



TERMS OF REFERENCE FOR DEVELOPMENT OF DEVELOPMENT OF GENDER AND SOCIAL INCLUSION POLICY AND CONDUCT TRAINING ON GENDER AND SOCIAL INCLUSION

Introduction and Background

Tilitonse Foundation in collaboration with Civil Society Agriculture Network (CISANET) and Welthungerhilfe (WHH) is implementing a project titled **Strengthening Food and Nutrition Security Programming in Malawi**. The project is funded by **German Federal Ministry for Economic Cooperation and Development (BMZ)** through Welthungerhilfe. The main objective of this project is to promote the capacity of civil society organisations in Malawi to improve food security and strengthen resilience. Specifically, the project is expected to strengthen capacity of 10 civil society organizations (CSOs) and district-based network associations in evidence based Food and Nutrition Security (FNS) management, administration and programming. This support will in turn enable the targeted CSOs to plan and implement effective and participatory FNS programming approaches with their target groups or communities.

In July 2022, Tilitonse Foundation in collaboration with Civil Society Agriculture Network (CISANET) and Welthungerhilfe (WHH) conducted a capacity assessment which identified critical gaps in management structure, financial and resource management systems, human resources and programme management. Based on the gaps identified, the assessment further recommended capacity development options that will enable the CSOs to effectively deliver on their mission. One of the gaps identified was limited capacity in Gender and Social Inclusion. Two CSOs indicated that they do not have a Gender and Social Inclusion Policy and most programme staff indicated that they do not have solid knowledge on Exclusion and Inclusion Concepts.

It is against this background that Tilitonse Foundation would like to engage the services of a consultant to develop Gender and Social Inclusion Policies for Tiphedzane Community Support Organisation and Dedza CCJP; and train program staff from the ten CSOs in Gender and Social Inclusion and Exclusion concepts and their application in programming.

Objectives of Work

The overall objective of this assignment is to support Tiphedzane Community Support Organisation and Dedza CCJP develop a Gender and Social Inclusion Policy and conduct training for programme staff from the ten CSOs in Gender and Social Inclusion with a focus on social inclusion and exclusion concepts.

The specific objectives are as follows:

1. Support the two CSOs to develop Gender and Social Inclusion Policies and have hands on experience in operationalization of the policy
2. Conduct training for programme staff in Gender and Social Inclusion with a focus on Inclusion and Exclusion Concepts.

Scope of Work

The duties and responsibilities of the consultant/s will be:

1. Review capacity assessment reports for the 2 organisations to enhance understanding and the nature of the capacity gap
2. Engage the two CSOs to establish the status of the gap and possible entry points
3. Through Mentorship, work with the 2 CSOs Tiphedzane in Nsanje and Dedza to develop a Gender and Social Inclusion Policy
4. Design and develop Training content on Gender and Social Inclusion with a Focus on Social Inclusion and Exclusion
5. Facilitate gender and social inclusion training for the 10 CSOs
6. Write a Workshop Report that details follow on actions and recommendations for future trainings

Deliverables

1. An Inception report detailing understanding of the assignment , methodology to be used and timelines
2. Gender and Social Inclusion Policies for Tiphedzane Community Support Organisation in Nsanje District and CCJP Dedza in Dedza District
3. Process Report on the assignment
4. Training plan and materials
5. Training manual for reference
6. Final Report of the Training

Duration and Timing of the Assignment

The assignment is planned to take place in between October and December 2022.

Qualifications

Minimum of a Master's Degree in Humanities, Gender Studies, Development Studies, Social Science or any other related Field.

Experience

1. At least 10 years' experience in similar roles and assignments
2. Good theoretical and practical knowledge and understanding of Gender Equality and Social Inclusion
3. Experience in development of Gender and Social Inclusion Policies
4. Experience in development and delivery of content on GESI

5. Capacity to present the content in a clear way using practical examples

Application Process

Interested and qualified Consultants/service providers are invited to apply. The service providers must submit the following documents/information to demonstrate their qualifications:

1. A technical proposal detailing applicants understanding of terms of reference (ToRs), proposed methodology, applicant's key member's CV. A separate financial proposal should be included in the submission
2. Contacts (email and phone) of 3 former clients or referees.
3. A detailed list of similar assignments that the consultant has conducted in the past 3 years

Technical and financial proposals should be submitted to the addresses below, by Friday 21st October 2022 17:00hrs

Physical Address	Postal Address	Email Address
Tilitonse Foundation Plot No. 128, Lizulu Street Area 47 Sector 5 LILONGWE Malawi	Tilitonse Foundation P.O. Box 31815 LILONGWE Malawi	<u>e.musiya@tilitonsefoundation</u> with a copy to <u>jobs@tilitonsefoundation.org</u>