

## Terms of Reference

### Gruppo per le Relazioni Transculturali - GRT

Project Location	Kenya, Narok County
Consultancy Location	Remote or Kenya
Scope of Work	Develop a contextualized sexual and reproductive health rights manual
Start and end date of the consultancy	June 2025 – July 2026 (not continuous), total 50 days

## Organization Background

GRT, an Italian NGO founded in 1968, specializes in mental health, psychosocial support, child protection, gender-based violence, and forced migration. With extensive experience working with vulnerable communities across Africa, Asia, South America, and Europe, GRT ensures culturally sensitive interventions by collaborating with local communities. Since 1996, GRT has been active in Kenya and Somalia, focusing on Community Mental Health and Psychosocial Support (MHPSS), Protection (GBV, Child Protection, and Forced Migration).

## Consultancy Framework

“Women Empowerment and Environment and Health Support” (IMARISHA MWANAMKE, AFYA NA RASLIMALI) is a three-year project funded by the Italian Agency for Development Cooperation (AICS) and implemented by a consortium of five partner NGOs, led by WeWorld. Implemented in Narok County, it addresses education, Gender-Based Violence (GBV) prevention and response, and Adolescents Sexual Reproductive Health Rights (ASRHR) services. The project covers four sub-counties, and 20 hotspot areas identified within.

The initiative aims to foster social and political changes through awareness-raising activities and strengthening the capacity of civil society to advocate for and provide GBV services. Technical support will be given to key stakeholders for gender policy implementation, and capacity building will be conducted for community workers on ASRH, GBV topics and referral pathways.

GRT seeks a GBV and SRH professional to develop an ASRH training manual customized for Narok County. The consultant will update existing training materials and consolidate them into a manual for adolescents, young women, parents and teachers. The manual will also enhance the capacity of the County Health authorities (including the Ministry of Health, the Department of SRH, the SRH Technical Working Group) in planning, coordinating, and monitoring ASRHR services.

Workshops with adolescents, students and the Adolescent Council organized jointly by GRT and WeWorld will ensure youth perspectives are included. GRT staff will design and conduct the workshops

liaising with the consultant guidelines and inputs, whilst the consultant will structure the manual, populate it with relevant and contextualized contents and oversee final edits before printing and dissemination with the County Steering Group and CSOs.

Additionally, the consultant will gamify parts of the training materials for adolescents and students in schools. This approach is grounded in evidence demonstrating that interactive and play-based learning enhances engagement, comprehension and long-term retention of knowledge.

## **Context Background**

Despite a favorable gender equality legal framework, gender inequalities persist, particularly in pastoralist and agro-pastoralist communities in arid and semi-arid lands (ASAL). Narok County has the highest reported cases of Sexual Gender-Based Violence (SGBV), Female Genital Mutilation (FGM), and early pregnancies among ASAL counties.

- 42.46% of women (15-49 years old) have experienced violence, exceeding the national average (35.8%).
- 28% of girls (15-19 years old) have had at least one pregnancy.
- 51% of women (15-49 years old) have undergone FGM.

Official data show underreporting of violence cases, with only 40 cases reported to the police in 2023, while health authorities recorded 135 cases. Currently, only child protection policies are being discussed at the county level, while gender equality, GBV, and anti-FGM policies remain unimplemented.

Policy Alignment: The project aligns with Narok's Draft CIDP III 2023-2027, Narok County Gender Policy (2022), FGM Eradication Policy (2022), and national policies such as the National ASRH Policy (2015) and the National Reproductive Health Policy (2022-2032).

## **Objective of the Consultancy**

The consultancy aims to review existing SRH materials at county level and develop a context-appropriate manual for Narok County and for the identified target populations.

### **Specific Objectives:**

- Identify key topics for updating SRH materials.
- Establish objectives and roadmap in consultation with county SRH and Gender departments.
- Present quarterly drafts in revision workshops.
- Include gamifying of identified topics presented in the manual.
- Compile, edit, and validate the manual.
- Finalize the manual for printing and dissemination.

## Major Tasks and Responsibilities

Task	Deliverable	Tentative Timing	Responsible Party
Desk review (collecting and revising all relevant existing materials)	Identify key topics and content for updating SRH material	8 days	Consultant
Quarterly revision workshops	Review manual drafts with county SRH department	Workshops taking place in: Aug 2025, Nov 2025, Feb 2026, Jun 2026  12 days (envisaged approximately 3 days around each workshop)	Consultant provides updated drafts, GRT facilitates the workshop
Co-design workshops in schools	Content co-creation sessions in 4 schools	Workshop taking place in: Sep 2025, Dec 2025, Mar 2026, May 2026  12 days (envisaged approximately 3 days around each workshop)	Consultant provides updated drafts, GRT facilitates the workshop
Adolescent Council workshops	Feedback collection from youth	Jan 2026, Apr 2026  6 days (envisaged approximately 3 days around each workshop)	Consultant provides updated drafts, GRT facilitates the workshop
Consolidate all revisions and materials, prepare final manual version and gamify modules	Final manual version and gamified modules	May 2026  10 days	Consultant
Validation and dissemination workshop	Final validation with stakeholders	Jul/Aug 2026 - 2 days	Consultant provides final manual and integrated gamified activities.  GRT facilitates the validation and dissemination workshop
Printing and dissemination	Final editing, printing, and dissemination event	Oct 2026 - May 2027  30 days for printing + 10 days disseminating	GRT

## Implementation Methodology

The consultant will begin by reviewing the existing materials on SRH, along with the relevant SRH and GBV policies in place in Narok County, to identify key topics and content for the manual. A crucial aspect of this manual's development is the integration of gaming and gamification as a core methodology throughout the

whole manual, in its specific different modules to enhance engagement and learning effectiveness. The manual must include clearly outlined and updated SRH materials contextualized for Narok County.

Before the first quarterly revision workshop with the SRH Department in August, the consultant will submit a first draft of the manual to GRT. This will allow GRT staff to present it during the workshop for an initial round of revisions. The process of continuous revision and updating will extend until April 2026, during which the consultant will refine the training materials, ensuring that gamification remains relevant while incorporating feedback from adolescents and key stakeholders through quarterly review workshops and co-design sessions. The Adolescent Council workshops will ensure youth perspectives are integrated.

GRT will facilitate engagement with schools, as well as national and county-level authorities. Final edits will be completed before printing and dissemination, which will take place through a County Steering Group event and other outreach initiatives.

## **Expected Output**

- Final validated SRH training manual ready for dissemination.

## **Required Qualifications & Experience**

- Understanding of participatory manual development.
- Master's Degree in Social Sciences or a related field.
- Proven consultancy/research experience in SRH/GBV.
- Familiarity with MoH structures and protocols in Kenya.
- Editing and manual development experience.
- Experience in humanitarian and development contexts.

## **Application Package**

### **For Organizations/Companies:**

1. Organization Registration Form
2. Organization Registration extract
3. Technical Proposal (methodology, timeline, team qualifications and CVs)
4. Financial Proposal (detailed budget)

### **For Individual Consultants:**

1. Technical Proposal (methodology, timeline, qualifications and CV)
2. Financial Proposal (detailed budget)

***Successful candidate will be expected to comply with GRT Code of Conduct and GRT Protection Policies (PSEA, GBV and Child Protection).***