



Terms of References

For procurement of consulting services for Activity A.5.1: Training on Positive Masculinity

under the project:

“Equity in food, rights and participation for a sustainable rural development”

Funded by We Effect, Sweden

I. Background

“Unë, Gruaja” is a non-profit organization, registered in 2003 by Tirana First Instant Court. The mission of the organization is to empower women and youth in the Pogradec - Korça area. UG has worked in institutional level to establish and build the capacities of the Technical Working Groups in each of the Administrative Units, part of the Coordinated Referral Mechanism of Domestic Violence in the Municipality of Pogradec. The organization has consistently been actively supported by the community. The community of Pogradec has witnessed a high level of motivation, commitment, professionalism and readiness in service delivery by offering services with high quality to the community members. “Unë, Gruaja” is member of AWEN (Albanian Women Empowerment Network).

The Association "Unë, Gruaja" Pogradec (UG) has started the implementation of the project “Equity in food, rights and participation for a sustainable rural development”, which has the main purpose to empower rural communities in Pogradeci Municipality, especially women and youth, through education, services, access to resources and active involvement in sustainable development.

During the implementation of the project, 20 people, women and men from the association and main actors in the project will be trained on gender equality, gender stereotypes and positive masculinity.

The purpose of the training "Toxic Masculinity vs Positive Masculinity" is to raise awareness, foster understanding, and promote discussion about the concepts of toxic masculinity and positive masculinity. This training aims to equip participants with the advance knowledge and tools to recognize and address harmful gender stereotypes and behaviors associated with masculinity while encouraging the cultivation of positive and healthy masculine identities.

In the end of the training workshop the participants should be able to organize debates on the topic "Toxic vs. Positive" Masculinity with a participation of 20 youngsters (girls and boys).

In this respect an expert is required to prepare a module and all the written materials (agenda, handouts, power point presentation, reports, and evaluation form) for the workshop and also to conduct it.

II. Objective of the assignment

UG is looking for a qualified trainer who can create a module and hold a training workshop **on Positive Masculinity**, in Pogradec.

In this context, the expert will be responsible to:

- **Design a module and deliver a one-day workshop on Positive Masculinity with 20 people, women and men from the association and main actors in the project in Pogradec, preparing all the written materials (the module, power point presentation, agenda, handouts and evaluation form) for the workshop and circulate them with UG staff for comments and suggestions.**
- **Conduct the workshop creating an open atmosphere for questions and answers from audiences.**
- **Prepare a report for the activity, including results of the evaluations from participants and recommendations for the future.**

III. Duty travel & accommodation

The assignment considers one travel to the city of Pogradec for delivery of training workshop. All travels and accommodations should be organized by the consultant and all assignment-related travel/accommodation expenses should be arranged, calculated and reimbursed as per UG's financial rules.

Reference: Consultancy services will be provided in the frame of the **Activity A.5.1.: Training on Positive Masculinity**

IV. Coordination & reporting

The selected expert will work under direct supervision of the UG's project manager. The project manager will be responsible for sharing the available assignment-related documents to the consultant and reply to the question/s that selected consultant might have.

Logistical support to the expert is expected to be delivered by UG's project team members coordinated by the project manager. The staff members of UG are also going to provide contacts of the stakeholders if there is a need for some detailed bilateral communication.

Consultant will be reporting directly to UG's project manager.

Deliverables:	Timelines
1. Design a module on Positive Masculinity with 20 people, women and men from the association and main actors in the project, preparing all the written materials (the module, power point presentation, agenda, handouts and evaluation form) for the workshop and circulate them with UG staff for comments and suggestions.	By 6 th Septembre 2023
2. Deliver the workshop creating an open atmosphere for questions and answers from audiences.	By 27 th Septembre 2023
3. Prepare a report for the activity, including results of the evaluations from participants and recommendations for the future.	By the end of Septembre 2023
4. UG's approval provided, and payment implemented	By 6 th October 2023

Table 1. Timeline for delivery of the expected products

V. Qualification requirements

The expert shall hold the following skills and experience:

- Theoretical and practical knowledge about gender issues, gender equality, gender stereotypes and positive masculinity.
- Prior work experience in gender studies, psychology, sociology or related fields, with a deep understanding of the subject matter and expertise in creating inclusive learning environments.
- Have a solid experience working on the area of behavioral change/ mentality change and gender stereotypes by using different methodology.
- Have a good understanding and accurate information about strategy and legal framework related to gender equality, GBV & DV in Albania.
- The expert must be able to communicate with the audience effectively. Communication skills include the ability to explain complex concepts in a clear and understandable manner.

The contracted expert will be obliged to perform the following competences:

- Demonstrates integrity and fairness by modeling “Unë, Gruaja” values and ethical principles.
- Demonstrate professional competence and conscientious and efficient in meeting commitments.
- Observing deadlines and achieving results.
- Demonstrate ability to work independently and in the team.
- Display cultural, gender, ethnic, religious and age sensitivity, and adaptability.

Selected consultant will be requested to communicate with the project manager for any unclear situation or challenge that the consultant might face during the implementation of the tasks, especially the challenges in practicing the above-mentioned competences.

VI. Application procedure:

- Offers should be submitted by **29 August 2023 deadline until 5 p.m.**
- Offers should be submitted to une_gruaja@yahoo.com and Cc to afrovitig@yahoo.com.
- The financial offer, which should be inclusive of any other costs (such as health and travel insurance) and taxes.
- The offer should include the main topics/issues that the module will contain and the evaluation form of the workshop
- The contact person who should be contacted in case of any questions related to the ToR.

- The signed Declaration of Relationships.

All the above-mentioned documents should be attached to one email sent to une_gruaja@yahoo.com and Cc to afrovitig@yahoo.com

VII. Evaluation of the offers

The incomplete applications or applications received after the deadline for submission will not be taken into consideration.

The evaluation of offers will be based on the “best value for money principle” by using a weighted scoring method to evaluate the combination of the applicants’ qualification (70%) and financial proposal (30%).

The most responsive/compliant/acceptable proposal, having received the highest combined score out of a weighted technical and financial evaluation specific to the solicitation, will be selected. The offers will be evaluated based on the technical criteria and financial criteria.

1. Technical evaluation (70%): [1+2+3/30% + 30% + 10% = 70%]

- a) Evaluation of professional experience (relevance, 30%). Expertise and experience: Number of years of experience in the fields relating to Terms of Reference; Similar assignments; Proven track-record of delivering consultancy services.
- b) Evaluation of the topics/issues the module contains (30%):
- c) Evaluation of communication, teamwork, and reporting skills (10%)

Only the candidates which will reach the threshold of 60% of the technical qualification will be considered for the financial evaluation.

2. Financial evaluation (30%)

Based on the formula: $30 * (\text{Lowest Price} / \text{Proposed Price})$.

VIII. Cost of the mandate & Terms of payment

This assignment consists of a maximum of 2 (two) consultancy days and maximum budget of 42,000 **ALL**. Payments will be as follows: A 100% final payment upon receipt and approval of a final invoice.

Due to the expected value and duration of the contract, this assignment considers payment to be realized in one (final) installment upon approval of the deliverables described with this TOR.

The payment will be realized based on the email sent to une_gruaja@yahoo.com and afrovitig@yahoo.com. The email should contain the following components:

- Email Body Text (preferably in English language):
 - Official request for payment.
 - Link for downloading the pictures and video materials if applicable.
- Email Attachments:
 - A brief summary report (maximum 2-3 pages) on the process and results of the assignments as well as any recommendations coming out of the assignments.

- Copies of the educational/support materials used during the training workshop.

IX. Declaration of relationships

The Applicant shall describe if their organization/employees have any business or personal relationships with closely associated party from UG, We Effect, its Regional Office in Skopje, its governing bodies and employees or with similar bodies/persons of the Client.

Closely associated party (persons, physical or legal) as per We Effect's definition is considered person who has the possibility to exert control over, or significant influence on, the other person when it comes to financial and operative decision-making concerning an activity. The purpose of the Declaration is to disclose such information which makes the application and evaluation process more transparent and supports the bids in its relevance according to conditions on the open market