

Amplify Change (support women's rights in Afghanistan) Project

Terms of Reference (ToR)

for

Developing Vocational Training Manual

Introduction of AC Project

Oxfam in Afghanistan is inviting (individual's consultant or consultancy) to submit their application for developing vocational training manual under the Amplify Change project.

The selected consultant shall carry out the work in accordance with the Terms of Reference outlined in this document.

Background:

Amplify Change: Supporting Women's Rights in Afghanistan (AC) is a five-year project (2017- 2022) funded by Global Affairs Canada. The overall project framework revolves around two pillars (that mirror the two intermediate outcomes of the project) that work together to contribute to the changes the project seeks to make.

- i. Pillar one, will engage influencers within the project communities to support women's rights to be free of violence, while empowering women and girls to recognize, exercise, and defend those rights.
- ii. Pillar two, will build the knowledge and capacity of Afghan CSOs and CSO networks to coordinate and promote the rights and empowerment of women and girls.

Based on these two pillars, the theory of change holds that changes will occur across multiple levels (individual, community, institutional and societal) and with key stakeholders and their respective organizations these stakeholders will demonstrate new attitudes and practices that shift social acceptance of VAWG, enable those who have experienced violence to access quality services safely, and ensure that VAWG is actively and effectively sanctioned at all levels of accountability. At the same time, women's rights organizations and other CSOs will create networks that are resilient, that include and promote diverse perspectives and voices and that, together, hold the government accountable. Alliances among a full range of stakeholders will foster collective power for change.

AC project theory of change



Building on Oxfam’s experience of working to shift power relations, the theory of change takes a non-linear view of change, recognizing that work to increase women’s and girls’ participation is likely to provoke backlash, which will be anticipated and managed by the project.

The project builds on the long-standing work of Oxfam and its partners to promote women’s rights in Afghanistan. It also includes input from Oxfam’s local CSO partners, provincial-level Department of Women’s Affairs (DOWA), provincial officials and leaders (including women and men) from target districts. Amplify Change integrates lessons learned from previous initiatives, including the need to develop holistic approaches to women and girl’s empowerment programming that integrate awareness-raising, leadership and modeling behavior—particularly among men, boys, religious and political leaders; access to justice, support services and economic opportunity for victims of violence; and increased CSO effectiveness on accountability, knowledge sharing, and advocacy for policy influence.

AC aims to support Afghan women and girls to participate more effectively in decision-making about their society by empowering them to access and use their legal rights, and by creating an enabling environment that facilitates their participation. The project will work in 60 communities in Balkh, Nangarhar, and Herat provinces. It will directly benefit 29,694 people, including 56% women and girls (those who have experienced violence), men and boys, religious and political leaders, and CSO network members. Oxfam is implementing the project in partnership with 3 Afghan CSOs— the Afghan Civil Society Forum (ACSFo), the Afghan Women’s Educational Centre (AWEC), and the Empowerment Centre for Women (ECW).

Within its scope of work, the project partners intend to develop the vocational training manual for women and girls who have experienced or at risk of experiencing violence will be trained on leadership, entrepreneurship, and other marketable skills to improve their access to economic opportunities. Where possible, trained women and girls will also be linked with mentors and/or supported to start their own businesses.

The project target areas are as follows:

- 1) Nangarhar province: (Surkhrod, Behsud, and Jalalabad district)
- 2) Herat Province: (Guzara, Karokh and Enjil districts)
- 3) Balkh province: (Balkh, Dehdadi and Khulm districts)

Overall Objective/Goal of call for proposal

To develop the vocational training manual with the content of; leadership, entrepreneurship, and other marketable skills to improve women and girls' access to economic opportunities.

Specific objectives:

- To do an assessment regarding marketable skills in the target areas of the project;
- To develop a manual based on assessment findings on below themes:
 1. Develop their life skill, marketable skills, knowledge's that will increase their ability to participate in economic activities.
 2. Leadership skills, this well not based assessment finding.
 3. To build a mechanism or structure in order to link women and girls to income generating initiatives through providing mentors to support their Initiatives. The mechanism should support women and girls technically to develop practical business plan and ways forward to start their own business as well as
- To provide a direction/guideline on; how to link the entrepreneurs with the local market.

All above themes well be included in one manual.

Target Beneficiary

1260 Women and girls in the 3 provinces who have experienced violence, Widows, women heading households poorest and the most marginalized.

Deliverables:

The manual developer (individual's consultant or consultancy), under this contract should perform bellow deliverables:

The manual contents are including:

- Marketable skills based on findings of market assessment.
- Leadership skills, literacy, numeracy, hygiene, marketable skills and knowledge
- Prepare the market demand vocational skills, based on assessment finds from three target areas
- Develop trainer guide accordingly
- Provide report on the available market opportunities
- Prepare a follow up mechanism for the recipients who received the toolkits
- Prepare the pathways to increase women and girl's ability to participate in economic activities

- Preparing toolkits list for each vocational skills
- Preparing required formats that should be used during classes' lifetime such: students' selection
- Criteria, students' attendants' sheet, students' performance data and reporting, Monitoring and Evaluation mechanism
- The manual language should be local languages (Dari and Pashto)

Period of Assignment: The duration for delivery of the services is **One month (20 July 2019 – 20 August 2019)**

Qualification and Requirement:

- The individual consultant must have masters or equivalent degree in law/social sciences
- The consultant must have relevant experience and knowledge of the Afghanistan procedural laws
- The consultant must have knowledge regarding gender issues
- The consultant must have previous experience in developing policies, regulations, vocational programs and mechanisms
- The consultant is requested to submit a cost proposal including cost breakdown sheet and a narrative description of the proposed costs

Description of the Technical Elements/Requirements:

- Resume/Curriculum Vitae
- Proposed approach and methods for effective accomplishment of the assignment.
- Factor of confidence: applicants needs to show proof of the similar assignments that they have carried out it could be Experience Letter, Copy of Contracts or Appreciation Certificates issues by the project owners for the implementer partner organization in relevant to the experiences proposed in proposal.
- Cost effectiveness: proposed cost will consider based on proposed approach and method, duration of the assignment as well as the allocation of the resources.

Submission guidance for proposal:

- All applications must be written in English
- The applications must be submitted in two volumes technical proposal and financial proposal
- The application must include, relevant experience (at least 3 similar assignments must be submitted under this section with similar complexity and scope), a narrative approach and plan for accomplishing the assignment, supporting documents for relevant experience including certification letters and recommendations.
- All applicant should apply through online at; info@acsf.af

Deadline for Submission of proposal:

18 July 2019 The application submission later than due date will not be considered for further evaluation. The shortlisted candidate will be called for an interview. Though the lowest price and technical acceptable principle is applicable but proposals with best value factor will be preferred.