

## Term of reference (TOR)

**Purpose:** - Adapt the Girls' Club Facilitators Guide for use in WRP III program and provision of TOT for peer discussion facilitators in Semen and Shey Bench Woredas

### 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.

The WRP III has adopted gender transformative approach, one of the tools planned for use to reach targeted girls and boys is through the girls' club facilitator manual which has been developed through "The Girl Generation Africa Led Movement to End FGM". The manual has been translated to Amharic as well however since the contexts are different, the manual needs to be adapted so that it relates to the lived realities of the girls and boys in Semen and Shey Bench Woredas. Following the adaptation, facilitators selected from target Kebele schools need to be provided training on the sessions for them to cascade to target girls and boys.

Therefore, this TOR is prepared to guide onboarding of a consultant with ample experience working on gender transformative approaches working with girls and boys towards promoting gender egalitarian principles.

### II. Objective

The objective of this assignment is to onboard a consultant to adapt the girls' club facilitator's guide to the context where WRP III program and provide TOT for VCFs and teachers students who will be supporting the cascading of the 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, psychology, other social sciences, human rights, development and/or other relevant
- 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.
- Knowledge of the context in the WRP III operating area.
- 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 participatory education and survivor-centered approaches
- Experience in designing youth-friendly, interactive content that addresses social norms, power dynamics and safety
- 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.
- Practical experience in gender transformative approach