

Terms of Reference

Call for Proposals (CFPs)

Responsible Parties for Building Capacities of Indonesian National Police to Respond to Women and Girls Victims of Gender-Based Violence (GBV)

1. Introduction

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls, the empowerment of women, and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action, and peace and security. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action worldwide. UN Women provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

Grounded on its four strategic priorities, UN Women is committed to ensuring all women and girls live a life free from all forms of violence. One in three women worldwide experience physical or sexual violence, mostly by an intimate partner. Violence against women and girls is a human rights violation, and the immediate and long-term physical, sexual, and mental consequences for women and girls can be devastating, including death. Violence negatively affects women's general well-being and prevents women from fully participating in society. It impacts their families, their community, and the country at large. It has tremendous costs, from greater strains on health care to legal expenses and losses in productivity. At least 155 countries have passed laws on domestic violence, and 140 have legislation on sexual harassment in the workplace ([World Bank 2020](#)). However, challenges remain in enforcing these laws, limiting women and girls' access to safety and justice. Not enough is done to prevent violence, and when it does occur, it often goes unpunished. A woman's right to live free from violence is upheld by international agreements such as the [Convention on the Elimination of All Forms of Discrimination against Women](#) and the 1993 [UN Declaration on the Elimination of Violence against Women](#).

Indonesia has made progress in responding to Gender-Based Violence (GBV). The proportion of women and girls experiencing violence in the previous 12 months has declined from 9.4% to 8.7% over the past five years, but the number of cases reported by the National Commission on Violence Against Women (NCVAW) increased by 81% from 2020 (2,389 cases) to 2021 (4,322

cases). ¹This highlights demand for quality GBV services for victims which have not yet been standardized across facilities.

Indonesia has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) into Law No. 7 of 1984 concerning Ratification of the Convention Concerning the Elimination of All Forms of Discrimination against Women. By ratifying this global convention, the Indonesian government agrees to prevent and address any discrimination against women and girls. It is obligated to develop and implement policies in line with the CEDAW framework. In 2022, Indonesia passed a progressive law, namely Law No. 12 of 2022, concerning the Crime of Sexual Violence. This law mandates the Central and Regional Government to prevent sexual violence in a fast, unified, and integrated manner. This allows us to support duty-bearers in implementing the Law. In order to implement this law, the Indonesian government has issued the Presidential Regulation No. 9 of 2024 concerning the Implementation of Education and Training on the Prevention and Handling of Sexual Violence Crimes for service providers, including law enforcement officials.

UN Women Indonesia is implementing a Joint Programme with UNFPA and UNICEF, called **BERANI II: Better Reproductive Health and Rights for All in Indonesia II**, funded by the Canadian government (GAC). This Program is implemented in partnership with the Ministry of National Development Planning of the Republic of Indonesia and runs for four years (2023-2027). It aims to improve women and girls' access to sexual reproductive health and reproductive rights (SRH & RR), focusing on the issues of maternal mortality, Gender-Based Violence (GBV), child marriage, and Female Genital Mutilation/Circumcision (FGM/C). The outcomes expected to be achieved are improved quality of SRH & RR services, including GBV services; improved individual decision making and community actions for the prevention and elimination of GBV and harmful practices; and strengthened gender-responsive policy making by national and sub-national governments for the advancement of SRHR of all women and girls in Indonesia.

Against this backdrop, UN Women will engage a **non-government organization as a Responsible Party** (hereafter referred to as 'proponent organization') to build capacity of Indonesian police to provide quality services to women and girls victims of gender-based violence. Working closely with the Women and Child Protection Unit of the Indonesian Police Criminal Investigation Agency (Bareskrim POLRI), the training will target police frontline service providers at the national level and piloted in five districts, namely Jember, East Lombok, Cirebon, Aceh, and Palu.

The activities are in line with the following UNSCDF **Outcome 1. People living in Indonesia, especially those at risk of being left furthest behind, are empowered to fulfil their human development potential as members of a pluralistic, tolerant, inclusive, and just society, free of gender and all other forms of discrimination** with the *Output 1.11. Ending Violence against*

¹ Komnas Perempuan, Bayang-Bayang Stagnasi. CATAHU 2022 : CATATAN TAHUNAN KEKERASAN TERHADAP PEREMPUAN TAHUN 2021, accessed on <https://komnasperempuan.go.id/Download-File/816>

Women, Children and Other Harmful Practices. Government and key stakeholders have greater capacity, resources and commitment to significantly reduce all forms of violence.

The proposed activities also aligned with UN Women's [Strategic Plan 2022-2025](#), UN Women mobilizes urgent and sustained action to achieve gender equality and the empowerment of all women and girls and support achieving the 2030 Agenda for Sustainable Development. Its work is structured around four impact areas: governance and participation in public life, women's economic empowerment, gender-based violence against women and girls, and women, peace, security (WPS), humanitarian action, and disaster risk reduction (DRR).

1.1 Objectives and Expected Results

The proponent organization interested in this Call for Proposal will contribute specifically to **three key outputs** of UN Women Indonesia's Strategic Note for Gender-Based Violence against Women:

- 1) Government has capacity to develop, implement, and monitor laws, policies, and practices on prevention and response to GBV using rights-based and survivor-centered approaches.
- 2) Government has increased capacity to coordinate multi-sectoral GBV service provision for women and girls subjected to gender-based violence
- 3) Service providers have increased capacity to respond to the needs of women experiencing gender-based violence.

2. Description of Required Services /Results

The overall expected results of the project are aligned with the three outputs listed above. More specifically, the proponent organization is expected to :

- Increase capacity of the Indonesian National Police has to develop guidelines/tools/protocols of mechanism to respond to GBV cases that applies a right-based and victim centered approach.
- Increase knowledge and capacity of the police frontline service providers at the national and sub-national level of the targeted sites to manage GBV cases and provide quality services to women and girls victims of GBV, using a right-based and victim-centered approach.
- Improve capacity of the Indonesian National Police to monitor and coordinate its service provision, particularly in the targeted districts, namely Jember, Lombok Timur, Cirebon, Aceh and Palu.

a. Project Outcome and Outputs

To achieve the result statements and overall objective above, proposed interventions by the proponent organizations should integrate the following set of indicative activities.

Outcome
People living in Indonesia, especially those at risk of being left furthest behind, are empowered to fulfil their human development potential as members of a pluralistic, tolerant, inclusive, and just society, free of gender and all other forms of discrimination
Outputs
Output 1: Government has capacity to develop, implement, and monitor laws, policies, and practices on prevention and response to GBV using rights-based and survivor-centered approaches.
Output 2: Government has increased capacity to coordinate multi-sectoral GBV service provision for women and girls subjected to gender-based violence.
Output 3: Service providers have increased capacity to respond to the needs of women experiencing gender-based violence.

b. Key Activities

Important note: The activities described below are proposed activities that may be complemented with additional activities and may be decomposed into sub activities in the proposal.

Output 1: Government has capacity to develop, implement, and monitor laws, policies, and practices on prevention and response to GBV using rights-based and survivor-centered approaches.

1.1 Provide technical and coordination support to the Crime Investigation Agency of Indonesian Police (Bareskrim POLRI) to identify and assess needs and priorities in enhancing services provision for women and girls victims of GBV.

1.2 Provide technical and coordination support to Bareskrim POLRI to develop practical tools/guides on quality service provision that applies right-based and victims-centered approach.

Output 2: Government has increased capacity to coordinate multi-sectoral GBV service provision for women and girls subjected to gender-based violence.

2.1 Facilitate dialog with key stakeholders to enhance coordination mechanism on GBV service provision.

Output 3: Service providers have increased capacity to respond to the needs of women and girls experiencing gender-based violence.

3.1 Design a training curriculum for police at the national level and sub-national levels on quality service provision for women and girls victims of GBV, in reference to the tools/guides developed.

3.2 Provide at least six capacity building activities for frontline police officers, one at the National level and five at district level (Jember, Lombok Timur, Cirebon, Aceh and Palu).

*Under the above outputs, below are the suggested indicators, baselines and targets:

Output	Output Indicator	Target
Output 1: Government has capacity to develop, implement, and monitor laws, policies, and practices on prevention and response to GBV using rights-based and survivor-centered approaches.	# of policies or national SOPs that have been developed or amended to promote women's rights or rights-based and survivor-centered approaches with the support of UN Women	Baseline: 0 Target: 1
Output 2: Government has increased capacity to coordinate multi-sectoral GBV service provision for women and girls subjected to gender-based violence	# of guidelines, protocols, local SOPs on the provision of quality services for survivors developed with UN Women support	Baseline: 0 Target: 1
Output 3: Service providers have increased capacity to respond to the needs of women experiencing gender-based violence.	# of women who receive assistance from front-line service providers # of front-line service providers trained to handle women's protection issues in a coordinated manner	Baseline: 0 Target: 100 Baseline: 0 Target: 150

c. Approach and Methodology

To achieve the results above with a more coordinated, coherent and collaborative response, the selected Responsible Party will be working closely with UN Women during the project implementation. The proponent organizations are also expected to work closely with Bareskrim POLRI to foster ownership and sustainability, enhancing quality service provision for women and girls victims of GBV. UN Women will also provide technical support where necessary and make valuable connections through its engagement with other key stakeholders.

The proponent organizations should demonstrate a clear understanding of UN Women's commitment to ensure that all women and girls live a life free from all forms of violence and promote the SDG's principle of leaving no one behind. The selected organisation will use relevant guidelines and information materials, developed by UN Women and other agencies, as reference for the implementation of the Project.

To submit a proposal to this CFP, proponent organizations are encouraged to develop more detailed activities as they see fit to achieve the results intended and align the proposed intervention with existing national, provincial, and sub-national level policies/regulations and initiatives.

d. Proposed locations and target groups

The selected organization will work with the Crime Investigation Agency of Indonesian Police (Bareskrim Polri) at the National level and provide capacity building activities at sub-national level, namely Jember (East Java), East Lombok (West Nusa Tenggara), Cirebon (West Java), Banda Aceh (Aceh), and Palu (Central Sulawesi). The proposed project will target approximately 180 police officers at both the national and subnational levels.

3. Timeframe:

August 2024 to August 2026 (24 month)

4. Competencies:

UN Women seeks innovative proposals from committed organizations that have extensive experience in providing technical and coordination support as well as capacity building for law enforcement officials, especially police. The organisations applying to this proposal are expected to have previous experience in policy and programme implementation around prevention and respond to gender-based violence and gender equality; hands on in designing training curriculums for law enforcement and facilitating capacity buildings.

4.1 Organization Profile

- Must be legally registered in Indonesia with a strong track record in understanding the specific local context in the areas of targeted locations.
- At least 5 years of operation with a minimum of 3 years of specific experience working and a proven track record in preventing and responding to GBV.
- Strong experience in designing and providing capacity building activities on gender-based violence case management for law enforcement officials.
- Proven organizational experience of working with law enforcement, particularly Police in Indonesia.
- Previous experience and engagement with international organizations, particularly on gender equality and gender-based violence, is considered as an asset.

4.2 Team members will be assessed on the following:

4.2.1 Team Leader, the overall team leader should have:

- Master's degree (or equivalent) in Social Sciences, Law, Human Rights, Gender, or related field.
- Minimum of 3 years of relevant experience of working on gender equality, gender-based violence against women and preventing harmful practices such as child marriage and female genital mutilation (FGM).
- Have technical expertise in designing training curriculums on responding to GBV cases for police officers.
- Substantive experience managing and implementing similar projects with a strong gender focus is preferred.
- Strong experience working with multi-sectoral GBV service providers, including law enforcement is desirable.
- Experiences in monitoring and reporting results following the UN/UN Women's approach to results-based management (RBM), is an asset
- Proven experience in producing coherent, clear analytic reports and knowledge products.
- Excellent communication skills and fluent in English and Bahasa Indonesia.
- Indonesian Nationality

4.2.2 Team members, facilitators, and other members will be assessed on the following:

- Bachelor's degree in Social Sciences, Politics, Law, Human Rights, Gender, or a related field is preferred. High school graduation is required as a minimum for team members.
- Professional experience of working on gender equality and GBV issues.
- Experience working with law enforcement is desirable.
- Experience in organising capacity building activities.
- Fluent in English and Bahasa Indonesia.
- Indonesian Nationality.

