



**Terms of Reference for the Gender Transformative Training guide/ session guide
for adolescent.**

Starts in September 2022

Introduction

Save the Children is the world's leading independent organization for children. We work in more than 120 countries, saving children's lives; fight for their rights; help them fulfill their potential. We work to inspire breakthroughs in the way the world treats children and to achieve immediate and lasting change in their lives. Our vision is “a world in which every child attains the right to survival, protection, development and participation.”

Currently, Save the Children Tanzania works in Zanzibar the following thematic areas: Child Protection, Child Rights Governance and Education with gender equality being key to our child rights approaches. Hence it is critical to directly address gender discrimination and promote gender equality in order to ensure every child attains their equal right to survival, protection, development, and participation. Save the Children and partners use apply gender transformative approaches while intensifying the work with key stakeholders to identify, address, and positively transform the harmful social and gender norms that perpetuate and normalize sexual gender-based violence.

Despite the progress made on prevention and response initiatives on Gender Based Violence (GBV) and gender inequalities, there still significant challenges that affects women and girls as a result of patriarchal norms in the community that pave way to harmful practices such as Child marriage, child pregnancy and sexual violence.

In addressing gender inequalities and to enhance its adolescent programs in Zanzibar, Save the Children intends to enhance their work with adolescents by facilitating dialogues among them on gender equality as it relates to issues of sexual violence that affects girls and boys differently. The sessions will seek to establish a safe space where adolescents can enhance their knowledge on gender and power so as to challenge the existing negative gender norms and imbalanced power dynamics between male and female. This also aligns with the Zanzibar National Plan of Action on Ending Violence Against Women and Children (NPA –VAWC) on enhanced access to prevention programs and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviors and practices harmful to women and children and to actively promote their empowerment and protection.

Therefore, Save the Children is looking for a consultant to design and develop age appropriate content to be delivered in adolescents learning sessions on gender equality transformative approaches on ending sexual violence for adolescent girls and boys and train youth facilitators to deliver the content. The content is aiming at challenging the existing negative gender norms and imbalanced power dynamics between boys and girls including those with different disabilities. The learning guide will be used to facilitate sessions for boys and girls aged 10-18 on gender inequalities and related issues working towards a society with gender equality

Scope and objectives main objective

The objective of the assignment is to design age appropriate content/learning guide for 10-18 years old adolescent/youth on gender equality and transformative approaches to ending sexual

violence and train youth facilitators on delivering the content. It is expected that at the end of the training, the youth facilitators will have clear understanding on the following issues:

- Individual, inter-relational, community and societal level context, condition and position of girls and boys living in Zanzibar;
- Gender, Gender Equality and Equity and Gender Relationship and mutual respect among boys and girls
- Transformational change and how do we create/recognize adolescent girls and boys as an agency of change.
- The importance of gender equality, girls' empowerment, and to be able to look at and within power-relations and human rights perspective.
- Conceptual clarity considering the age of the target group on gender, Gender Equality, Equity and Diversity and its linkage with sexual violence
- Able to deliver the content to peers through adolescents sessions

Specific objectives

- i. Map out existing gender norms/and practices that influence gender inequalities and sexual violence for adolescent girls and boys
- ii. Hold sessions with and collect recommendations from adolescent boys and girls on their perspectives on how to address the gender norms that influence inequalities and sexual violence
- iii. Develop a learning sessions guide curriculum for adolescent girls and boys sessions and a facilitators guide
- iv. Train youth facilitators on the curriculum and how to deliver the sessions to peers outlining the gender sensitive and inclusive considerations in conducting these sessions.

The youth facilitators will be expected to be able to energetically conduct gender sensitive sessions with adolescents following child learning and participatory training methodologies. The guide should outline multiple methods such as interactive learning, group exercise, role play, power point, practical exercises, analytical case studies on best practices, ready reference take away notes for participants, participatory games, songs. The training, mainly shall be delivered in English, however, some elements might need to be elaborated and explained in Swahili. The training should also include ice-breaker and energizers.

Key deliverables

- i. Brief report from online consultations with girls and boys on their perspective on how to address retrogressive gender norms
- ii. Adolescent friendly learning sessions guide/curriculum on gender transformative and age appropriate, child friendly sessions around gender inequalities and sexual violence for adolescent girls and boys

- iii. Training report for youth facilitators that will deliver the content of the guide

Geographical coverage

Zanzibar in both Unguja and Pemba Island. Field consultation will be done virtually organized by SC staff using existing adolescent platforms.

The training will take place in Zanzibar.

Available documentation

SCI ASRH common approach, SCI's Choices, Voices, Promises Curriculum, NPA-VAWC and any related document on adolescent gender inequalities and sexual violence.

SUMMARY OF KEY TASKS AND TIME LINES

Months		September		October			
KEY ACTIVITIES	No Days	Week 1 19th – 23rd	Week 2 26 th – 30 th	Week 1 3rd - 7 th	Week 2 10 th – 14 th	Week 3 17 th -21 st	Week 4 24 th -25 th
1. Inception meeting with SCI staff to discuss understanding of the ToR and roles with clear timeline and receive Safeguarding orientation by Save the Children	1						
2. Desk review. Zanzibar NPA-VAWC and all other related literature and Collect recommendation from adolescent boys and girls on addressing the gender norms that influence inequalities and sexual violence.	5						
3. Develop the training package/cum Facilitators guide.	10						
4. Hold Brief. Present the first draft of the training manual and facilitators/session guide for recommendation.	1						
5. Finalize. Address recommendations and submit final draft	3						
6. Draft power point presentation and conduct a TOT on the training manual and the facilitators guide.	5						
Preparing Training report and submit final report.	2						

MANAGEMENT, ROLES AND RESPONSIBILITIES

A Consultant will be working closely with the Save the Children Child Protection Technical Specialist with the support of the Zanzibar CP/CRG project Officer and Regional Gender & GBV Advisor.

BUDGET AND RESOURCES

The payment for the consultancy service will be carried out as per the organization financial procedures as follows unless otherwise stated;

- i. 30% will be provided to the consultant upon the submission of the inception report
- ii. 40% will be provided upon dissemination of the report and recommendations to the service providers and their heads of departments.
- iii. Final payments 30% to be provided to the consultant upon completion of the training/workshop to the CBWs including the training report.
- iv. Note that 5% withholding tax will be retained for local firms and 15% for international firms.

Expected Consultant Profile

- Bachelor degree on Gender studies, Community Development, Social Work, Development studies and/gender and related subjects
- Master degree is an added advantage
- At least 7-10 years of experience and track record to conduct the gender and social mobilization related training using human rights based, gender mainstreaming approaches with participatory methodologies with the gender transformative approach as a core area;
- Have clear and in-depth understanding on GBV, the social and gender issues in Zanzibar.
- Have experience in conducting trainings for various levels and mixed groups participants
- Have knowledge and understanding on national policies on SGBV and the context in Zanzibar

Other Requirements

1. Compliance with Child Safeguarding Policy of SCI

Save the Children International is committed to safeguarding children with maximum possible extent from any deliberate or inadvertent actions that come into contact and our contractual agreement reflects our commitment to ensuring that only those who are suited to work with children and to apply strict child safe recruitment practice are considered for this consultancy. Thus, the selected consulting firm is required to receive orientation on our Child Safeguarding Policy, must sign on it and comply with the standards stated in the policy.

2. Proposals evaluation criteria

Save the Children will form a committee whose roles will be to review and score all the proposals submitted by consulting firms/firms. The selection committee will evaluate the bidders based on

the criteria set below. The consulting firm/firm is expected to provide detailed information based on the given framework to ensure fair and effective comparison. The best value of money will be determined based on the technical and financial proposal. Save the Children evaluation, committee reserves the right to drop a competitor without giving reasons for doing so.

3. Application requirements and proposal submission details

All interested applicants should present valid license and being able to provide EFD reception on every invoice submitted. **Interested applicants should participate and submitted their e-tenders to Save the Children Tanzania not later than 13th September 2022 by 1700hrs via Ariba Network. Interested applicants should send emails requesting Ariba Network's registration documents to tanzania.tenders@savethechildren.org Applicants won't be able to participate or submit their proposals via the network if they are not registered with Save the Children's Ariba Network.**

Only shortlisted applicants may be asked to prepare a brief presentation for discussion and clarification (if required). Any submission after the given date will not be considered.

The document should include:

- **Letter of interest:** a cover letter with a maximum of one page introducing the consulting firm with an expression of interest to carry out the work as described in this ToR.
 - **Technical proposal & financial proposal:** This should include, but not limited to, understanding of the ToR with critical reflection on the consultancy assignment, methodology (with extremely strong emphasis, should be detailed with clear presentation), tentative work plan, proposed team qualification and experience, estimated budget for the work, others. *NB. Once the consultancy firm has been selected to undertake the study, Save the Children will accept changes on the team composition through formal communication with acceptable justification.*
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