

Bringing hearts and minds

together for children

**Terms of Reference**

**Short-Term Assignment:**

**Engaging a consulting team (or individual consultant) to facilitate a policy dialogue and training on Gender Equality, Social Norms change and inclusive analysis of the multi-ministerial Strategic Plans to inform advocacy on gender equality, FGM and Child Early and Forced Marriage (CEFM).**

1. **Introduction to Plan International**

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. In Sudan, Plan International has been working for more than 40 years, building partnerships with and for children in over 300 communities in White Nile, Kassala, North Kordofan, South Kordofan, North Darfur and Al Gedarif.

Plan International Sudan Country Strategy (2017-2022) has an explicit influencing and advocacy programming to support children, particularly girls and youth, to enjoy their full rights to protection and gender equality, so that all children, all girls and young women can Learn, Lead, Decide and Thrive. Our overarching ***goal*** is to ensure that “vulnerable children and youth are able to realize their full potential within protective and resilient communities which respect and promote girls’ equality”.

We remain focused and committed to end FGM/C,CEFM, promote gender equality and empowerment for girls and young women to realize their rights and full potential in Sudan, working with all actors at community level and all decision-makers at all levels(household, community, locality, state and national level), and positive engagement with policy makers at state and national levels, ensuring they uphold the rights of girls, women and all children.

1. **Background**

As Plan International Sudan, we work with all actors to analyze and understand the root causes of gender inequality and exclusion which boys, girls, women and men learn as a socializing prosses within our communities. Gender norms and expectations shared by families and communities drive this socialization process which shapes the way girls, boys, women and men are treated and valued within their communities and societies. These gender norms are limiting for all children, but particularly for girls. Gender norms reflect and in turn reinforce gender inequality and discrimination and are drivers of attitudes, behaviors and harmful practices that affect the overall wellbeing of girls and women. Working with the different actors that shape children’s lives (including parents(mothers and fathers), caregivers, educators, community representatives, government officials, religious leaders, the media and other children) to promote changes in harmful and discriminatory social and gender norms represents, therefore, a core dimension of Plan International’s work in Sudan in order to achieve gender equality, justice and realization of girls and women’s right for an inclusive and prosperous society.

Specifically, in Sudan, the practice of the Female Genital Mutilation/Circumcision (FGM/C) and CEFM is a concern affecting many ethnic groups. It is estimated that two thirds of girls aged 0-14 are at risk of facing FGM/C before reaching 15 years of age. In rural areas, 70.9% are at risk of being circumcised, compared to 56.2% in urban areas. Therefore, girls living in rural areas are more likely to be circumcised than girls residing in urban areas.[[1]](#footnote-1)

Similarly, Sudan has a high prevalence of CEFM, with 40% of women in the 20-24 age group reporting being married before the age of 18, and 15% of girls who married before the age of 15 (UNICEF Sudan, 2017). About 40% of married women aged 15-19 are married to a man that is at least 10 years older. The practice is slightly more common in rural than in urban areas and varies considerably across the states (Thiam, 2016). In the state of Kassala, White Nile and North Darfur, the percentage of women aged 20-49 years who first married or entered a marital union before their 18th birthday are 45%, 37% and 47% respectively.

Further, both CEFM and FGM/C are reported to be perceived as a practice that links a girl’s sexual activity before marriage with spoiling the family “honor”. Consequently, FGM is a cruel and painful way of controlling girl’s sexuality. Evidence shows that the practice tends to be a cause of chronic infections; severe pain during urination, menstruation, sexual intercourse, problems of childbirth that may lead to child deaths; psychological trauma; and in some cases, even death. (WHO, 2017).

Its upon this background that Plan International Sudan plans to engage with stakeholders at policy level in order to enact or implement sustainable policies and laws that promotes gender equality, discourages FGM/C and CEFM and envisage for more investments for a multi-sectoral inclusive plan for girls and women.

1. **About the Project: Obligation to Protect and Empower Girls, Sudan (OPEG)**

The four-year project, now in phase one, funded by SIDA through Plan Sweden National Office (SNO), is in line with Plan International Sudan strategy 2017–2022 indicated above, with an strategic objective to ensure, “Vulnerable children and youth – in particularly girls and young women – live in communities free from all forms of violence, traditional harmful practices and gender discrimination, and are able to take decisions on their own lives”.

The project purpose is to ensure “Communities, civil society and government structures to adopt positive social norms and laws to protect children's rights with a particular focus on tackling FGM and CEFM in Kassala, White Nile and North Darfur”

Under this request, the assignment focusses on addressing outcome 3: Strengthened government systems and capacities to protect and prevent child marriage and FGM and influence policies, strategies and legal frameworks on FGM and CEFM at state and national level through engaging policy stakeholders to enact, change, develop and implement the laws, policies and strategic frameworks that addresses and respond to gender inequality and social norms.

1. **Rationale**

Engaging with policy actors at state and national levels through sustained dialogue are critical efforts that work to promote changes in the policy, legal and planning frameworks in order to have a positive policy environment that promotes gender equality, girls and women’s rights while relegating the social and gender norms that undermines their protection, progress and full potential.

Already, in Sudan, the laws on FGM has been enacted, a positive step towards eradication of FGM/C. However, much work still needs to be accomplished in achieving the same scale in changing the legal age for marriage to 18 years, as well as the allocation of resources to implement and track the related policies and laws. As such, this engagement with policy-makers is in line with Plan International’s strategy to ensure policy makers create an enabling policy environment for girls and women to thrive; be equal and progressive.

1. **Objective**
   1. **Overall Objective**

To facilitate a series of workshops, discussions and dialogue sessions and training with policy makers, parliamentarians and the expected to be formulated legislative councils on gender equality, social norms (FGM/C, CEFM) and review of the multi-ministerial strategic plans for gender actionable inclusion.

* 1. **Specific Objectives**

**Lot 1: 3.2.1** Train legislators, parliamentarians and policy makers on policy analysis against regional and international human rights frameworks and obligations linked to CEFM and FGM in national policy, legal reforms and constitution review

1. Train and the Policy makers and the expected to be formulated Legislators at National Level
2. Train Policy makers and formulated Legislators at State Level (Kassala, White Nile and North Darfur)

**What to consider under this objective:**

* The training will take 3 days (minimum of 18 hours)
* Consultant to have regional and international frameworks linked to FGM/CEFM analyzed against Sudan national policies, legal reforms and constitutional review
* Develop related resources to share with participants
* Actionable recommendations based on the analysis that can feed into policy and legal reforms.

**Lot 2: 3.2.2** Organize multi ministerial strategic plan analysis sessions to highlight and advocate for gender responsive sector strategies that address the underlying causes of FGM and CEFM.

1. Session with the expected to be formulated Legislative Council and Parliamentarians Committees on Human Rights at National Khartoum level to influence the ministerial strategic plans that addresses and respond to FGM/CEFM
2. Session with the expected to be f formulated Legislative Council and Parliamentarians Committees on Human Rights at State levels to influence the ministerial strategic plans that addresses and respond to FGM and CEFM in Kassala, North Darfur and White Nile

**What to consider under this objective:**

* Consultant must have multi-ministerial strategic plans already analyzed, highlighting gender gaps and actionable recommendations that addresses and respond to FGM and CEFM issues and ensure its inclusion in the multi-ministerial strategic plans.
* Highlight budget gaps to implement and track the gender and social norms (FGM activities and CEFM)
* Have at hand copies for sharing with the participants.

**Lot 3: 3.2.3** Conduct advocacy workshops with the expected to be formulated legislative council and parliamentarians on legal reforms and gender equality in constitutional review pertaining to i) the establishment 18 years as the minimum age of marriage and ii) implementation and tracking of the criminalization of FGM Act.

1. National level in Khartoum - Advocacy with the expected to be Legislative Council and Parliamentarians on legal reforms and gender equality to rollout and implement FGM law and establishment of minimum marriage age to 18 years
2. State level (Kassala, White Nile & North Darfur) - Advocacy with Legislative Council and Parliamentarians on legal reforms and gender equality rollout and implement FGM law and establishment of minimum marriage age to 18 years in Kassala, North Darfur, White Nile

**What to consider under this objective:**

* Have an up to date legal reforms documents and identified gaps on gender equality to be used for influencing and advocacy.
* Have an up to date progress on the establishment of 18+ as legal age for marriage and scientific research documents and regional and international frameworks to advance the influencing and advocacy.
* Identify and share some challenges on implementation of FGM act and way forward to be considered by the legislators and parliamentarians.
* Have copies to be distributed to the participants.

1. **The Target Audience**

The primary target for the assignment is:

* Policy makers at national and state levels
* Parliamentarians and legislative council members on legal reforms at national and state level

1. **Approach and Methodology**

* The consultant is expected to conduct a desk review to identify the regional and international legal frameworks that can be compared with Sudan national laws and policies with clear recommendations to the parliamentarians and legislative councils during the constitutional reforms
* Additionally, the consultant has to conduct a desk review for all the strategic plans with an aim to identify the gaps related to the inclusion and mainstreaming of gender equality and social norms plans and budgets
* All the training and workshops will take a dialogue technique based on the gaps in order to influence the legislative council members and parliamentarians to consider gender equality and social norms issues in the reforms and strategic plans.

1. **Deliverables and Outputs:**

Below are the expected deliverables by the consultant:

* A detailed agenda and plans for the assignments and the expected deliverables.
* A comprehensive compilation of relevant materials and resources on legal reforms and strategic plans and gaps on gender equality and social norms to be addressed and responded to.
* Guiding note to the legislative council and parliamentarians at national and state level to consider enacting laws and policies on legal marriage age to 18+ years
* Handouts and professional focused PowerPoint presentation slides
* Comprehensive report for the trainings, influencing,advocacy and workshops

1. **Time Frame**

This short-term assignment at national and state levels (Kassala, White Nile and North Darfur) will be implemented within a period of 4 months from the time of signing the agreement. Each workshop, training and advocacy dialogue sessions with the target groups will not take more than 3 days each at any one given location. Generic details are below:

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| --- | --- | --- |
| **#** | **Key Deliverables/Outputs** | **Approximate Due Date after signing Contract** |
|  | **Lot 1: 3.2.1** Train legislators, parliamentarians and policy makers on policy analysis against regional and international human rights frameworks and obligations linked to CM and FGM in national policy, legal reforms and constitution review |  |
|  | Desk review to compile a comprehensive relevant regional and international legal framework linked to child marriage and FGM against national policy, legal reform and connotational review | 5 days |
|  | Development of the training materials – handouts, PPTs etc | 4 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Khartoum – Round 1 | 3 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Kassala– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in White Nile– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in North Darfur – Round 1, including travel days | 5days |
|  | Report writing, review and submission – round 1 | 3 days |
|  | **Total Number of Days** | **30 days** |
|  | **Lot 2: Lot 2: 3.2.2** Organize multi ministerial strategic plan analysis sessions to highlight and advocate for gender responsive sector strategies that address the underlying causes FGM and Child Marriage |  |
|  | Desk review to compile a comprehensive analysis of the sectoral/ministerial strategic plans highlighting gender gaps linked to underlying causes of FGM and child marriage | 7 days |
|  | Development of the training materials – handouts, PPTs etc | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Khartoum – Round 1 | 3 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Kassala– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in White Nile– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in North Darfur – Round 1, including travel days | 5 days |
|  | Report writing, review and submission – round 1 | 3 days |
|  | **Total Number of Days** | **33 days** |
|  | **Lot 3: Lot 3: 3.2.3** Conduct advocacy workshops with legislative council and parliamentarians on legal reforms and gender equality in constitutional review pertaining to i) the establishment 18 years as the minimum age of marriage and ii) implementation of the criminalization of FGM Act. |  |
|  | Desk review to compile relevant documents pertaining legal reforms and actions required | 5 days |
|  | Development of the training materials – handouts, PPTs etc | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Khartoum – Round 1 | 3 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in Kassala– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in White Nile– Round 1, including travel days | 5 days |
|  | Preparation and training of legislators, parliamentarians and policy makers are national level in North Darfur – Round 1, including travel days | 5 days |
|  | Report writing, review and submission – round 1 | 3 days |
|  | **Total Number of Days** | **31 days** |

1. **Budget and Required cost items**

* The consultant is expected to quote their professional fees in the local currency and USD, detailing daily fees, flights, accommodation, feeding and refreshments. Plan International will only pay professional fees for days and level of efforts dedicated to the activities under this call. These included – days for desk reviews, actual training days and report writing days.

1. **Role of Plan International Sudan:**

* Allocate a dedicated staff to oversee and supervise the implementation of the activities
* Review the compendium of resources compiled by the consultant
* Facilitate the approval of the study with local authorities in the three states.
* Conduct start-up meeting with the consulta before the start of activities.
* Provide logistical support during the activities (venue, stationery, printing services, binding, meals and refreshments etc)
* Ensure the consultant and the working team understand the safeguarding policy and code of conduct.
* Ensure quality control during the whole process of the trainings and dialogue sessions

1. **Expertise and Experience of the Researchers/Consultant**

The consultancy team should be a multi-disciplinary to ensure covering the following skills:

* Master’s Degree in social policy, gender, social norms or policy planning and management. A PHD with practical experience on policy analysis and engagement a plus
* Track-record of previous experience training and engaging with high-level policy makers, parliamentarian and legislative councils on legal reforms, strategic plan analysis
* Conversant with the national and state development plans and development processes
* Expertise in social and gender norm change and previous experience in the advocacy and influencing of social and gender norm change strategies with governments
* Experience in developing training packages, particularly on complex topics such as social and gender norm change.
* Excellent communication skills including fluency in written and spoken English and Arabic
* Proven ability to publish concise, focused, and easily understandable materials for training and learning.
* Experience on policy analysis and legal reform advisory on FGM and child marriage
* Well-grounded with regional and international policies and legal frameworks on FGM/child marriage
* Experience developing advisory note for governments on gender and social norms
* Knowledgeable about the legal reform processes in Sudan
* A good track record on gender equality advocacy
* Training and background on law, political science or social sciences
* Experience engaging with regional and international stakeholders on legal reform, gender advocacy and constitutional reviews.

1. **Application Process & Requirements**

Interested Consultant must submit the following documents:

1. **Cover Letter,**
2. **Curriculum vitae for lead consultants and or group of consultants**
3. **Technical proposal**
4. **Tentative financial proposal (budget) containing:**

* Daily consultancy professional fees/costs,
* Travel, communication (internet, mobile credit) and administrative expenses
* In case of institution paying VAT, you should include it in financial budget.

**Applications Procedures:**

**Consulting applicants are encouraged to apply for a specific lot or lots as indicated in the objectives**.

If you have experience of working in a similar capacity, meet the above profile and want to make an active and lasting contribution to gender transformation and realization of girls and women’s rights in Sudan, please submit your proposal including your financial proposal and documents in a sealed envelope on or **before 4:30 pm of 15th April 2021**  to operations Department at: Plan International Sudan, The Nile Tower, Fourth Floor/ Block 10, Building #20, Street 63/, Alimtedad, East Khartoum/ The envelop must be marked with the title of the assignment. So, you can submit your detailed proposal to Ahmed Mohamed Ibrahim – Procurement Specialist via his email [Ahmed.Ibrahim@plan-international.org](mailto:Ahmed.Ibrahim@plan-international.org)​ with copy to Paul Collins Okello, Project Manager in his email: [paul.okello@plan-international.org](mailto:paul.okello@plan-international.org)

Kindly note that the closing date of submission above and please.

1. **Ethical Considerations**

* The study objectives should be clearly explained to all the respondents of the study before gathering data from them.
* No one will be forced to provide information for the study.
* The Study team will be abstained from collecting data from those who will deny or show any kind of disinterest in providing information.
* As a minimum, the interviewer should sign that consent has been provided before collecting data and oral/verbal consent of the respondents would be considered.
* The study team will be highly committed to the respondents to keep the privacy of their information and source of data and put heartiest endeavor to be unbiased in collecting data.
* The study report will not reveal the identity of the respondents.
* The collection and analysis should be in line with the Framework for ethical Monitoring, Evaluation, Research and learning (MERL) guidelines.

1. **Safeguarding Children and Young People Policy (SCYPP)**

The firm/individual shall sign and comply with Plan’s Safeguarding children and Young People Policy of and any violation /deviation in complying with Plan’s SCYPP will not only result-in termination of the agreement but also Plan will initiate appropriate action in order to make good the damages/losses caused due to non-compliance to the policy.

1. **Bindings**

All documents, papers and data produced during the assessment are to be treated as Plan’s property and restricted for public use. The contracted agency/consultant will submit all original documents, materials and data to Plan International Sudan in the Country office.

1. **Disclaimer**

Plan International Sudan reserves the right to accept or reject any or all proposals without assigning any reason what so ever.

**Annex to be provided to selected candidate:**

1. Final Report guidelines – will be provided
2. Safeguarding children and Young People Policy
3. Plan’s Monitoring, Evaluations, Research and learning (MERL)

1. UNICEF 2016: Female Genital Mutilation/Cutting (FGM/C) and Child Marriage in Sudan [↑](#footnote-ref-1)