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AI-generated content may be incorrect.TOR to Support the Development of a Learning Brief on:**

***Integrating a Survivor-Centred Approach to Address GBV in Gender Transformative Programming***

**ActionAid Ireland seeks a consultant to support the development of a learning brief in consultation with staff and partners in Kenya, Ethiopia and Nepal.**

Please submit a proposal of no more than 3-4 pages outlining your suitability, approach and budget (no more than €6,000) – please note that this consultancy needs to be finalised in accordance with the timeline outlined in the TOR

Proposals to be submitted to [finola.finnan@action](mailto:finola.finnan@action) by October 14, 2025

**1. Background and Rationale**

Gender-based violence remains a pervasive barrier to women’s rights and gender equality and is a core focus of ActionAid Ireland’s Women’s Rights Programme (WRP) III funded by Irish Aid and implemented with women’s rights organisations in Kenya, Ethiopia and Nepal. While the WRP has for many years focused on GBV prevention and response using a human rights and behavioural change framework, the most recent phase has evolved to include a stronger focus on survivor centred approaches and feminist analysis.

Explicitly, WRPIII (2023-2027), seeks to shift power and recognise survivors as active agents of change. It also seeks to ensure that programmes challenge the systems and norms that enable violence, building pathways for collective action and advocacy that contribute to long-term transformation.

This learning brief aims to capture key lessons and insights from applying a survivor centred approach in WRP III’s programming, highlighting both successes and challenges in ensuring survivors’ dignity, agency and rights while addressing harmful norms and power relations.

**2. Objectives of the Learning Brief**

* To establish what is understood by a survivor-centred, survivor-led approach within the Women’s Rights Programme (WRP) III programme.
* To document practical experiences of applying a survivor-centred approach in WRP III as part of a Gender Transformative Approach and assess if and how it contributes to gender transformation in the programme.
* To identify key lessons, challenges and promising practices within the programme in ensuring survivor safety, dignity and empowerment.
* To provide actionable recommendations to strengthen future programme design and advocacy.

**3. Key Areas of Focus and Possible Questions (to be agreed with the consultant)**

**A. Linkages with the Gender Transformative Approach (GTA)**

* How does applying a survivor-centred approach strengthen gender-transformative programming?
* In what ways does a survivor centred approach help shift harmful power relations and norms in communities?

**B. Practical Application of the Survivor-Centred Approach (SCA)**

* How is a survivor-centred approach applied in the programme?
* What methods, or strategies were most effective in ensuring dignity, safety, and agency of survivors?
* What were the core challenges and gaps?

**C. Community-led and Survivor-led Learnings**

* How have communities taken ownership in advancing survivor-centred responses?
* What examples show survivors leading change, advocacy, or peer support in their communities?

**4. Methodology**

A methodology will be agreed in consultation with the consultant. It will need to take account of do no harm principles and the safety of the interviewees. It is expected that the country teams will support the data collection in country and/or hire a resource with the required expertise to support the data collection from survivors as necessary.

Interviews will be held with programme staff and partners. In addition, teams in country will be supported to gather information from survivors, community groups (and other stakeholders if practical) to support understanding of the core areas of focus.

This will not be extensive given time and cost limitations but is likely to include:

* Survivors’ experiences of support services and perceptions of agency, dignity and safety.
* Community groups’ role in collective action in support of survivor-centred approaches.
* Stakeholders’ policy and practice changes in support of survivor centred programming within a gender transformative approach. (may be gathered from documentation or staff interviews).

**Proposed Outline – 12 days maximum and budget of no more than a total of €6,000** *(*the timeline relates to the consultant’s time on the understanding that teams in country are engaged). All times are approximate and will be considered in the expression of interest.

* Desk Review: Relevant program documents, case studies and country/partner reports. (**2 days** – led by consultant with support of Gender Co-ordinator)
* Data Collection: methodology to be developed by the consultant and agreed with the ActionAid Ireland Programme Team. (**3 -4 days**)
* The delivery of the data collection will be done by teams in country, but the consultant will be responsible for developing the tools and providing guidance and online training and support.

Data Collection can potentially be:

* *Short interviews/discussions with staff, partners and ideally service providers. (Developed by consultant - staff to guide discussions with partners) (1.5 days)*
* *Focus Group Discussions (FGDs): Consultant to guide staff/partners to conduct sessions with survivors, women’s groups and stakeholders. (1.5 days)*
* *An alternative participatory approach where the perspective of survivors is assessed through consultative forums and their experiences assessed. (1.5 days as alternative to focus groups and interviews)*
* Review/Analysis of Data and Reflection Sessions: Internal workshops to validate findings and lessons and staff/partner validation with the communities. (**2**)
* Drafting & Peer Review: Development of the learning brief. (**2-3**)
* Presentation, finalisation and typesetting of report (**1**)

**Note:** Ethical considerations such as consent, confidentiality and safeguarding must be considered when working with survivors and will inform the methodology.

The report will be supported by the ActionAid Ireland Gender Co-ordinator and country teams.

**5. Requirements:**

A consultant is sought with the following skills and experience:

* Extensive experience and knowledge of gender-based violence programming and survivor centred/led approaches
* An excellent working knowledge of gender transformative approaches
* Substantial knowledge and understanding of international and country level implementation of development programmes
* Excellent written and verbal communication skills in English and an ability to write in non-jargon language.
* Research and analytical skills
* An understanding of the ethical, risk and safety issues related to survivors in GBV programming
* A knowledge of ActionAid will be an added advantage.

**Timeline**: To commence by mid-October and to be completed by mid-December.

**6. Expected Output**

A concise, practitioner-friendly Learning Brief (6–8 pages) that documents lessons and recommendations on integrating a survivor-centred approach into gender-transformative programming to address GBV. The document should be visually attractive and accessible.

**6. Draft Timeline (to be finalised by consultant)**

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| **Activity** | **October** | | **November** | | | | | **December** | | |
| **Week 1** | **Week 2** | | **Week 3** | **Week 4** | **Week 5** | **Week 6** | **Week 7** | **Week 8** | **Week 9** |
| Document/desk review |  |  | |  |  |  |  |  |  |  |
| Initial outline developed and shared with AAI & country teams |  |  | |  |  |  |  |  |  |  |
| Methodology & tools finalised incorporating feedback |  |  | |  |  |  |  |  |  |  |
| Data collection |  |  | |  |  |  |  |  |  |  |
| Analysis and draft findings |  |  | |  |  |  |  |  |  |  |
| Validation and revisions |  |  | |  |  |  |  |  |  |  |
| Report writing & dissemination |  |  | |  |  |  |  |  |  |  |