

Terms of Reference (ToR)

Developing an Operational Strategy to Address Gender-Based Violence (GBV)

– for Ipas Development Foundation

Background

[Ipas Development Foundation \(IDF\)](#) is a not-for-profit organization that has worked for over 20 years to strengthen the sexual and reproductive health (SRH) ecosystem in India. We operate across 10 states where we work closely with governments and stakeholders to strengthen public and private health systems, enhance service delivery, and deepen community engagement.

Through our work, we have recognized the significant overlap between SRH and gender-based violence (GBV). We now aim to strengthen our focus on addressing GBV by developing a clear organizational strategy that defines IDF's role and priorities in this space.

To this end, we are looking to engage a consultant who can help articulate IDF's strategic intent and practical approach to addressing GBV across our portfolio – identifying opportunities within existing initiatives as well as exploring new directions aligned with our organizational priorities.

Objective and Ask from the Consultant

To develop an Operational Strategy Document that:

- Clearly defines what IDF can and should do in the GBV space within the Indian context, and
- Outlines feasible, operational pathways for addressing GBV within IDF's ongoing and future programming, in alignment with national and global frameworks on gender-based violence and sexual and reproductive health

Scope of Work (SoW)

The consultant will:

1. Review and understand IDF's work areas and our strengths – through conversations with team members, review of materials, and field visits
2. Conduct a focused landscape assessment of work related to preventing and addressing GBV in India especially as an intersection with reproductive health programs to understand key actors, ongoing initiatives, and gaps, and identify potential areas where IDF's engagement would add value
3. Develop a concise, actionable strategy that balances direction (vision, principles, positioning) and feasibility (operational steps, potential pilots, or examples). Within this strategy, recommend:
 - a. Opportunities for integration and expansion – where and how efforts to address GBV can be meaningfully embedded and extended across IDF's portfolio
 - b. Operational entry points for IDF – for example, across provider training, community engagement, survivor support services and systems-level actions
 - c. Partnership directions – outlining categories of potential partners (e.g., legal aid institutions, Women and Child Development departments, social welfare agencies, etc.) and possible collaboration mechanisms
4. Conduct a SWOT analysis of the recommendations to support prioritization and decision-making

Expected Deliverables

- **Inception presentation** outlining proposed approach, activities, and timeline (following onboarding and initial discussions with the internal team) – to arrive at a shared understanding of the SoW
- **Operational strategy document** summarizing key findings from the review and landscape assessment, recommended strategic and operational entry points, partnership directions, and a SWOT analysis of the proposed options
- **Brief presentation** to IDF leadership highlighting key recommendations and next steps

Consultant Profile

- At least 10 years of experience working on addressing GBV, gender and/or SRH in India
- Preferably at least 5 years of experience in leading or advising efforts to address GBV within the health sector
- Demonstrated understanding of program operations and systems strengthening
- Excellent analytical and writing skills

Duration

The consultancy is expected to run over 8–10 weeks.

How to Apply

Please email your CV to idfprocurement@ipas.org.