

DRC

Terms of Reference

(TOR)

For contracting field agents, trainers, FSPs, to conduct training of VSLA members

1. Who is the Danish Refugee Council?

Founded in 1956, the Danish Refugee Council (DRC) is a leading international NGO and one of the few with a specific expertise in forced displacement. Active in 40 countries with 9,000 employees and supported by 7,500 volunteers, DRC protects, advocates, and builds sustainable futures for refugees and other displacement affected people and communities. DRC works during displacement at all stages: In the acute crisis, in displacement, when settling and integrating in a new place, or upon return. DRC provides protection and life-saving humanitarian assistance; supports displaced persons in becoming self-reliant and included into hosting societies; and works with civil society and responsible authorities to promote protection of rights and peaceful coexistence.

DRC has been operational in Somalia since 1997, making it one of the leading international NGOs in the country. DRC focuses on protecting and advocating for the rights of refugees and internally displaced persons (IDPs) across various regions, including South Central Somalia, Somaliland, Puntland, and Galmudug.

With a commitment to providing life-saving humanitarian assistance, DRC supports displaced individuals in becoming self-reliant and integrates them into host communities. The organization's work spans all stages of displacement, from acute crises to long-term solutions, emphasizing protection and the promotion of durable solutions based on humanitarian principles.

2. Background

In Somalia, women face multi-layered barriers to accessing the labor market, bearing the brunt of hardships resulting from poverty, conflict, and a clan-based culture that promotes strict male hierarchy and authority. However, there are positive signs of change. Entrepreneurship by women is gradually playing a key role in Somalia's economic transformation and DRC has designed activities to capitalise on this opportunity. With support from BHA DRC is implementing a program aimed at enhancing the financial literacy and well-being of communities through Village Savings and Loan Associations (VSLAs). These groups play a crucial role in promoting household savings, improving nutrition and hygiene practices, and empowering members through life skills and gender-related trainings. To further strengthen the capacity of VSLAs, DRC seeks to engage a competent financial service provider to deliver specialized trainings across several key areas.

3. Objectives of the Assignment

The primary objective of this assignment is to conduct specialized training sessions for 60 VSLA groups across (10 in Beledhawa, 20 in Beledweyne and 30 in Galkayo) using Modules prepared by DRC to enhance their capacity. a) VSLA groups, will be trained on basic business skills development, including simple accounting, business, and personal financial planning, and making risk-informed decisions to support entrepreneurial activity; b) VSLA groups will be utilized as a delivery mechanism for hygiene messaging; c) Savings groups trained in life skills and gender empowerment will target all VSLA participants from all the groups in life skills training. Linking life skills training with VSLA groups assists its members to utilize funds in more effective ways, increase knowledge and life skills, communication, problem-solving, time and stress management, and health and nutrition. Gender empowerment sensitization training will focus on self-reflection and personal development using tools such as the Wheel of Life diagram. Gender sensitization training will emphasize understanding gender dynamics, promoting equitable access and control over resources, and educating and empowering adolescents about gender roles.

Trainings will be conducting on the following areas:

- a) Savings and Loans Methodology: Train VSLAs on effective savings and loan practices to develop household (HH) savings.
- b) Good Nutrition Practices: Provide training on proper nutrition to improve the health and well-being of VSLA members and their households.
- c) Good Hygiene Practices: Educate VSLAs on essential hygiene practices to prevent disease and promote a healthy living environment.
- d) Life Skills & Gender Empowerment: Equip VSLAs with life skills and gender empowerment strategies to foster individual growth and promote gender equality.

4. Scope of Work

The contracted financial service provider will be responsible for:

- Develop modules on the four thematic (Savings and loans methodology, good nutrition practices, good hygiene, life skills and gender empowerment)
- **Conducting on-site training sessions for 60 VSLA groups across 3 locations (Gaalkacyo – 30, Beledweyne– 20, and BeletXaawo – 10).**
 - 3 training session on Savings and Loans Methodology
 - 1 training session on good nutrition practices
 - 1 training session on good hygiene practices
 - 1 training life skills and gender empowerment
- Providing follow-up support and mentorship to ensure the effective application of the training.
- Monitoring and evaluating the impact of the training on the knowledge, attitudes, and practices of VSLA members.

5. Deliverables

The service provider is expected to deliver the following:

Training Sessions: Facilitation of 4 training sessions per community/location, with detailed attendance records. The trainings will include a total of 20-40 hours of content, which will be delivered in sessions over the course of 10-16 weeks

Mentoring visits: Bi weekly visits to the VSLA groups

Reports: Submission of a final report summarizing the training activities, outcomes, and recommendations, including pre- and post-training assessments.

6. Duration of the Assignment

The assignment is expected to commence on (1st December, 2024) and be completed by 31st March 2025, with all deliverables submitted no later than February 31st March 2025.

7. Qualifications and Experience

The ideal service provider should have:

- Proven experience in conducting similar trainings for VSLAs or community groups.
- Expertise in financial literacy, nutrition, hygiene, life skills, and gender empowerment.
- Strong facilitation skills and the ability to engage diverse groups effectively.
- A track record of working with international NGOs or community-based organizations.

8. Reporting and Supervision

The service provider will report to the and work closely with the Economic Recovery team in each Area Office throughout the duration of the assignment.

9. Travel

Mogadishu with travels to field locations in Somalia as per the scope of work.

10. Submission process

11. Refer to the RFP Cover Document

12. Evaluation of bids

13. Refer to the RFP Cover Document