



**TERMS OF REFERENCE (TOR) FOR A TRAINING OF MINISTRY OF GENDER
CHILD AND SOCIAL WELFARE DEPARTMENTAL GENDER FOCAL POINT
PERSONS ON GENDER MAINSTREAMING AND WOMEN'S RIGHTS**

Date: 02/02/2023

Introduction

South Sudan has enacted very good pieces of legislations for the protection of Women's rights however, the enforcement of these legislations is wanting. Enforcement gets more weaker as you move to lower levels of government especially at the community and subnational levels. Gender gaps are glaringly persistent in basic services delivery and law enforcement due to a weak enforcement mechanism. The weakness in enforcement of women's rights is partly caused by the general lack of knowledge of women's rights and the capacity to enforce them by the duty bearers.

The State Ministry of Gender, Child and Social Welfare has identified and proposed to ZOA-Dorcas a cohort of 30 gender focal point persons for training from line ministries. Upon completion of the training, graduates are expected to mainstream gender and women's rights in the activities of their respective departments and participate in the routine monitoring of the enforcement of women's rights during the implementation and delivery of services by their line ministries and departments.

About the Assignment

ZOA-Dorcas, using a grant received from the European Union Trust Fund (EUTF) under a 3 years program titled: Defend Her Rights – Championing Women Empowerment in Jonglei, South Sudan will facilitate the training of the 30 nominated gender focal point persons from the line ministries and department in gender mainstreaming and women's rights.

The proposed training will be conducted in five days at a ZOA-Dorcas selected venue.

Programme objective

The main objective of this proposed training is to strengthen the capacity of gender focal point persons in line local government ministries and departments to mainstream gender equality in a sustainable and inclusive manner.

The training will enhance the skills of line ministries and departmental gender focal point persons in gender mainstreaming and women's rights enforcement. It aims to provide inspiration, approaches and tools that are effective and useful in the local context and ultimately lead to gender and disability inclusive services delivery at the different services delivery levels.

Scope of the Assignment & Expected Outputs

- Participants understand the importance of good governance for equitable service delivery
- Participant trainees receive gender mainstreaming guidance tools and knowledge to conduct gender mainstreaming in their daily work
- Improved knowledge and understanding of how to facilitate and manage change through multi-stakeholder and multi-level engagement and collaboration
- Make use of the gender mainstreaming methodology to improve the quality and outcome of *change processes*
- Trainees should be able to facilitate gender mainstreaming and change process using the gender mainstreaming methodology
- The skills and competence of gender focal point persons improved to conduct gender equality assessment of existing government policies and legislations
- Gender focal point persons gain skills to Institutionalize gender equality in their respective ministries and departments to deliver more gender and disability inclusive services to rights holders.
- Build trainees' in-depth knowledge of strategic planning connected to gender mainstreaming
- Facilitate knowledge and attitudes change of trainees for their transformation into "change agents" for gender equality and women empowerment so as to lead, initiate and implement their institutional change
- The capacity of gender focal point trainees to support equity and inclusion, participation, transparency, and accountability in the local governance in strengthened.

Interested consultants need to share a brief technical proposal on how they will go about this assignment, highlighting areas of emphasis, tools and methods for approaching the training of law enforcement agencies.

Expected Deliverables:

- a) A detailed inception report with a clear work plan/ programme for the assignment submitted to ZOA-Dorcas;
- b) Pre-prepared facilitation materials highlighting existing knowledge gaps, laws, policies that have been enacted and however, receive little enforcement backup .
- c) Pre-prepared facilitation materials on existing legal framework for the protection of the rights of women and girls in South Sudan.
- d) Facilitation of a 3 days' Workshop for gender focal point persons. A detailed final report on the training, capturing all the discussions and presentations of group with photographs.
- e) A detailed plan of action from the gender focal point person for effective implementation of gender policies and promotion of women rights at state and county levels.

Work Schedule:

The assignment will be for a duration of 5 days as specified below

- (i) One (01) day for preparation for the assignment
- (ii) Three (03) days for presentations (training)

(iii) One (01) day for report writing and submission of the final /detailed report

Payment Schedule:

Agreed payment schedule and percentages will be contained in the detailed contract.

Location of the Assignment:

The training will be conducted in Bor, Jonglei State. The consultant must bring his/her/their own laptop computer. The Consultant will travel to the study venue based on the schedule and guidance of the ZOA Dorcas management.

Qualifications or Specialized Knowledge/Experience Required:

Qualifications

- University (preferably advanced) degree in law, gender studies, human rights, or its equivalent.

Experience & Competencies

- At least 5 years' experience facilitating Gender Mainstreaming and women empowerment programmes
- Experience in South Sudan context is desirable
- Understanding of conflict sensitivity and conflict analysis
- Experience of similar task conducted in South Sudan or in the region.
- Good interpersonal skills.
- An analytical mind with creative problem-solving abilities
- Good time management and organizational skills.

Languages

- Excellent written and verbal communication.
- Fluency in written and spoken English is required. Basic knowledge of Arabic will be an added advantage.

Interested Candidates must submit the following to qualify

1. Cover Letter explaining why you are the most qualified for this consultancy including dates of availability.
2. Most updated Resume/CV.
3. Detailed technical proposal explaining how the consultancy will be done with a work plan that corresponds to the maximum number of days provided for the consultancy.
4. Detailed financial proposal with all related costs including professional fees and living allowance.
5. Scanned copy of highest degree and other relevant testimonials for the key consultancy team members.

General Conditions and Disclaimers

This call for expression of interest is simply an invitation to submit a proposal in accordance with this Terms of Reference document. This Call for proposal does not constitute an offer of any kind on the part of ZOA-Dorcas.

No contractual or other legal obligations arise on the part of ZOA-Dorcas to any consultant by this call for proposal or the submission of a proposal by a consultant/firm nor is any legal relationship created between ZOA-Dorcas and you until such time as an agreement, if any, is subsequently reached.

ZOA-Dorcas reserves the unilateral and exclusive right to modify or cancel this call for proposal at any time without any obligation to any one and makes no guarantee that the process initiated by this call will continue.

ZOA-Dorcas has a ZERO TOLERANCE TO SEXUAL EXPLOITATION, ABUSE & HARRASMENT and also to abuse against Children. Any bidder known to have indulged in such practice now or during this process will be disqualified with the immediate effect.

Each Consultant or Consulting Firm and its director(s) shall be subjected to vetting (MemberCheck) against list of listed companies or individuals on OFAC, EU, USA, & South Sudan list of sanctions.

Please send your proposals as per instructions via email to procurement.southsudan@zoadorcas.ngo with the title; “**Application for Training of Gender Focal Point Persons**” in the subject line no later than **9th February 2023**.