training Program for Newly Hired Anti-Violence Shelter Staff Gaza Strip in Partnership with the

Center for Women's Legal Research and Consulting

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1. Objectives

Objective I.

To ensure that staff who is selected and hired to work in the multipurpose "Center for the Protection and Empowerment of Women and Families" in the Gaza Strip holds the suitable competences, motivation, personality characteristics, as well as the proven ability to acquire and develop required innovative expertise.

Objective II.

- ✓ To transfer knowledge on key topics relevant to anti-violence services vision methodology and management
- ✓ To provide practical guidelines on anti-violence services operation
- ✓ To raise empathy and solidarity among staff towards women victims of violence
- ✓ To develop team spirit
- ✓ To create sense of ownership towards the Center, its vision and mission

2. Training Methodology

The training methodology shall focus on the dissemination of best practices starting from actual experiences developed by the trainers in various fields relevant to the work of anti-violence services. A gender-based approach should be adopted throughout the whole training program, using, as privileged tool, a gender-oriented analysis of the phenomenon of violence against women. The training should also be implemented in a participatory manner, encouraging trainees to express and share with the other participants their experiences, their points of view, as well as their concerns and cultural dilemmas. Encouraging "listening to the others" is also key in the training approach, as "listening" is one of the main skills required to anti-violence services staff in their work.

Specific methodological tools to be adopted are:

- case studies
- role plays
- in depth analysis of key topics from various professional perspectives
- group work
- follow-up discussion
- comparative analysis of experiences
- moments of sharing (emotional feedback, personal experiences "as women", etc)

- field visits to partner organizations providing VAW services (as they will be part of the Center's network).

The training shall incorporate best practices, as lessons learnt, developed by the Mehwar Center which operates, since 2007, in the West Bank as the only anti-violence shelter in the oPt responding to international human rights standards.

3. Criteria for the selection of Trainers

In addition to extensive knowledge in the topic that the trainer intends to undertake within the program, in depth knowledge of the phenomenon of violence against women, as well as multi-year activism in combating the problem, should be among the core requirements for all trainers participating in this training program.

In specific, the following requirements should be met in the selection of trainers:

- Extensive knowledge in the topic of the teaching (minimum 5 years experience)
- Knowledge of gender and VAW (minimum 5 years of active experience in this field)
- Proven commitment towards women's human rights
- Track records as trainer / group facilitator
- Strong communication skills
- Proven capacity in knowledge management
- Direct experience in anti-violence shelters is indispensable for those topics related to shelter management and methodology
- Skills in evaluation of human resources, an asset

For very specific professions (i.e. physician) or in case institutional representatives are invited to present their experience in supporting and protecting women victims of violence, excellence in their field of work and gender sensitivity would be required.

4. Key topics (25 modules**)

- a) International Women's Movement – the Women's Movement in the Arab Region **(1 module)**
- b) Women's Human Rights and links between gender-based discrimination and violence against women – UDHR and CEDAW **(2 modules)**
- c) Violence Against Women – forms, causes, consequences, stereotypes **(2 modules)**
- d) The “National Strategy to Combat VAW” in the oPt **(1 module)**
- e) What is an anti-violence center: international human rights-based standards for anti-violence centers **(1 module)**
- f) The “Mehwar Center Project”: the first anti-violence center in oPt operating upon international human rights-based standards **(1 module)**
- g) What is a “woman-centered approach” **(1 module)**
- h) Ethics of specialized professionals working on VAW (focus on confidentiality, empathy, respect of women's choices and rights, accountability) **(1 module)**
- i) Anti-violence shelters' management – women's intake/exit, staff rotation, collective work *versus* division of roles, decision making regarding cases, the role of the director *versus* the role of the team **(2 modules)**
- j) How to conduct a case-assessment, including risk assessment **(1 module)**

- k) Social counseling methodology – approach, collective and individual counseling, thematic groups, self-help groups **(1 module)**
- l) How to build, implement and monitor an intervention-plan **(1 module)**
- m) Psychological consequences of violence on abused women and children **(2 modules)**:
 - i. PTSD
 - ii. Links between VAW and other mental disorders
 - iii. the role of anti-violence centers' staff
 - iv. the role of specialized mental health services
- n) Social counseling methodology – approach, collective and individual counseling, thematic Medical care in cases of abused women/children (what are the physical consequences of violence, overall health deterioration *versus* specific signs of mistreatments and abuse, consequences of sexual violence on women's reproductive health) **(1 module)**:
 - i. the role of anti-violence centers' staff
 - ii. the role of specialized health providers
- o) Defending legal rights in VAW cases **(3 modules)**:
 - i. positive aspects of Palestinian legislation and procedures
 - ii. constraints of Palestinian legislation and procedures
 - iii. approach to legal counseling for VAW cases
 - iv. legal strategies to defend abused women/children in courts
 - v. importance of psycho-social and medical reports to support women's defense in courts (how to collect and present evidence)
- p) Children victims/witnesses of violence - support to mother-child relationship in cases of violence **(1 module)**
- q) How to build service networks in support of women/children victims of violence (the propulsive role of anti-violence centers) **(1 module)**
- r) How to build a safety plan for women/children victims of violence **(1 module)**
- s) Reintegration of women victims of violence: possible strategies in oPt (some successful stories) **(1 module)**

** Each module has to be considered for 4 hours

Essential parts of the training program shall also be considered:

- **Sexual Education Course**
- **Visits to key institutions which will be part of the Shelter's network / meetings with representatives of key partner institutions**
- **Staff finalizing Initial Draft of Shelter Policies and Procedures**
- **Staff finalizing Shelter Premises Furnishing (according to agreed upon criteria)**
- **Mentoring (on-the-job training)**