



TERMS OF REFERENCE FOR CONDUCTING A TRAINING IN GENDER AND SOCIAL INCLUSION

Introduction and Background

Tilitonse Foundation is implementing a project titled Strengthening **Food and Nutrition Security Programming in Malawi** in collaboration with Civil Society Agriculture Network (CISANET) and Welthungerhilfe (WHH) with financial support from the 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 aims to improve CSO's institutional capacity in; (i) the areas of management, administration, and programming (ii) Strengthen CSO's capacity in evidence based Food and Nutrition Security (FNS) programming (iii) Rejuvenate three civil society networks in Dedza, Ntcheu and Nsanje districts and ensure that they effectively coordinate the activities of their members and carrying out joint actions.

As part of the project activities, Tilitonse Foundation conducted a capacity assessment for the ten CSOs in eleven thematic areas that included gender and social inclusion to identify the capacity gaps that the CSOs have. One of the gaps identified was lack of capacity to do gender analysis and use techniques of gender mainstreaming in their programming. Most of the organizations lack the capacity to develop gender sensitive budgets, use deliberate efforts to include minority groups in their targeting and identify types of social exclusion.

Tilitonse Foundation would therefore like to engage the services of a consultant to train all the 10 CSOs in Gender and Social Inclusion.

Objectives of Work

The main objective of this assignment is to train 10 CSOs in Gender and social inclusion and emerging issues

The specific objectives are as follows:

- Equip organizations with knowledge and skills in gender analysis and techniques for gender mainstreaming
- Train organizations in identifying the different types of social exclusion
- Build the capacity of organizations to develop gender sensitive budgets

Scope of Work

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

1. Review second capacity assessment reports for the 10 CSOs
2. Train organizations in GESI, emerging gender issues and how to address them
3. Design and develop Training content
4. Conduct the training
5. Write a final training report

Deliverables

1. An Inception report detailing understanding of the assignment, methodology to be used and timelines
2. Training plan and Material
3. Final Report of the Training

Duration and Timing of the Assignment

The assignment is planned to take place in January 2023

Qualifications

Minimum of a Master's Degree in Gender and development, Social Science, Development Studies, Business Administration and any other relevant fields

Experience

1. At least 10 years' experience in similar roles and assignments
2. Good presentation and communication skills
3. Experience in conducting Gender and Social Inclusion training
4. Demonstrable experience in working with local civil society organizations

Application Process

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

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

Full Technical and Financial Proposals should be submitted to the addresses below, by 6 November 2023 to the addresses below:

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	e.nyirenda@tilitonsefoundation.org with a copy to submissions@tilitonsefoundation.org