



CALL FOR EOI: TRAINER OF COMMUNITY FACILITATORS

TERMS OF REFERENCE

Background

Through the European Instrument for Democracy and Human Rights (EIDHR), CANGO, in partnership with punto.sud secured funding from the European Union to implement a three-year project contributing to up-lift of internationally-acclaimed human rights standards and monitor compliance in the Kingdom of Eswatini. The project is called, “Civil Society Platforms for Inclusiveness”. The project aims to support civil society particularly Women and Media towards promoting human rights gender equality and women empowerment in Eswatini. Through the project, coordinated efforts and joint action by concerned CSOs to advocate for the necessary reforms are prioritised.

Human Rights:

Eswatini’s new constitution came into force in 2006 and includes a Bill of Rights. The Bill of Rights provides for civil and political rights as well as group rights i.e. women and children’s right to education. Socio-economic and cultural rights are not comprehensively protected under the Bill of Rights in the Constitution of the Kingdom of Eswatini. The status quo renders the indivisibility, inalienability, and interdependence strive in the current constitutional context. The status of international human rights law, provides room for improvement and a platform for accountability at the United Nations and African Union human rights systems.

Scope of work

The training of trainers will target selected civil society organizations who will then cascade the training to community level. The training is expected to cover the basics about human rights. This will include unpacking what Human Rights means, and what human rights they enjoy, in which documents they have been laid down, and how they may be protected and enforced. As a voice of the voiceless, they need to know how their country’s constitution functions as a political system and the extent to which they can appeal to regional and international instruments.

Under this assignment, the trainer is to produce a training manual which will serve as a reference material for the community facilitators.

The content of the training should also include rights of marginalized groups i.e. women and persons with disabilities. The rights to freedom of expression and opinion and freedom of association should also be incorporated and reflected against their role and importance in governance and political participation.

Objectives

- Empower participants with knowledge on human rights; and enable them to cascade this information at community level.
- Information should be packaged in a way that it enables facilitators to initiate community level actions in claiming their rights at different levels where duty bearers are concerned. The style of facilitation and the guide should facilitate civic education for action.
- Produce a training manual that will serve as a reference material for community facilitators
- Conduct a training for thirty members of CANGO who will cascade training

Supporting information & Logistics

- The training will be conducted physically in a format that enables mutual engagement between facilitator and participants
- Participants will be drawn from the wide spectrum of CSO in Eswatini.
- The training will be held over three days.

Essential criteria

Experience and expertise in the design and delivery of bespoke Human Rights training to meet organizational requirements

Experience of conducting Human Rights in the local and regional context

Demonstrable knowledge and understanding of the Eswatini human rights status, milestones and challenges

Experience, understanding of, and ability to work successfully in the local culture, with awareness of the audience capacities and their needs

Able to engage and encourage civic education for change

A commitment to working to our values, equal opportunities, Human Rights, respect and dignity, health and safety and data protection.

Available to design training manual and deliver the training

Deliverables

- Produce a training manual and deliver to CANGO prior to conducting training
- Deliver training to all participants
- Training report outlining material covered, observations per session, and overall recommendations.

How to apply

Interested candidates (individual consultants, partnerships, and companies) are welcome to apply by preparing and submitting an expression of interests; with curriculum vitae, training proposal and budget to cango@cango.org.sz; and copy to communications@cango.org.sz on or before Friday 4th September, 2020.