



‘EMPOWERING FEMALE STUDENTS’

Terms Of References (TOR) for engaging a consultant to develop the above manuals :

- 1. Mentorship Training Manual**
- 2. Male Students Ambassadors Training Manual**

Post Title: Consultant for Developing mentorship and male students ambassadors training manuals.

Project Title: Championing Gender Justice in Tertiary Institutions of Zimbabwe

Duty Provinces: Zimbabwe

Contract Duration: 30 days

Estimated Start Date: 20 July 2022

Deadline for bid submissions: 15 July 2022

Background

Female Students Network Trust (FSNT) advocates for the rights of young women in Zimbabwe’s institutions of higher learning through leadership development and mentorship programs. These are done through various empowerment thematic areas that include: women’s participation in institutional governance bodies, women’s rights advocacy, policy advocacy, facilitating access to psycho-social support services to survivors of sexual gender-based violence, and economic empowerment initiatives. FSNT’s vision is to become a centre of excellence, innovative and empowerment programs for female students in Zimbabwe.

FSNT is implementing a project under the Citizen Engagement for Accountability Activity [CEAA]. CEAA is a five-year development activity implemented by a consortium of Zimbabwean organisations, which includes the CEAA Secretariat, Legal Resources Foundation (LRF), Restless Development, and other local partners. CEAA will contribute to public affairs strengthening and civic engagement in Zimbabwe by promoting robust and informed effective citizen participation in governance processes at multiple levels with an eye to improved, citizen-driven development. The Activity will work with and through local organisations’ initiatives and seek unique methods, innovative pathways, and partnerships to achieve this purpose. CEAA’s objectives are to: (1) Activate citizen agency for accountability, (2) Strengthen women’s leadership and inclusion; (3) Increase youth empowerment and positive engagement.

FSNT is implementing a project title: Championing **Gender Justice in Tertiary Institutions** under the CEAA Women-Led grants. The project’s overall objective is to promote female students’ participation in college leadership and national elections, ultimately contributing towards CEAA Objective 2 on strengthening women’s leadership and inclusion. FSNT desires to develop a mentorship training manual which will be designed to mentor aspiring female students and coach female student leaders. It also desires to develop male ambassadors training manual which will be used to train male students ambassadors on gender responsiveness and defense of women’s rights in the college environment.

The important of the Training manuals

The inhibitors faced by female students in the tertiary institutions have their roots in socially exclusive constructs and the impact on the participation of female students in SRCs elections both as voters and candidates while at the national level female students find the space discouragingly male dominated and a preserve of their male counterparts. The baseline survey that the FSNT conducted in 2015 revealed that female students fail to participate in institutional processes due to sexual exploitation largely perpetuated by male lecturers and male students. Male students are largely involved in cyber harassment posting on social media degrading female contestants who end up withdrawing their candidature. Female students in TEIs are susceptible to the effects of a polarized environment due to gender in a principally patriarchal society. Due to the masculine nature of the society, these structures meant to serve students are male dominated and as a result female students who are sexually violated are silenced. As a therefor fear of sexual harassment is one of the antecedents that prohibit female students from taking part in SRC processes. In instances where female students are elected to the student bodies, they tend to focus less on reforming the college environment to ensure a safe space for female students. It is against this background that FSNT desires to develop training manuals through the Championing Gender Justice in Tertiary Institutions of Zimbabwe.

1.) Mentorship Training Manual

The mentorship training manual will be developed to mentor aspiring female student leaders and coach female student leaders. Female students alumni and those who have already made it in higher national leadership positions, will be trained to mentor their peers using the mentorship manual. The manual will encompass the following topics; personal self development, women and leadership, gender equality and equity, leadership types and styles, transformational leadership, skills of writing gender sensitive articles and stories of change.

2.) Male Students Ambassadors Training Manual

The male students ambassadors training manual will be developed and used to train male students ambassadors on gender responsiveness and defense of women's rights in the college environment. The consultant should ensure that the manual addresses sexual and reproductive health rights as well. The manual will also touch on skills of writing gender sensitive articles and stories.

Purpose and scope of the study

The purpose of the consultant is to develop training manuals for Female Student Network Trust (FSNT) which will be used to mentor aspiring female student leaders and to train male students ambassadors on gender responsiveness and defense of women's rights in the college environment and beyond.

Through the Championing Gender Justice in Tertiary Institutions of Zimbabwe project the training manuals will be used in three provinces of Zimbabwe, namely Harare, Midlands, and Bulawayo, in the following universities, polytechnics, and teacher's colleges - University of Zimbabwe, Belvedere Technical Teachers College, Danhiko Industrial Training College, Midlands State University, Gweru Polytechnic College, Mkoba Teachers College, National University of Science Education, Bulawayo Polytechnic College, and Hillside Teachers College.

Objectives

1. To develop a comprehensive mentorship training manual for aspiring female student leaders.
2. To develop a comprehensive training manual for male ambassadors on gender responsiveness and defense of women's rights in the college environment.

Methodology

The consultant will work together in close with the FSNT programs team to prepare the training manuals.

Deliverables

- Contents of manual approval from FSNT and CEAA
- Draft consolidated training manual in English
- The manual needs to be produced in easy language comprehensible to wider audience working in multiple backgrounds.
- Designing and finalization of training manual after final review and approval from FSNT and CEAA.

Timelines:Twenty (30) days beginning from engagement period. Deadline for applications 15 July 2022.

To apply, interested organisations / candidates should email their technical and financial proposal with their costing structures to: -

feministwomen7@gmail.com copying info@femalestudentsnetwork.org stating the consultancy title in the subject line. Submissions should be accompanied with samples of previous work and two referees.

During the application process, FSNT will not charge any fee or require any payment for an application to be considered. FSNT is an equal opportunity employer and employs personnel without regard to race, place of origin, colour, ethnic origin, language, creed, religion, gender, sexual orientation, age, marital status, or physical handicap. Persons with disabilities are encouraged to apply.

Required Experience

Proven experience in social sciences, governance, human rights in Africa is necessary, with at least 5 years of proven research, policy or teaching on key areas of political, governance, conflict, social, human rights, peace building issues ,law, political and legislative matters. An excellent track record of publications in the area of socio-economic development, governance, human rights, peace and security and related issues on Africa is required

The financial proposal shall specify a total lump sum amount (including a breakdown of costs for fee, travel, and number of working days). Payments will be made in instalments.

Documents

While submitting the Technical Proposal, the Applicant shall ensure to attach the following:

1. Profile of the consultant explaining why they are the most suitable for the work.
2. Detailed methodology and conceptual framework with expected deliverables and timelines, days required (max 3 pages)
3. Financial proposal
4. Recent CV

The financial proposal shall specify a total lump sum amount (including a breakdown of costs for fee, travel, and number of working days). Payments will be made in instalments.

Scope of financial Proposal and Schedule of Payments

- a) The consultant will be offered a lump sum fee inclusive of travel costs
- b) The payments will be made in instalments based upon outputs/deliverables specified in the TOR (under payment schedule) and upon certification of satisfactory work as per work plan and endorsed by FSNT.

Payment Schedule

- 50% on signing the contract and submission of design and layout of the training manuals
- 50% on completion and submission of the training manuals

Currency of Bid:

All financial quotes should be in USD.