

**Training on Voice in leadership & decision-making training for women, human rights/ women rights/ GBV/ rights and responsibilities/ linkages development, and information on legal aid, entitlements/ rights**

## 1. Background

Women's meaningful participation in leadership and decision-making processes is essential for inclusive development, gender equality, and the protection of human rights. However, women continue to face social, cultural, and structural barriers that limit their participation in governance, public life, and community decision-making.

To address these challenges, the project aims to enhance women's awareness, skills, and confidence to exercise their rights, advocate for gender equality, and access available support services and legal entitlements. The training will strengthen participants' understanding of women's rights, leadership, gender-based violence (GBV) prevention, rights and responsibilities, and available legal aid mechanisms.

## 2. Objective of the Assignment

To design and deliver a **capacity-building training program** that empowers women leaders, community representatives, and community resource person CRPs to effectively participate in leadership and decision-making processes while promoting human rights, gender equality, and access to justice.

## 3. Specific Objectives

- Strengthen women's leadership skills, confidence, and communication abilities ("Voice in Leadership").
- Enhance participants' understanding of human rights and women's rights frameworks.
- Increase awareness of Gender-Based Violence (GBV), prevention strategies, and referral pathways.
- Improve knowledge of rights, entitlements, and access to legal aid services.
- Facilitate linkages and networking among women leaders, local institutions, and service providers.
- Promote collective action and community engagement for gender equality.

**The last date of submission, 7th November, 2025**

## 4. Scope of Work / Key Tasks

The Trainer will be responsible for:

### 1. Training Design and Preparation

- o Develop a detailed training agenda, methodology, and session plans.
- o Prepare and adapt training materials, manual, presentations, handouts, and case studies suited to local context and literacy levels.
- o Coordinate with the project team for participant selection and logistical arrangements.

### 2. Training Delivery

- o Facilitate interactive training sessions (1 day session, Total 18 Sessions) using participatory approaches such as group work, storytelling, and role play.
- o Cover key thematic areas, including:
  - Women's leadership, confidence-building, and public speaking
  - Human rights and women's rights
  - Gender equality and social inclusion
  - GBV prevention, referral mechanisms, and survivor-centered approaches
  - Rights, responsibilities, and entitlements under national law
  - Linkages and networking with local governance bodies, legal aid services, and women's support organizations

### 3. Post-Training Activities

- o Conduct a pre- and post-training assessment to measure knowledge and attitude change.
- o Prepare a training completion report, including participant feedback, key outcomes, and recommendations.

## 5. Expected Deliverables

| Deliverable           | Description                                                                 | Timeline                     |
|-----------------------|-----------------------------------------------------------------------------|------------------------------|
| 1. Inception Report   | Training design, agenda, and methodology                                    | 3 days before training       |
| 2. Training Materials | Training Manual, PowerPoint Presentation, handouts, exercises, case studies | Prior to training            |
| 3. Training Delivery  | Facilitation of sessions (6 days) of each training                          | As scheduled                 |
| 4. Evaluation Report  | Pre/post-test results, summary of feedback                                  | Within 5 days after training |

## 6. Duration and Location

- Duration: Approximately 25 working days, including preparation, delivery, and reporting.
- Location: Domani and Tando Hafiz Shah Union Councils, e.g., Thatta, Sindh.
- Mode: In-person

## 7. Required Qualifications and Experience

- Master's degree in Gender Studies, Sociology, Law, Development Studies, or a related field.
- At least 5 years of experience conducting training on women's rights, leadership, or GBV prevention.
- Proven facilitation skills and experience working with grassroots women, community leaders, and CSOs.
- Familiarity with national legal frameworks, CEDAW, SDG 5, and human rights standards.
- Excellent communication skills in Urdu, Sindhi, and English.
- Experience in producing training reports and assessments.

## 8. Reporting and Coordination

The Trainer will report to the Project Coordinator at Thatta District of Indus earth Trust. Coordination will be maintained with the field team and participants.

## 9. Payment Schedule

| Milestone                            | Percentage |
|--------------------------------------|------------|
| Upon submission of Inception Report  | 30%        |
| Upon completion of Training Delivery | 50%        |
| Upon submission of Final Report      | 20%        |

## 10. Ethical Considerations

- The Trainer must uphold confidentiality, respect, and sensitivity, especially when addressing GBV and rights-based issues.
- Training content must adhere to the “Do No Harm” principles, promoting inclusion, dignity, and non-discrimination.

Submit the financial proposal including all taxes on below sheet along with all professional and educational credentials.

| Type of Services           | Charges of the Services |
|----------------------------|-------------------------|
| Facilitation charges/Day   |                         |
| Manual Preparation charges |                         |

**Apply**



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