

Network of Ethiopian Women's Associations (NEWA)

Terms of Reference (TOR) to:

Consultancy service call for a trainer
**Provide Capacity Building training for Oromia &
Benishangul-Gumuz-regional States Women & Social Affairs, Health,
Police, Justice bureau staffs, on PSEA guidelines & SGBV reporting
mechanisms.**

November, 2024 Addis Ababa

1.1. Background

Network of Ethiopian Women's Associations (N)EWA is one of the pioneer national civil society networks in Ethiopia, working for the respect of women's political, economic, social, and legal rights. Currently, NEWA has 38 member associations/organizations operating all over the country whose primary objective is creating an enabling environment for the empowerment of Ethiopian women and girls. Its member associations aim to advance women's rights, gender equality, and women's empowerment in Ethiopia. NEWA has experience in leading women's rights issues in Ethiopia through advocacy, research, capacity building, and monitoring government compliance with Gender Equality. As a network organization, NEWA has been advocating for the development and proper implementation of gender-sensitive policies, laws, and programs at the national and regional levels.

1.2. Context in brief

According to the 2016 Ethiopian Health and Demographic Survey (EHDS), around 23% of women aged 15-49 had suffered physical violence, with 10% having experienced sexual violence (CSA, 2016). The country's performance in different peace and development indicators is deteriorating as violence and conflict have increased in recent years.

According to the Fragile States Index (2021), Ethiopia is one of the world's eleven most fragile states. Similarly, the country has one of the lowest rating in the global peace index (2021), ranking 139 out of 163 countries,

As a result of the various conflicts, women and girls have suffered a serious increase in cases of SGBV. These victims have been affected by various psychosocial, health, and economic problems, which prevent them from reintegrating and socially and economically rehabilitating themselves. This situation is also aggravated by forced displacements due to conflict or weather conditions.

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SGBV cases among women and girls have significantly increased as a result of several wars. Efforts to prevent and defend against sexual and gender-based violence necessitate multi-sectoral and multi-actor solutions that support the overall national objective. Towards this NEWA has been making significant contributions, continues to mobilize its constituencies, and collaborates and coordinates with others. This is therefore, NEWA as part of the Spanish Cooperative project, planning to revitalize internal processes and rebuild and improve its own and its member's internal technical and institutional capacity.

1.3. Description of the Project

“Strengthen the participation and leadership of women's rights organizations in response to sexual and gender-based violence” Starting from the project design to its implementation and monitoring the performance of member organizations, NEWA plays a major role. In the last quarter of 2023, NEWA got a new grant and engaged in an agreement with the Spanish Development Cooperation to implement and lead a new project, namely *‘Strengthen the participation and leadership of women's rights organizations in response to sexual and gender-based violence’*. The project scope is purely focused on Strengthening the SGBV response through building the capacities of WROs and the project will be implemented at the National level and Regional levels in Oromia Benishangul-Gumuz regional state. So to enhance the SGVB Prevention and Response through the contribution of this project, NEWA will work in collaboration with member associations, and other women’s structures as a major stakeholder and strategy. This approach also contributes to the ongoing national advocacy on SGBV. This project will be led by NEWA through sub-granting two member organizations that are operating in Oromia and the Somali Regional States.

NEWA is implementing this project to increase WRO participation in the decision-making process and advocate for policy and legislative changes that promote the rights of women and girls to address SGBV and build the capacity of WROs to effectively respond to SGBV through training and technical support. NEWA is implementing a multifaceted approach to achieve its project goals. This includes sub-granting, staff secondment, and developing customized manuals based on organizational needs assessments and training programs to capacitate the SGVB response mechanism.

NEWA is planning to organize a two-day capacity-building training program for staff from the Oromia and Benishangul-Gumuz regional states' Women & Social Affairs, Health, Police, and Justice bureaus. The training will focus on PSEA guidelines and SGBV reporting mechanisms. The goal is to strengthen organizational capacity, foster collaboration, and empower participants to prevent and respond to PSEA and SGBV.

2. General Objective of the training

- ✓ To enhance the knowledge, skills, and capacity of staff from Oromia and Benishangul-Gumuz regional states in the areas of Prevention of Sexual Exploitation and Abuse (PSEA) and Sexual and Gender-Based Violence (SGBV) reporting mechanisms.

2.2. specific objectives include

- To increase understanding of PSEA and SGBV concepts, definitions, and their prevalence within the context of the region.
- To equip participants with in-depth knowledge of PSEA guidelines, SGBV reporting procedures, and relevant international standards.
- To enhance participants' ability to identify, prevent, and respond to cases of PSEA and SGBV.

3. Expected outcome of the training

- Increased awareness and understanding of Participants in PSEA and SGBV concepts, definitions, and their prevalence within the region.
- Enhanced knowledge and skills of participants with practical knowledge of PSEA guidelines, SGBV reporting procedures, and relevant international standards.
- Improved organizational capacity for the development and strengthening of robust PSEA and SGBV reporting mechanisms within the Oromia and Benishangul-Gumuz regions.

4. Training Methodology

- Presentation/lectures
- Group Discussion
- Experience sharing
- participant reflection

4.1. Participants in the training:

The participants of the training will be staff from Oromia & Benishangul-Gumuz-regional States Women & Social Affairs, Health, Police, Justice Bureau,

4.2. Duration and place of the workshop

- o First Round training session for Oromia staff, December 1-2 2024 Addis Ababa
Second Round training Session for Benishangul-Gumuz, December 3-4, 2024. Addis Ababa

5. Role and Responsibilities of the Trainer

Facilitating the capacity-building training on SGBV reporting procedures and PSEA rules will be a key responsibility of the trainer. Their principal duties will consist of:

6. Develop comprehensive training materials that align with the objectives and expected outcomes.
- Delivering engaging and interactive training sessions using a variety of pedagogical methods.
 - Guiding participants through group activities, case studies, and simulations.
 - Sharing in-depth knowledge of PSEA guidelines, SGBV reporting mechanisms, and relevant international standards.
 - Employing various assessment methods, such as pre- and post-tests, group assignments, and participant feedback, to measure the effectiveness of the training.

- Supporting participants in developing action plans to implement the training content within their organisations.
- Share additional resources and support mechanisms (e.g., online resources, mentorship opportunities, connections with local networks) to help participants.
- Submitted the training report for NEWA within a week of the training

Educational Background and Experience for the Trainer

- ✓ Master's degree or Doctoral degree in a relevant field. in social work, human rights, gender studies, law, or a related field.
- ✓ Minimum 5 years of professional experience working in the field of gender equality, human rights, or development, with a focus on PSEA and SGBV prevention and response.
- ✓ Preferred, Experience in conducting training programs on PSEA and SGBV for government officials, civil society organizations, or other relevant stakeholders.
- ✓ Familiarity with the cultural, social, and political context of Ethiopia, with a specific understanding of the challenges related to PSEA and SGBV in the Oromia and Benishangul-Gumuz regions.
- ✓ A demonstrated ability to work effectively with people from different backgrounds and cultures, including government officials, civil society representatives, and survivors of PSEA and SGBV.

How to Apply

Qualified applicants are invited to submit their Expression of Interest (EOI), which includes a CV and financial proposal to NEWA by **Monday, November 11, 2024**. The CV must be a summary of not more than three (3) pages outlining relevant expertise about the requirements of this assignment (can include previous assignments as an annex with their CV). One page on the plan or strategy the trainer will use to run the training and their price.

Please also include your preparation, presentation, and reporting rate/cost. Your document should be submitted with a sealed closed stamp to the NEWA office, in front of Gibson Academy, Kebele 24, Addis Ababa, Ethiopia, and use NEWA email by newarecruitments@gmail.com If you have any questions please call Biruktawit Phone: +25 19 34128114