

Term of reference (TOR)

Purpose: - Adapt Gender Transformative Male Engagement Manual in line with WRP III outcomes (English and Amharic)

I. Introduction

ActionAid Ethiopia (AAE) is a gender justice, good governance, and poverty eradication international organization. It envisions a country where all enjoy their rights equally and lives a dignified life. Its heart lies on gender equality where it designs its frameworks and operations on women's and girls' living in poverty and exclusion, young people's meaningful engagement to fulfil their rights, ensure redistribution of resources and build their resilience.

Action Aid Ethiopia is implementing Women's Rights Program III in Semen Bench and Shey Bench woreda of the Southwest Region of Ethiopia (SWR) (2023 – 2027) and the program covers five kebele in each Woreda. The general objective of the project is ***to ensure gender justice is realised at all levels of society and women live in safety with economic security and resilience***. Several activities have been conducted to support the overall goal of the project and the outcomes.

As WRP III has adopted gender transformative approach, one of the tools proposed for use towards cultural level change is male engagement. In this regard, AAE had developed a gender transformative male engagement manual in collaboration with FHI while implementing the USAID Healthy Behavior Activity (UHBA). Since the manual was more focused on health issues pertaining to pregnancy and childcare, it would be important to tailor it to the contexts of Semen and Shey Bench and WRP III outcomes.

Therefore, this TOR is prepared to guide onboarding of a consultant with ample experience working on gender transformative male engagement, manual development and provision of training.

II. Objective

The objective of this assignment is to onboard a consultant who will tailor/adapt the already developed gender transformative male engagement manual in line with WRP III program and the gender transformative manual and provide training to selected facilitators in the communities.

III. Deliverables

The deliverables from this assignment are

- A gender transformative male engagement manual tailored to fit the objectives of WRP III and the context where the program is being implemented.
- Adapted manuals in English and Amharic version
- Training report after delivering the training to facilitators based on the adapted manual

IV. Timeline

The indicative timeline for the assignment is as shown in the table below

No	Tasks	May 2026				June	
		WK 1	WK 2	WK3	WK 4	WK 1	WK 2
1	Identify consultant						
2	Review of the available documents by the consultant to adapt and submit draft manual for AAE team review						
3	AAE team review and submission of comments						
4	Finalization of manual and submission in Amharic and English						
5	Provision of training for facilitators of male engagement discussions						

V. Required expertise, qualifications, and competencies

We are looking for a consultant with the following key skills and capacities.

General criteria:

- The proposed consultant should have at least master's degree in social sciences specifically in Gender studies, human rights, development and/or other relevant and similar background.
- Sound knowledge of gender issues in development and humanitarian settings, particularly GBV, women empowerment and leadership, human rights, and established international standards and principles.
- Demonstrable expertise and experience in behavior and social norms change programs in reducing gender-based violence including those associated with negative social norms.
- Excellent writing skills
- Proven excellent facilitation skills and experience in supporting development and articulation of detailed theories of change.
- Proficient in English and Amharic languages

Technical criteria

- Proven and hands-on experience on gender analysis, gender audits, power analysis; community participatory approaches
- Experience in undertaking studies in cultural and social sensitive/emotive sectors such as GBV and awareness of the ethical and safeguarding protocols needed to conduct such research with respect to all stakeholders.
- Gender Transformative Approaches: Deep understanding of gender equality, positive masculinity and social norms shift
- Program Implementation: minimum of 5 years relevant professional experience particularly in implementing male engagement programs in communities
- Practical experience in development of manuals on gender and specifically on male engagement