

Terms of Reference for Female Research Mentor For Girls in Ethiopia, Addis Ababa

I. Background

ActionAid Ethiopia (AAE) is a Gender Justice, Good Governance and Poverty Eradication international organization. AAE builds capacities to create people agencies of critical mass of communities especially Women, Girls and Young People living in poverty and exclusion to fulfil their rights, ensure redistribution of resources and build their resilience. We prioritize to work with Women, Girls and Young People and their organizations, networks, civil society organizations, national and local government and other allies to overcome gender injustice and structural causes of poverty. We engage at national level policy advocacy to influence the agenda of Women, Girls and Young People to tackle gender injustice. AAE links its initiatives from communities to national and international level by leading and actively engaging in policy agenda for greater contribution towards a just, equitable and sustainable life of communities.

ActionAid UK, ActionAid Ethiopia, ActionAid Bangladesh and ActionAid Yappika are collaborating on 'Powerful Futures: a girl-led research project'. In the midst and aftermath of the COVID 19 crisis, this research will provide an opportunity to focus on **a future that works for girls**. The project is designed to shift power back to girls, giving them the power and agency to create their own narrative, from shaping and carrying out the research, to telling a compelling story, and influencing for change, with the results.

During the COVID crisis adolescent girls are facing widening gaps in education, increased risk of violence and harmful practices and increasing care responsibilities at home - **exacerbating existing inequalities**. – we know that for adolescent girls growing up during COVID 19 life will have been radically altered, very often in ways that compromise their rights and future opportunities. We also know that girls and their allies have been active responders to the COVID crisis by supporting their families and communities and mobilising for change, and have often been supported in this by older generations of women through local women's groups and networks.

The crisis has also demonstrated that rapid changes to the way we live, work and receive education are possible, and harnessing the global will to "Build Back Better" new opportunities may emerge to push for transformative change beyond the crisis, including increased opportunities for girls to take up leadership positions, for gendered inequalities and norms to shift progressively, for systems, services and policies to more effectively respond to girls' needs and rights, and for more resources to be mobilised in support of girls.

II. Project Objective - This girl-led research project aims to:

- Provide an opportunity to understand **how girls' lives have been shaped by the COVID crisis**, what their **priorities are for the future**, and how organisations like ActionAid, as well as other institutions, can best support them.
- Understand whether/how girls and young women are **mobilising for change**, and what role **intergenerational movement building** (with women's rights networks etc) can play in this
- Use a **power analysis** to understand how the inequalities adolescent girls face are structured and sustained, and ways we can challenge the power imbalances that shape girls' lives

ActionAid will be mobilising girl-led research groups (girls aged between 15 and 19) in Bangladesh, Ethiopia and Indonesia, and is **seeking a national female mentor in each country to support the girl-**

led groups to design and implement a participatory, action-orientated research project, and to analyse the results.

This ToR is therefore, a call for individual female mentors to lead the research by girls and provide mentorship to the girl researchers.

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III. Description of the services to be provided

The female research mentor will:

1. Use the girl-led research training manual (provided by ActionAid) as a guide to develop a training plan for the girl-led groups
2. Lead the training with the girls' group (with logistical and technical support from ActionAid)
3. Support the girl's group to create their own research plan – checking that the research tools are fit for purpose, that the plan to collect the research is practical, that girls safety will not be compromised, and that the plan meets safety and ethical standards set out in the ethical research protocol (developed by ActionAid for this project's purposes)
4. Check in regularly (daily) with the girl's group as research is conducted to ensure everyone's safety and well-being, to trouble shoot any issues arising and to ensure data is stored and managed appropriately
5. Use session plans provided as a guide by ActionAid to plan an analysis workshop with the girls group to identify key themes emerging from the research, and to design a brief (template for design brief will be provided) for a communication's product that can be used by girls with communities and peers to explain the results

IV. Timeline

The female research mentor will need to be available during **July, August and September** for this task, and we estimate that it will be **35 total days**.

All data from the analysis workshops, and the communication design brief should be submitted by August 20/2021

V. Scope

The research will take place in Addis Ababa, 3 - 4 urban, semi urban and highly covid affected sub cities (to be determined).

A total of 10 girls and 3 assistants will engage in the research from the different sub cities.

VI. Deliverables by the research mentor:

- Training plan for the girl's group developed and training delivered
- Comprehensive participatory research plan and tools developed in collaboration with the girls' group, and checked for quality and safety
- Raw data from the research conducted by girls collected, checked for quality, and submitted to ActionAid
- Plan for, and delivery of, analysis workshop
- A summary of key emerging themes from the analysis workshop
- A design brief, put together in collaboration with girls, for a communications product to summarise key research themes (which will then be passed to a designer)
- Present the findings on a workshop.

Person specification – Qualification & Experience

- The mentor should have Master's degree in Gender, social work, Human rights, Law, or in Development Studies or related subject with practical knowledge.
- At least 2-3 years of previous research experience – and in particular experience of participatory and action-orientated approaches
- Experience of working with girls and young women in ways that support them to find their 'power within', collaborate with each other to build 'power with', and enable them to find the 'power to' create change
- Experience of developing participatory research tools, and ensuring quality of data collection
- Experience of running participatory training and workshop processes
- Excellent organisational skills
- Ability to work collaboratively
- Commitment to feminist research principles
- Understanding of gender, power and intersectionality, and the practical application of this to girls lived realities