

TERMS OF REFERENCE

Consultant for a Training on Gender Mainstreaming in project design and monitoring

I. Background

Since July 2020 AVSI has been implementing in Lebanon an Education project funded by the Education Cannot Wait Trust Fund called: *Connecting to learn: Increasing access to learning and support Syrian refugee and vulnerable Lebanese children impacted by COVID-19*.

This project is part of a consortium composed by AVSI, Save the Children, NRC and IRC that aims to increase access to and retention in education for crisis-affected girls and boys in Lebanon, while enhancing the quality of education services and improving the safety and protection of learning environments.

The project delivers Non-Formal Education activities for out of school refugee children (Community-Based Early-Childhood Education and Basic Literacy and Numeracy) and Retention Support Services for vulnerable in-school children at risk of dropout through remote and blended learning, in addition to upgrading of learning environments, Psychosocial support activities and awareness on COVID-19 prevention.

COVID-19 pandemic is further exacerbating gender inequalities, with children and adolescent girls particularly at risk of gender inequality and GBV in outbreak situations. In crisis-affected situations this is compounded by limited connectivity and electricity, as well as exacerbated discriminatory gender norms and fears over safety that make parents reluctant to allow girls access to devices which may exclude girls from online based learning. Girls' participation in the project's activities is also challenged by gender-specific barriers that need to be adequately addressed in order to ensure equitable access to and retention in Education.

Therefore, AVSI is currently looking for a consultant to implement a training on Gender Mainstreaming in project design and monitoring in order to make sure that specific gender-responsive actions are properly included at every stage of program development.

II. Objective of the Training

The objective of the training is to capacitate AVSI Program Managers, Coordinators and MEAL staff on how to successfully design and monitor inclusive and equitable humanitarian programs focused on children and youth Education (including Technical and Vocational Education).

To be relevant and effective, humanitarian interventions should apply a gender-lens at all stages of programming; this training shall aim to provide AVSI staff with the adequate knowledge and skills to ensure that gender-sensitive activities, assessments and indicators are properly identified, implemented and monitored.

The training shall have a particular focus on designing and monitoring successful gender-sensitive Education and Livelihood interventions for vulnerable children and youth in Lebanon during COVID-19 pandemic.

TERMS OF REFERENCE

At the end of the training the participants shall be familiar with:

- Basic gender concepts and definitions
- Gender mainstreaming perspectives, strategies, and steps
- Gender Perspective at different stages of projects, including pre-project planning and post-project evaluation
- Sample checklists for assessing gender mainstreaming strategies in project design and implementation
- How to elaborate a solid Gender Analysis that documents and describes the gender-specific situations, challenges and opportunities that exist in the fields of action and translates these into specific activities and interventions;
- How to design quantitative and qualitative gender-responsive indications
- Sample Checklists for conducting gender-responsive monitoring and evaluation

As result of the training, participants shall also be able to:

- Identify gender gaps in their field of activity;
- Assure that gender is mainstreamed in the project cycle, in identification, formulation, monitoring, and evaluation;
- Design monitor and evaluate projects that promote gender equality;
- Capture gender concerns in needs assessment, situation analyses and baseline studies (including methods and tools);
- Develop gender-sensitive indicators to measure gender-related changes over time (quantitative and qualitative);
- Propose an action plan for mainstreaming gender in currently running programs and activities he/she is responsible for.

III. Tasks to be Performed

1. Elaborate and implement one training of a minimum of 3 days focused on Gender Mainstreaming in project design and monitoring for around 30 AVSI staff in Lebanon. The training shall be delivered face-to-face in venue to be identified in Beirut – Mount Lebanon strictly following COVID-19 preventive measures.
2. Elaborate one final report including pre/post training assessment results and recommendations for ways forward.

IV. Deliverables

N.	Deliverable	Deadline
1	Elaboration and implementation of one training on Gender Mainstreaming in project design and monitoring	June 30 th 2021
2	Submission of a comprehensive Training Report	Within 10 days after the training

TERMS OF REFERENCE

V. Time and Place

The training is expected to take place before June 30th 2021, for a minimum of 3 days

VI. Language for the delivery of the consultancy

All training packages and other materials elaborated in the framework of the consultancy should be developed in English.

VII. Consultant's profile

- a) **Education:** Advanced University degree in related field such as Gender Studies, Social Sciences or Education
- b) **Specialist skills/Training:**
 - Excellent writing and communication skills with ability to present ideas and concepts concisely in written and oral form
 - Demonstrated experience in facilitation skills and in similar trainings
 - Be able to work under minimum supervision and to meet tight deadlines
- c) **Years of experience:**
 - Minimum five (5) years of relevant experience working in the field of Gender, SGBV, or Protection. At least 1 previous experience with an INGO is required.
 - Possess experience in the design, implementation and delivery of training on gender issues
- d) **Competencies:**
 - Technical Competencies: strong training skills, excellent knowledge of Gender Mainstreaming, good knowledge of Inclusion approach, good familiarity with Education and Child Protection in Emergencies, MEAL skills
 - Other competencies: communication, results-driven, respect of deadlines
- e) **Languages required:**
 - Excellent fluency in oral and written English. Arabic can be an added value.

VIII. 1. Documents to be submitted for the selection

Candidates are asked to send a technical and a financial offer for the tasks mentioned in this Term of Reference by May 10th 2021.

The selection of the Service provider will be based on:

- Relevance and specific experiences in relation to the TOR (experience, efficiency, availability)
- Technical proposal

TERMS OF REFERENCE

- Financial proposal

IX. Conditions and Terms of Payment

The consultant will report to the AVSI Program Director in Lebanon. The consultant should mention the desired payment terms in the financial offer, noting that any payment request sent to AVSI should take into consideration a timeframe of one month.

HOW TO APPLY:

Interested and suitable candidates should send their proposal via email at logistic.libano@avsi.org containing the below:

- Technical proposal and work plan & timeframe
- Financial proposal including the payment terms
- Personal CV or firm portfolio
- Consultant's fiscal number (if available)