

## Terms of Reference for a Consultant to Adapt ToT Guide and Conduct ToT for Religious Leaders

### Background

Concern has been working in Afghanistan since 1998, when it responded to an earthquake disaster in Takhar province. Currently, Concern has been working in Takhar, Badakhshan and Kunduz provinces undertaking both emergency response and long-term developmental work in the areas of emergency shelter and NFI, cash and voucher, livelihood, food security, Disaster Risk Reduction, primary education and Water, Sanitation and Hygiene programs with gender, protection and disability as cross-cutting.

As the economic security and social situation at rural communities are changing and gender inequality is a key issue at target communities, it is essential to work with religious leaders who have credibility and moral authority among large segments of the community inhabitants. Moreover, Religious leaders are among Afghanistan's traditional "gatekeepers" for making local decisions, especially on questions of women's rights and engaging them at work and decision-making. Effective engagement with religious leaders starts with listening to their opinions and involving them directly in processes of reflection around strongly held social norms that affect women's rights and other sensitive topics, such as women's involvement in decision-making and their right to work, as well as harmful masculinities.

In 2018, Concern engaged an Islamic scholar and gender expert to develop a comprehensive training manual for religious leaders in Cha'ab district of Taloqan, and training was conducted with a group of Mullahs in this district. These Mullahs have since been delivering gender sensitive messages through their Friday prayers and this pilot approach seems to have gained promising results.

Concern now aims to strengthen its existing efforts to transform attitudes, norms and practices that perpetuate gender inequality in Cha'ab and also extend the approach to two other districts in Taloqan. Thus, Concern is looking for a qualified consultant to adapt the existing training manual for religious leaders into a short pocket book version to guide the Mullahs in disseminating messages to others, including religious verses, and to conduct a seven day training and ToT for a group of Mullahs using the existing curriculum and pocket guide developed.

### Overall objective

- Contribute to increased gender equality and women's autonomy in Taloqan through the engagement of religious leaders.

### Specific objectives

- Raise awareness among the Muslim religious leaders, scholars, mullahs/Imams about gender equality and gender based violence according to Islam;
- Increase understanding of the Islamic stance on girls and women right to education, health, mobility, work and job;
- Understand Islamic and Sharia perspective on marriage, family relationships and head of the house;
- Build the skills of selected mullahs/imams to train other religious leaders in their districts on the concepts above.
- Support selected mullahs/Imams to promote Islamic principles of equality, non-discrimination and violence free living through Friday prayers and other forums.

### Expected Deliverables and Ownership

The expected deliverables includes:

1. Review Concern Afghanistan's Religious Leader ToT Manual and develop a shorter pocket guide version including Hadith verses and key messages tailored for audiences with low literacy levels.
2. Develop a training and ToT agenda for five days to conduct with religious leaders for 2020

3. Prepare pre-training and post-training assessment forms and ensure the completion by all trainees before and after the training.
4. Set a timeline with before conducting the training to allow Concern's M&E Officer to administer standard gender role and attitude survey.
5. Submit to Concern the training agenda and PowerPoint presentation of the methodology, pre and post assessment forms two weeks before the start date of the training.
6. Conduct five days participatory training and ToT in Taloqan for religious leaders.
7. Conduct four days participatory training for Concern staff on the pocket guide.
8. Write and submit training report to Concern by latest 5 days after the training that includes analysis of credible information on the process, lessons learnt, strengths, weaknesses and opportunities to inform future decision-making. It should also include results from the pre and post assessments.

#### **Ownership of the deliverables**

- Concern shall have full ownership of the adapted ToT manual (pocket guide) and other results of the consultancy work under this assignment.
- The Consultant shall not publish nor otherwise use any portion of the manual without the written authorization of Concern.
- The Consultant shall waive any copyright to the work produced because of the contract.

#### **Approach and Methodology**

- The adaptation of the manual into a pocket guide should follow the Islamic translations that are accepted by all sects and the literature should be easily understandable for individuals with lower to medium level literacy skills.
- The content of the pocket guide should be shortened to guide religious leaders with approaches and messages during Friday prayers and other religious events.
- The training should follow the contemporary and interactive training provision style, which is based on 'sharing' or 'learning together' or acting as a 'facilitator', rather than the conventional approach of providing instructional approaches.
- The role of the facilitator is to encourage participation without being judgemental and by listening with interest and empathy to help the participants to tap into the reservoir of their own abilities gained through their experiences.
- Other training methods such as practical events, scenarios and personal stories about the subject matter and group work should be incorporated. The practical part of the training should be given paramount importance to develop the skill of trainees on the training topics.
- Monitor how your group is feeling. Have an alternative way to teach the same subject, and change styles as needed.
- Collect resources on the day's subject and create a resource table at the back of the room for participants to peruse during breaks. Invite participants to make a list of ways in which they can serve as a resource for each other.
- The ToT should allow participants some opportunity to practice delivering such sessions to their peers or to their congregations at Friday prayers.

#### **Timeline**

- Mid October is the expected starting of the contractual action

#### **Duration of the training:**

10 working days, 11 October to 22 October 2020 (10 official working days)

- 5 days to Adapt ToT Guide and Concern staff guidance
- 5 days Conduct ToT for Religious Leaders
- Write and submit training report to Concern by latest 5 days after the training

#### **Profile of the Proposal to be submitted**

- Updated CV of consultant clearly meeting the specific experience related to the below mentioned qualifications
- A technical proposal comprehensive of work plan, work methodology and detailed budget.
- A samples of previous work preferably relevant to training and ToT manual development tailored to different literacy levels and methodologies for ToT
- Email
- Phone contacts

#### Eligibility/Requirements/Selection Criteria

- Registered Consultancy Company eligible to work in Afghanistan or related.
- Advanced degree (at a Masters or PhD level) at Shariyat faculty or equivalent
- Advanced knowledge of Islamic Religion and promoting Gender Equality
- Well-acceptance and well-known (traditional religious leaders are sensitive to the cultural acceptability of a trainer)
- Advanced skills in and experience of developing and leading training on gender related topics
- Demonstrate participatory training methods relevant to the religious leaders to engage actively and familiarity with the areas where the training is proposed.
- Strong written and spoken English and Dari languages

#### Note:

Concern has a Staff Code of Conduct and a Programme Participant Protection Policy (P4), which have been developed to ensure the maximum protection of Programme participants from exploitation and to clarify the responsibilities of Concern staff, consultants, visitors to the Programme and partner organization, and the standards of behavior expected of them.

- The contracted party shall sign Concern policies associated Code of Conducts.
- Concern is not in a position to provide accommodation, transport and refreshment for the consultant
- All cost should be included in the total proposed budget.
- Concern team will assist the consultants for provision of training days, facilitates and guide the trainer holding in a good manner.

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