



Network of Ethiopian Women's Associations (NEWA)

Terms of Reference (TOR)

Capacity-Building Training on Violence Against Women in Politics and Elections

(VAWiP/E): Organized for Women Politicians of Benshangul Gumuz region

10 June 2026

Addis Ababa, Ethiopia

1. Organizational Background

1.1 About NEWA

The Network of Ethiopian Women's Associations (NEWA), established in 2003, is a coalition of 53 member organizations committed to advancing gender equality and women's empowerment across Ethiopia. NEWA's work spans advocacy, policy influence, and capacity-building in economic, political, and legal spheres.

NEWA is currently implementing the Demo Finland-funded project "*Inclusive Women's Political Participation in Ethiopia*." This initiative addresses systemic barriers to political participation, including discriminatory norms, underrepresentation in leadership, and violence against women in politics (VAWP).

Leveraging its extensive network and expertise, NEWA is leading targeted interventions in the Addis Ababa, Benshangul Gumuz and Oromia regions focusing political parties and women politicians to promote inclusive governance and political representation.

1.2 Project Context

Despite progress, women in Ethiopia—especially those with disabilities—continue to face entrenched barriers to political engagement. Violence against women in politics and elections (VAWiP/E) remains a critical challenge, undermining democratic participation and deterring leadership aspirations.

Guided by international and regional frameworks such as CEDAW, the Beijing Declaration, and the Maputo Protocol, NEWA's project promotes legislative reform, capacity-building, and monitoring mechanisms to create safer, more inclusive political spaces. The initiative also advocates for strengthened quota systems and works to dismantle exclusionary social norms through training, advocacy, and accessibility improvements.

2. Training Overview: VAWiP/E Capacity-Building

To enhance the leadership and resilience of women politicians, NEWA will conduct a targeted capacity-building program on *Violence Against Women in Politics and Elections (VAWiP/E)*. The training is designed to build awareness and equip participants to prevent and respond to all forms of violence, including digital harassment.

The training will:

- Raise awareness of VAWiP/E among women politicians
- Provide practical tools to help participants protect themselves and support peers
- Document and analyze instances of hate speech and online abuse targeting women in politics
- Strengthen advocacy and protection mechanisms within political and electoral spaces

3. Objectives of the Training

General Objective

To enhance awareness, understanding, and institutional responsiveness to VAWiP/E among political party leaders, and women politicians thereby fostering safer and more inclusive political environments.

Specific Objectives

- Proactively address the prevalence of VAWiP/E in Ethiopia
- Empower women politicians to recognize, respond to, and prevent VAWiP/E
- Expand documentation and analysis of hate speech and online abuse
- Strengthen advocacy and protection mechanisms for women in politics
- Facilitate experience-sharing and collective action among participants

4. Scope of Assignment

The assignment entails designing and delivering a two-day training program in Asosa town. The training will engage 45 women politicians representing diverse political parties operating within the Benishangul-Gumuz Regional State.

5. Methodology

The training will be delivered through participatory and inclusive approaches, ensuring active engagement and practical learning. Methods will include:

- Expert-led presentations on Violence Against Women in Politics and Elections (VAWiP/E)
- Facilitated group discussions and peer experience-sharing

- Interactive exercises and scenario-based learning to apply concepts in real-world contexts

6. Training Schedule and Location

The training will be held in Asosa town tentatively on 26-27 June 2026

7. Participants

A total of 45 women politicians will participate, from various political parties operating in benshangul Gumuz region.

8. Trainer Deliverables

The selected facilitator/trainer will be expected to:

- Submit a brief and signed technical and financial proposal outlining the training content and approach
- Training materials (PowerPoint, handouts, exercises) in English and Amharic
- Pre- and post-assessment and analyze it in the final report
- Submit a training report within four days of completion

9. Required Qualifications

Education

- Postgraduate degree in political science, law, human rights, sociology, or related fields

Experience and Skills

The consultant/trainer must possess:

- Proven experience in delivering trainings for political leaders, women, and persons with disabilities
- Expertise in Violence against Women in Politics and Election (VAWiP/E)
- Knowledge of women and persons with disability political rights
- Minimum Master's degree in journalism, communication, political science, gender studies, or related fields

- At least 5 years of experience in inclusive leadership training, gender, women political participation, etc.
- Strong facilitation, writing, and reporting skills in English and Amharic
- Familiarity with the Ethiopian political context and gender dynamics

Application Materials

- Technical proposal (including CV and 1–2 pages on proposed training content)
- Cover letter
- Financial proposal (including daily rate)
- Testimonial or certificate of relevant experience

10. Application Process

Interested applicants should submit:

- Technical proposal (approach, methodology, timeline) – signed and stamped
- Financial proposal – signed and stamped
- CVs of consultant(s)/facilitators

Submission Details

- **Deadline:** Wednesday, 17 June, 2026
- **Email:** newarecruitments@gmail.com
- **Office Address:** Bole, Woreda 5, in front of Gibson Academy, Kebele 24, Addis Ababa, Ethiopia