



Terms of Reference (TOR)

Consultancy for Gender responsive programing and Safeguarding Training

Project: Energizing Women and Youth in Agri-Food Systems (EWAS)

Partner Organization: Ethiopian Women in Energy (EWiEn)

Duration: 20 days

Location: Addis Ababa

Type of Contract: Individual Consultant

1. Background

Ethiopian Women in Energy Association (EWiEn) was founded in 2019. It is an independent non-profit civic society organization, legally registered in the Federal Democratic Republic of Ethiopia, with registration No. 436, following the Civil Society Organization Proclamation No. 1113/2019.

The association has over 450 members, who are working in the Ethiopian energy sector. Its members represent a wide range of expertise, including engineers, financial specialists, lawyers, technicians, and entrepreneurs.

The Energizing Women and Youth in Agri-Food Systems (EWAS) project, implemented by the Global Energy Alliance for People and Planet (GEAPP) in partnership with the MasterCard Foundation, is a three-year initiative designed to empower young women and youth in Africa's agricultural sector, with an initial focus on Ethiopia and Nigeria. The program aims to create approximately 17,000 jobs by expanding access to climate-smart, energy-enabled agricultural technologies.

As a key partner in the EWAS project, Ethiopian Women in Energy (EWiEn) supports implementing partners through capacity-building, gender mainstreaming, and safeguarding integration. To strengthen the gender responsiveness and safeguarding compliance of project actors, EWiEn seeks to hire an experienced consultant to design and deliver Gender responsive programing and Safeguarding Training for project staff, implementing partners, and women- and youth-led enterprises.

Gender equality, women's empowerment, and safeguarding, including the prevention of sexual exploitation, abuse, and harassment (PSEAH), are core cross-cutting priorities of EWAS and are aligned with GEAPP and Mastercard Foundation safeguarding standards.

2. Objective of the Assignment

The overall objective of this consultancy is to strengthen gender-responsive programming and safeguarding compliance across the EWAS project through high-quality, practical, and donor-aligned capacity building.

The main objective of this consultancy is

1. To design, deliver, and document high-quality training on:
 - Gender responsive programming, with a focus on the energy and agri-food sectors.
 - Safeguarding, including protection from sexual exploitation, abuse, and harassment (PSEAH), child safeguarding, and safe programming principles.

The training should strengthen participants' knowledge, skills, and practical application of gender-responsive programming and safeguarding practices within the EWAS program.

2. Review EWiEn's Policy, procedures on safeguarding and provide recommendations

3. Scope of Work / Tasks

The consultant will design and deliver training on gender-responsive programming and safeguarding, including PSEAH and child safeguarding, and review EWiEn's safeguarding policies against GEAPP and Mastercard Foundation requirements.

4. Deliverables

- Gender-Responsive Programming and Safeguarding Training Manuals and Facilitator Guides, aligned with applicable global and national gender and safeguarding standards (including PSEAH and child safeguarding) and tailored to the energy and agri-food sectors.
- Comprehensive training materials—slides, case studies, practical exercises, and gender-mainstreaming tools—supporting project design, implementation, and monitoring, with in-person training delivered in English in Addis Ababa.
- Deliver training sessions for EWiEn staff, implementing partners, and women- and youth-led enterprises on gender-responsive programming and safeguarding, including reporting mechanisms and survivor-centered approaches.
- Facilitate the development of a practical action plan to strengthen gender-responsive programming and safeguarding practices within the EWAS project.
- Training report including sex- and age-disaggregated participant data and analysis of pre- and post-training assessments.
- Assessment report and list of recommendations for EWiEn's safeguarding policy. Provide guidance on integrating safeguarding into organizational systems and field-level activities.

5. Duration and Level of Effort

The assignment is expected to take 20 working days from the date of contract signing. The consultant will work closely with EWiEn's technical team and deliver all outputs within the agreed timeline.

Work Plan Summary

No.	Phase	Key Activities	Days	Duration
1	Preparation & Inception	<ul style="list-style-type: none"> • Kick-off meeting with EWiEn • Rapid needs assessment • Develop training outline • Submit inception note 	1-4	4 days
2	Training Material Development	<ul style="list-style-type: none"> • Develop Gender Equality training Manual • Develop Safeguarding & PSEAH Manual • Prepare slides, handouts, case studies • Submit full training package 	5-10	6 days
3	Training Delivery	<ul style="list-style-type: none"> • Deliver Gender Training – Session 1 • Deliver Gender Training – Session 2 • Deliver Safeguarding Training – Session 1 • Deliver Safeguarding Training – Session 2 	11-14	4 days
4	Post-Training Analysis	<ul style="list-style-type: none"> • Analyze pre/post-test results • Compile participant feedback • Draft training report 	15-17	3 days
5	Finalization & Submission	<ul style="list-style-type: none"> • Submit draft report • Incorporate feedback • Submit final report +action plan 	18-20	3 days
6	Total			20days

6. Qualification and Experience

- At least 10–15 years of experience in gender equality, safeguarding, or related fields. MA in Gender studies social work, sociology and related fields
- Proven experience designing and delivering gender and safeguarding training.

- Strong understanding of gender issues in the energy, agriculture, and rural development sectors.
- Demonstrated knowledge of safeguarding standards, PSEAH, child protection, and safe programming.
- Experience working with women and youth groups in rural settings.

7. Evaluation criteria

No		Percent
1.	Understanding of the assignment and quality of the methodology proposed	40 %
2.	Profile , capacity and experience of the consultant	40%
3.	Finance Proposal	20%

8. Application Instructions

1. Submit **separate technical and financial proposals**.
 2. Attach all required documents as outlined in the section 6&7 of this TOR.
 3. Send your application via email to: **career@ewien.org**
 4. Use the subject line: Consultancy for Gender-Responsive Programming and Safeguarding Training
- Qualified Women and person with disability are encourage to apply