

Terms of Reference

Consultant: Development of the Call to Action on Protection from Gender-Based Violence in Emergencies Road Map (2026–2030)

Background

Gender-based violence (GBV) is a power, health, rights, and protection issue that is deeply rooted in gender inequality and structural norms that disempower and discriminate. The risk of violence, exploitation, and abuse is heightened during emergencies. Crises weaken national systems, such as health and legal systems, and community and social support networks. This breakdown of systems can reduce access to health services, including sexual and reproductive health services, and legal services, leading to an environment of impunity in which perpetrators are not held to account.

Forced displacement by conflict, natural disasters, climate change, or other crises may further compound the risks. GBV has significant and long-lasting impacts on the health and psychosocial and economic well-being of women and girls, and their families and communities. While women and girls are disproportionately affected by GBV, the risks of sexual violence against men and boys can also rise in crises.

Sexual violence is often used as a method of warfare. Conflict-related sexual violence is prohibited under international humanitarian law. Depending on the circumstances, sexual violence may be considered both as individual war crimes as well as crimes against humanity, and in certain situations it may also be considered a constituent act in the crime of genocide.

Call to Action initiative

The Call to Action on Protection from Gender-Based Violence in Emergencies (CtA) is a global initiative of governments and donors, international organisations (IOs) and non-governmental organisations (NGOs). The initiative was launched in 2013 to drive change and foster accountability so that every humanitarian effort, from the earliest stage of a crisis, includes the policies, systems and mechanisms to mitigate gender-based violence risks, especially violence against women and girls, and to provide safe and comprehensive services to those affected by GBV.

The CtA structure aims to leverage the multi-stakeholder membership, promote coordinated action, and foster mutual respect and collaboration among partners. As members of the CtA, partners affirm the goal, objectives, and core principles of the initiative.

Goal

The goal of the CtA is to drive change and foster accountability within the humanitarian sphere so that every humanitarian effort, from the start, includes the policies, systems, and mechanisms necessary to provide safe and comprehensive services to those affected by GBV, to prevent GBV, and mitigate GBV risks, especially violence against women and girls.

Objectives

1. Establish specialized GBV services and programs that are accessible to anyone affected by GBV and are available from the onset of an emergency.
2. Integrate and implement actions to prevent GBV and to mitigate GBV risk across all levels and sectors of humanitarian response from the earliest stages of an emergency and throughout the program cycle.
3. Mainstream gender equality and the empowerment of women and girls throughout humanitarian action.

CtA Core Principles

- Accountability to affected populations is paramount in implementing the Call to Action. The meaningful participation and leadership of affected populations, in particular women and girls, must be ensured.
- GBV and gender inequality are inextricably linked. To end GBV, systemic equality between women and men must be established.
- Women and girls are a priority focus for the Call to Action because of their documented higher risk of GBV, the overarching discrimination they experience, and their lack of safe and equitable access to humanitarian assistance.
- An intersectional approach is key for effective survivor-centred programming. This requires an understanding of how aspects of a person's social and political identities might combine or intersect to heighten protection risks.
- The engagement, leadership, and participation of local organizations and local leaders, particularly women and women's organizations, is critical to effective humanitarian action.
- Sustained collective action and accountability by all partners in the humanitarian system— every level and across all sectors—are essential to achieve the goal of the Call to Action

CtA Road Map

The Road Map sets out core principles that are foundational to the collective efforts of the CtA partnership and are critical to achieving the vision of the Call to Action. It serves as the primary tool guiding CtA stakeholders, each from their respective vantage point to align efforts and combine resources toward a common goal. The current Road Map (2021–2025) is nearing

completion. Drawing on lessons learned from the recent independent review (2025), the next Road Map (2026–2030) should establish reflect the findings and recommendations of the external review led by Germany, as well as inputs from the 2024 Annual Partners Meeting and implementation workshop, with a clear emphasis on simplification.

Purpose of the Consultancy

The purpose of this consultancy is to develop a simplified, inclusive, and results-oriented Road Map that that is endorsed by the CtA working groups and members of the CtA Steering Committee.

The consultant will

- Design and lead a participatory process for developing the new, simplified Road Map.
- Draft a clear Theory of Change that defines pathways to impact.
- Develop outcomes, indicators, and a logic model aligned with CtA’s goals, objectives and core principles, which will be the foundation for a simplified reporting system.
- Ensure the DRAFT Road Map
 - reflects the priorities and perspectives of all stakeholder groups (States, donors, international organisations, NGOs, WLOs/WROs),
 - amplifies women and WLO leadership and role as responders,
 - addresses key findings and recommendations presented in the External Review commissioned by Germany and inputs from the 2024 Annual Partners Meeting and implementation workshop,¹
 - reflects a clear CtA identity,
 - is more streamlined than the current Road Map, with fewer, clearer objectives,
 - recognizes and creates synergies with other platforms working on GBV and supports alignment with key humanitarian frameworks and guidelines.

The DRAFT Road Map should

- Integrate lessons learned from the external review led by Germany;
- Reflect inputs from the 2024 Annual Partners Meeting and implementation workshop;
- Emphasize simplification, clarity, and usability;
- Have a focus on humanitarian needs, field-level relevance, local leadership, and accountability;

The consultant is expected to develop the DRAFT Road Map through a consultative and inclusive process. The consultant will further ensure that the DRAFT Road Map aligns with actionable priorities which emerge from the discussions on the humanitarian reset².

¹ [Annual Meeting - Review 10-pager final 31.5.25LT fab final draft](#)

² Including outcomes from the June 2025 CtA strategic meeting on the margins of the ECOSOC HAS, 2024 CtA Annual partners meeting and External review.

Scope of Work and Key Tasks

Inception and Planning

- Review existing documentation, including the 2025 CtA Review and Road Map 2021–2025.
- Develop an inception report outlining methodology, timeline, and stakeholder engagement plan.

Stakeholder Consultations

- Facilitate targeted consultations with all stakeholder groups (remote).
- Coordinate with the CtA Secretariat, Steering Committee, Working Groups, and other relevant platforms.
- Ensure meaningful participation/representation of women-led and local organisations on the consultative process.

Drafting and finalizing CtA Roadmap 2026-2030

- Present DRAFT Road Map to CtA steering committee for validation at the CtA annual meeting (mid-October 2025).
- Incorporate feedback and submit final Road Map.
- Produce a summary version and a PowerPoint presentation for dissemination.

Deliverables

1. Inception Report (methodology, timeline, engagement plan)
2. Summary of Stakeholder Consultations
3. Draft Road Map
4. Final Road Map 2026–2030 (max. 10 pages)
5. Summary Version (max. 3 pages)
6. Presentation deck (PowerPoint)

Duration and Timeline

Estimated total duration: 60 working days over 5 months

Period: Augusti – December 2025

Qualifications and Experience

Advanced degree in social work or other social sciences, public health, community health, international relations, international law, human rights or related field.

- A minimum of 10 years of experience in humanitarian GBV, gender equality, or coordination.
- Proven track record of facilitating multi-stakeholder strategy or roadmap development.
- Practical experience in GBV programme development and management and technical knowledge and experience in GBV prevention and response using a survivor-centered approach highly desirable

- Knowledge of the humanitarian reform process and roles/responsibilities of humanitarian actors. Strong familiarity with the CtA, and humanitarian architecture highly desirable
- Demonstrated commitment to participatory approaches.
- Demonstrable knowledge of protection issues and of gender issues and their relevance in humanitarian emergency settings and roles/responsibilities of humanitarian actors

Reporting and Management

The consultant will report to the CtA Secretariat, with oversight by the CtA Steering Committee.

Budget

Maximum daily fee: 500 USD

Application Process

Interested candidates are invited to submit:

- A short technical proposal (max. 3 pages) outlining approach and methodology
- CV highlighting relevant experience (max 3 pages)
- Daily rate and budget estimate
- Two samples of relevant prior work

Please submit your proposal by **21 August 2025 to norcap.bids@nrc.no**

Should you have any questions or require clarification, do not hesitate to get in touch.

We look forward to receiving your proposal and thank you for your interest.

Regards,

Carina Hickling

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