



Network of Ethiopian Women's Associations (NEWA)

Terms of Reference (TOR)

To provide capacity building training on Women, Peace and Security (WPS), Gender Based Violence (GBV) and Conflict Related Sexual Violence (CRSV) to Media Professionals

July, 2025

Addis Ababa, Ethiopia

1. Background and Context

Network of Ethiopian Women's Associations (NEWA) 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 50 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.

1.1. Introduction

Despite the international community's strong commitment to the Women, Peace, and Security (WPS) agenda, as enshrined in landmark resolutions like UNSCR 1325, and the tireless efforts of Ethiopian civil society organizations (CSOs) to promote the WPS agenda, including the pursuit of a National Action Plan, women remain notably absent from formal peace negotiations in Ethiopia. This exclusion, exemplified by their absence from critical peace talks, represents a significant gap, particularly given the documented impact of conflict on women and girls and the crucial role they play in peacebuilding and reconciliation. This absence highlights a critical disconnect between policy commitments to WPS and the realities on the ground.

This gap persists despite the valuable contributions of many organizations like the Network of Ethiopian Women's Associations (NEWA) to advancing the WPS agenda in Ethiopia. NEWA has implemented impactful initiatives that demonstrate the potential for women's leadership in peacebuilding. That includes empowering women peace builders through capacity building and grassroots initiatives, fostering dialogue and peacebuilding through culturally relevant projects like "Buna Le Selam" (Coffee for Peace), and advocating for women's inclusion in transitional justice processes and national dialogues. These efforts highlight the crucial role women play in fostering a more peaceful and just future for Ethiopia.

However, despite these important contributions and the clear evidence demonstrating the positive impact of women's participation in peacebuilding, women continue to be excluded from formal peace negotiations. This persistent exclusion reveals a systemic challenge that goes beyond the valuable work being done by organizations like NEWA. It suggests that deeper structural barriers, including political will, cultural norms, and entrenched power dynamics, continue to hinder women's meaningful participation in formal peace processes.

The challenge, therefore, lies not only in supporting the work of CSOs, but in addressing the underlying systemic factors that prevent these policies and initiatives from translating into tangible improvements in women's participation at the highest levels of peace and security decision-making. NEWA, with project led organization ACCORD and in partnership with AWPSI, with financial support from UKFCDO, is implementing a project advancing the WPS agenda through a national focus, tailoring their approaches to meet the specific needs of Ethiopian women.

Thus, in strengthening resilience and localization of women peace and security (WPS) and reporting of GBV and CRSV, media plays a crucial role in shaping public perceptions and narratives around gender equality, peace, and security. However, lack of awareness and sensitivity among media professionals can lead to harmful reporting that perpetuates stereotypes, stigmatizes survivors, and undermines efforts to address GBV and CRSV. This training aims to enhance the capacity of media professionals to ethically and accurately report on WPS, GBV, and CRSV, in line with international standards and best practices.

1.2. Overall project Objective

To strengthen the localization and resilience of the Women's Peace and Security (WPS) agenda in Ethiopia by empowering local peace leaders and Stakeholders, enhancing institutional capacities of local organizations with strategic thinking, exchange of good regional practices, and technical skills, and by contributing to fostering sustainable and inclusive peace processes that ensure the active meaningful participation and leadership of women in conflict prevention, mitigation, transformative resolution, and post-conflict recovery over a twenty eight month period.

2. Objective of the training

- Increase understanding of the Women, Peace, and Security (WPS) agenda, UNSCR 1325 and related resolutions
- Improve knowledge on Gender Based Violence (GBV) and Conflict Related Sexual Violence (CRSV), including legal frameworks and survivor centered approaches
- Strengthen ethical reporting practices, do no harm to avoid sensationalism, victim blaming, and re traumatization of survivors
- Promote gender sensitive and conflict sensitive journalism that contributes to peacebuilding and gender equality.

3. Purpose and Coverage

The training will cover:

- Key Concepts: WPS, GBV, CRSV, gender-sensitive reporting
- International & National Frameworks: UNSCR 1325, CEDAW, national laws on GBV
- Ethical Reporting Principles:
 - Protecting survivor confidentiality and dignity
 - Avoiding harmful stereotypes and victim blaming language
 - Balancing storytelling with ethical responsibility
- Role of Media in Advocacy: how media professionals can support prevention and response efforts

4. Target Participants

- ☐ Media professionals & reporters

5. Methodologies and Scope of the Work

The training will be delivered in an interactive, friendly format. It will include lectures, group discussions, presentations, and participatory methods to engage all participants and relate the material to real-world scenarios.

Training methods include:

- Interactive group discussions to share insights and strategies
- Case studies
- Role-playing exercises

6. Expected Outcomes

- Increased ability of media professionals to report responsibly about WPS, GBV and CRSV
- Improved media coverage that respects survivor rights and promotes gender equality
- Stronger collaboration between media and GBV advocates
- Increased media programs on WPS, GBV, CRS

7. Trainer deliverables

The following will be the expected deliverables of the trainer:

- Submit brief technical and financial proposal including workplan to deliver two days interactive training on WPS, GBV and CRSV
- Prepare an outline and training material: power point presentation to better understand on WPS, GBV and CRSV
- Prepare agenda, pre & post training test of the training in a participatory and friendly approach
- Organize and conduct two days training program for about 30-40 participant's base set schedule
- Submit post training report on the implementation of the training shall be submitted three days after the training

8. Duration for the assignment

- Timeframe of the assignment will be held for two days and it will be in Addis Ababa
- After signing of the contract, the trainer will have a total of five consultancy days, including two days for preparation, two days will be provided for the training delivery and a day for preparing a report to be submitted after the training

9. Competences, experiences and qualifications:

Education: The consultant/trainer must have a post-graduate degree in a related field;

- MA/ BA in, Social Science, Law and Governance, Political Science or another relevant field
- Gender Studies: Understanding feminist theory, gender dynamics, and intersectionality
- International Relations: Peace & Conflict Studies: Knowledge of WPS agenda (UNSCR 1325 & related resolutions), humanitarian law, and post-conflict recovery
- Human Rights Law: International Humanitarian Law (IHL): Expertise in legal frameworks around GBV and CRSV
- Media & Communications: Familiarity with media ethics, conflict sensitive reporting, and responsible storytelling
- Practical, demonstrable and relevant experience in Previous experience in facilitating trainings, workshops, and similar activities
- Excellent interpersonal communication and reporting skills
- Minimum five (5) years of professional experience in a field related capacity building training, a track record of undertaking similar assignments with competent organizations
- Excellent communication and facilitation skills, distinct but moderate and enabling rather than imposing
- Experience in working with CSOs is an advantage

10. Information needed while submitting expression of interest includes

- Letter of interest
- CV including references (Detailed profile of the applicant, indicative of previous relevant experience.
- Technical proposal (clearly showing the methodology, content, plan of action and interpretation of the TORs).
- Financial proposal (including unit price per day).
- Certificate related with the assignment
- Recommendation letters from previous other similar engagements
- Renewed license, TIN

11. Deadline and submission of expression of interest:

Application:

Interested consultants (individuals and firms) with experience in executing similar assignments are invited to submit their expression of interest/bids by COB 21/07/2025 with the subject field **“Expression of Interest:‘ Peace and Security (WPS), Gender-Based Violence (GBV) and Conflict-Related Sexual Violence (CRSV) capacity building training to Media Professionals** addressed to; Organizational Email: newarecruitments@gmail.com.

Only complete bids **(stamped and scanned technical and financial proposal)** submitted by mail will be considered.

