



Kenya Women Parliamentary Association,
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TERMS OF REFERENCE FOR TRAINING CONSULTANTS

About KEWOPA

The Kenya Women Parliamentary Association (KEWOPA) is a cross party caucus for all women Parliamentarians that works to promote and protect democracy and advocates for women's rights. KEWOPA's envisions a society where women and men are equitably represented in Parliament and decision making in public and private spheres to promote sustainable development. The organization initially began as the Kenya Women Parliamentary Group in 1999 by the three women parliamentarians and the association was established in 2003 in the Eighth parliament and later registered by the Registrar of societies under the Societies Act in 2007.

KEWOPA currently has a membership of 102 members (Women MPs) drawn from both the National Assembly and Senate. KEWOPA is governed by an executive committee elected by the membership and has a fully-fledged secretariat who oversees the day-to-day implementation of programme activities.

KEWOPA works under the following areas namely; Legislative and Oversight function, Representative function and Institutional Strengthening function. KEWOPA subscribes to the belief that women just like men, have equal rights to participate in all aspects of governance in Kenya and are therefore committed to ensuring that the country's policy and legislative framework redress gender disparities and other injustices that undermine sustainable development. KEWOPA works with a large network of development partners, state and non-state actors in the implementation of specific programmes targeted at its members. KEWOPA's network has a strong voice in lobbying and tracking of implementation of legislation. The association has, among many other things, been involved in advocating for women's rights and gender equality. It has a broad and comprehensive regional and international experience, working with international bodies like Inter-Parliamentary Union (IPU), and UN bodies, and sub-regional bodies.

The Kenya Women Parliamentary Association (KEWOPA) seeks Training Consultants for the year 2023.

Objectives and Purpose of the Assignment

KEWOPA is implementing various projects to enhance women's political participation in Kenya by equipping them with leadership, advocacy, communication, and movement-building skills. The projects range from women's political participation, Democracy and governance, Women's Economic Empowerment, Gender equality, Mentorship of women and girls, Elimination of Violence Against Women and Girls - EVAW/G, Sexual and Reproductive Health and Rights (SRHR), Legislative Issues, Climate Change Mitigation, Policy analysis, etc. will build into the objectives of KEWOPA's strategic plan which will enhance our approach to gender equality and women empowerment.

Our goals and objectives will be realized by undertaking different activities including strengthening the capacities of the KEWOPA members and secretariat for effective delivery of their core functions

through capacity building forums, mentorship programmes, lobbying and advocacy forums, community engagements through dialogue forums, civic education and sensitization meetings.

Scope of work

The Training Consultants will serve as the focal point person to deliver the following outputs:

- (i) Facilitate and deliver training sessions on leadership skills, advocacy, lobbying and communication for women MPs, Women MCAs and other stakeholders at the national and county levels to enhance their participation on legislative and policy matters
- (ii) To strengthen the capacities of current women leaders in order to strengthen their participation in decision-making spaces
- (iii) Facilitate mentorship forums while encouraging women movement formations and more women candidates in leadership positions.
- (iv) Facilitate and deliver women's economic empowerment skills training
- (v) Facilitating dialogue forums with key Cultural Custodians, Religious and Community Leaders, male champions to engage as key agents of governance and development in contributing to gender equality and supporting women's leadership
- (vi) Facilitate training sessions for local CSOs, CBOs and key stakeholders at the county level
- (vii) Facilitate training sessions at the grassroots level to strengthen women's participation in democratic governance
- (viii) Facilitate engagements between KEWOPA members and communities through dialogue forums to address topical and emerging issues e.g. Gender-Based Violence, FGM, teenage pregnancies, CEFM, etc.

Reporting

The training consultants will be engaged occasionally within the year (2023) within KEWOPA's key projects on a needs basis. The training consultants will report to the Programme Manager and will work closely with the KEWOPA team.

Education

University advance degree in gender studies, development studies, International relations psychology, social science, leadership and management, political science, law, or in any other relevant subject.

Experience

- At least five years' work experience in a training or capacity building role, including one year with a woman's rights organisation or in the public sector with a keen interest in the legislative and governance field (particularly in the field of gender equality and women empowerment).
- Experience conducting Leadership Skills Training is mandatory.
- Experience or strong understanding of key legal policy frameworks and structures, particularly those related to gender equality and women's empowerment, both in programmes and operations.

Language:

- Strong oral and written communication skills
- Excellent proven written and spoken Knowledge of English and Swahili

Required Competencies

- A good and proven professional and effective trainer;
- Excellent communications skills;
- Very good knowledge of training techniques and methods, ability to develop training materials, and conduct training courses;
- Good leadership and managerial skills;
- Ability to work on own initiatives as well as a member of a team.
- Ability to work under pressure and with minimal supervision;
- Strong understanding of principles of gender equality, equity and mainstreaming;
- Demonstrated ability to work and communicate with people in a courteous and cooperative manner, with high standards of ethical conduct;
- Experience working with legislators at the national and county level is desirable.

Submission of proposals

KEWOPA invites applications from qualified persons to join our pool of training consultants. Please send your application letter and CV including three referees and expected daily consultancy fee. Apply with the position title as subject/reference. All applications should be sent to recruitment@kewopa.org by **Friday, 17th February 2023 at 5.00pm.**

NB: Applications from non-eligible candidates will not be considered. Evaluations will be done on a rolling basis, only shortlisted candidates will be contacted.