

## **Terms of Reference: Developing a Training Manual to Enhance Rights Awareness and Personal Empowerment for Girls in Kenya**

**Subject:** Consultant required to undertake the development of a Training Manual to enhance rights awareness and personal empowerment of girl victims and survivors of sexual exploitation in Naivasha and Mombasa, Kenya.

**Position:** Consultant

**Timeframe:** August to October 2018 (number of days to be determined)

**Duty Station:** Kenya preferred

### **Summary**

The Consultant will conduct specific activities, detailed below, and lead in the development of a Training Manual for Equality Now's partner Life Bloom Services International (LBSI) and Trace Kenya to use in providing training support to girl victims and survivors of sexual exploitation in Naivasha and Mombasa. This will contribute to the implementation of Equality Now's strategy to empower girls who have experienced sexual exploitation to rebuild their lives, as part of our campaign to end sex trafficking and commercial sexual exploitation of women and girls in Kenya. The activities will take place over an agreed number of days between August and October 2018.

In our work towards eliminating sex trafficking and the commercial sexual exploitation of women and girls, we call for the decriminalisation and support of those selling sex, the criminalization of those exploiting people in prostitution (traffickers, pimps and, brothel owners) and the penalisation and education of buyers. We work closely with local organisations working on the ground, including those led by survivors of commercial sexual exploitation and sex trafficking, to assist survivors and provide technical support to the organisations.

### **About Us**

Equality Now is an international human rights organisation dedicated to ending violence and discrimination against women and girls and promoting the use of the law to advance their rights globally. Equality Now's campaigns are centered on four programme areas: End Sex Trafficking, End Harmful Practices, Legal Equality, End Sexual Violence and Justice for Girls, with a cross cutting focus on the rights of adolescent girls through the Adolescent Girls Legal Defense Fund. Equality Now maintains that effective movements must originate from the local level and must be grounded in the law. We listen first to understand the perspective of the 'experts' – i.e. women who are at the front lines and who understand the realities in their part of the world - rather than parachuting in with template solutions. Equality Now work links high level policy advocacy and global activism with support and legal advice to grassroots partners and networks working on specific cases of women and girls in order to promote change at all levels.

## **Background on Equality Now's partnership with LBSI on ending sexual exploitation of girls in Naivasha**

Equality Now provides funding to LBSI and Trace Kenya, locally registered Kenyan organisations, to support their peer-to-peer support and mentoring programme for girls in Naivasha and Mombasa. The girl participants are survivors of the sex trade - girls who have been isolated, stigmatised and traumatised - and the programs help them to rebuild their lives and realize positive futures. The partners identified the girls' need for rights awareness and personal empowerment training as a key strategy to building their capacity and confidence, a step towards transforming their lives. Some of the preliminary areas identified are sexual and reproductive health rights, understanding exploitation, gender-based violence, and confidence and assertiveness building.

Therefore, we seek a consultant to undertake the development of a Training Manual that partners' staff and volunteers can use in the training sessions with the girls. Equality Now and partners would like the Training Manual to be based on needs identified in consultation with the girls and envisage that the Consultant will undertake a participatory training needs assessment to ground their work on the content of the manual itself.

### **Specific Activities for the Consultancy**

The Consultant will:

- (a) Undertake a participatory training needs assessment through discussions and consultations with girls in the project, partners staff and volunteers and Equality Now.
- (b) Produce a well written and comprehensive training needs assessment report based on the above, including recommendations for training topics and design of the Training Manual.
- (c) Develop a comprehensive Training Manual that partner staff and volunteers will use in capacity building and training sessions with the girls. Final topics, language and design will be agreed with Equality Now and partners.
- (d) Test the draft Manual with key beneficiaries in Mombasa and Naivasha and incorporate feedback as necessary.
- (e) Share the draft Manual with key people to be determined in consultation with partners and Equality Now for their review; incorporate their findings and finalise the Manual.
- (f) Assist partners in organising and facilitating one Training of Trainers (TOT) workshop for partners' staff and volunteers who will use the Training Manual.

### **Final Deliverables**

- (a) Training needs assessment report with recommendations on training topics and design of the Training Manual submitted;

- (b) A comprehensive Training Manual developed and submitted;
- (c) A TOT workshop completed and report submitted, including post training evaluation.

### **Timeframes and deadlines**

The Consultant will provide services to Equality Now between August and October 2018. The number of days to be determined and agreed with consideration of the Consultant's proposal.

### **Methodology**

The Consultant will use a methodology that is participatory and includes consultations and listening to the views and perspectives of the girls who will benefit from the Training Manual and partners' staff and volunteers who will use it (including reviewing any existing training materials and methods). The Consultant will apply a human rights and gender equality approach and embed best practice from this approach in rights awareness and personal empowerment training.

Applicants will be required to submit a detailed proposed methodology with their application.

### **Requirements for experience and qualifications**

- (a) A post-graduate or equivalent qualification/ degree in Law, Criminology, Gender, GBV, Human Rights, Political Science, Development Study, Humanities or any other relevant discipline. *Experience of applying human rights based approaches will be an advantage;*
- (b) At least 5-7 years of prior work experience in the field of training, human trafficking, human rights, violence against women etc. *Proven experience of working on sex trafficking, girls and women's rights will be an advantage;*
- (c) Demonstrated knowledge and experience in conducting need assessments and developing training manuals/modules/curriculum, training materials etc. Experience in using participatory methodologies will be an added advantage;
- (d) Demonstrated experiences and skills in facilitating stakeholder/working group consultations and training. *Experience of working with communities and vulnerable women and girls will be an advantage;*
- (e) Excellent writing, editing, and oral communication skills in Swahili and English.

### **Application process**

Please submit applications by e-mail to the following address: [sgreenatchley@equalitynow.org](mailto:sgreenatchley@equalitynow.org). The proposal must contain:

1. Profile of the Consultant(s) (max 1 page) explaining why they are the most suitable for the work;
2. Relevant Experience (max 2 pages);

3. Detailed methodology and conceptual framework with expected deliverables and timelines and number of days required (3-5 pages);
4. A detailed financial offer including time estimates for each task, billing rate and estimation of direct expenses (e.g. phone calls and travel costs);
5. The CV or CVs of the Consultant(s) involved in the assignment with their roles and responsibilities in the baseline process; and;
6. At least two writing samples for which the Consultant(s) were a listed author that demonstrates their experience developing a training manual or similar deliverable (e.g. training curriculum or toolkit).