



Terms of Reference (TOR)

1. Summary

Post Title	International Consultancy / Trainer
Partner Organisations	Woman to Woman IAMANEH Switzerland
Project Title	Youth Participation and Empowerment for Health in Northern Albania
Purpose	The development of a training manual (guidance) and delivery of related capacity building of specialists working with children and youth on the topic of Cyber Violence
Location	Shkodër, Albania
Work Experience	At least 3 years of relevant experience in training
Duration	3days training, 1 day preparation,
Application deadline	30 September 2022
Tentative Start Date	10 October 2022
Supervision	Woman to Woman: Atila Uligaj IAMANEH Switzerland: Rebeca Revenga Becedas

2. Project Background

2.1 Context

Violence against children and youngsters in Albania has long been considered as a means of their discipline and education. Most of the maltreatment happens in the family environments and community and may not be reported or identified by the child protection agencies. Numerous reports showcase the high level of sexual violence affecting children, adolescents, and young women in Albania¹. Reports also highlight the fact that girls are far more affected by IPV than boys “3 times more girls than boys are physically abused, threatened or humiliated”. Worrying statistics have also been identified in the national online platform about the high exposure of children and youngsters to cyber violence. The widespread use of social networks has turned different types of cyber violence against young women and adolescent girls as a growing problem. It is estimated that **one in ten women** have already experienced a form of cyber violence since the age of 15. Access to the internet is fast becoming a necessity for economic well-being and is increasingly viewed as a

¹ IDRA and UN Women (2018) report, in Albania 38 percent of respondents stated to have been at risk of or exposed to sexual harassment or violence before or after the age of 15. Albanian Women Empowerment Network (AWEN) study “Intimate Partner Violence in Adolescence in Albania”, shows that, 22 percent of adolescents who have been in an intimate relationship report to have experienced violence from their partner.

Data from www.ISIGURT.AL shows that around 60% of the children and teenagers who have denounced, claim to be threatened by online violence, mainly including hate speech, online blackmail, sexual harassment and sexual violence.



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fundamental human right; therefore, it is crucial to ensure that this digital public space is a safe and empowering place for everyone, including women and girls. Violent behaviors, especially the use of physical violence has a number of consequences on the youngsters, affecting their self-esteem, academic achievements, causing anxiety, posttraumatic stress disorder, eating disorders, unwanted pregnancy, increasing the risk of depression and suicide, etc. These, being very often associated with the use of substances such as tobacco, alcohol and drugs, compromise the health and wellbeing of youngsters in Albania.

2.2 Project description

The “**Youth Participation and Empowerment for Health in Northern Albania**” project aims at enhancing the health, personal and social development of adolescents and young people (ages 10 to 24) in the most vulnerable communities in northern Albania. Through their voluntary and active participation, the interventions focus on (i) promoting of civil youth participation and inclusion in their local communities; (ii) upholding their rights to access health and psychosocial protection services against gender-based violence (GBV); (iii) promoting their formal, academic, and vocational education and training increasing employment opportunities; (iv) jointly they reinforce an integrated system response and advocacy towards policy change. The different interventions embedded in this project target the key elements that lead to greater social mobility, such as health, social protection, a life free of violence, quality vocational education and innovation, diversity and inclusion in the community, community mobilization, gender equality and youth inclusion in institutions and policies.

Cyber violence is a new topic and deeper knowledge is needed by the project staff and specialists to understand the dynamics of this form of violence and the ways it affects adolescents and youngsters. In the framework of diversifying the services and addressing various forms of violence affecting adolescents and youth, the project has planned to develop capacities of the service staff in the direction of offering information and services of the topic of cyber violence. One three-day training will be developed for WtW/ZDB and other IAMANEH’s partners in Albania (CLWG, CLMB, SAWG) counselors and project staff. An expert trainer will be hired to realize the training.

3. Scope of Work:

The training expert will work in close collaboration with the Project coordinator and the key team members involved in the project and will carry out the following tasks:

- Design and facilitate a process for consultation with WtW staff members on cyber violence and online safety for children and youth. (Focus group with professionals in Albania to map their needs and ensure that the final output is contextualized),
- Develop and a well-structured training program for the education of professionals to work with children and youth on the topic of cyber violence and online safety.
- Conduct a three-day training program with the staff of WtW/ZDB and other IAMANEH’s partners in Albania (CLWG, CLMB, SAWG) on the topic of cyber violence and online safety for children and youth.

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- Produce a manual on cyber violence and online safety for children and youth for further use by the local teams.

The project will cover all the expenses related to the development and implementation of the trainings, including honoraria, flights, accommodation, local transportation and daily per diems of the trainer.

4. Duration of the mandate

The project has planned to engage the services of the external expert during the month of September 2022.

5. Required Skills and Experience:

5.1 Education:

- Postgraduate degree in social sciences, law, human rights or related fields.

5.2 Experience

- Extensive experience in child protection, online safety, response services for children/adolescents who are victims/survivors of sexual abuse;
- Proven experience in capacity building and transfer of knowledge to service providers on working with child protection (child sexual abuse/online sexual abuse);
- Proven facilitation skills, excellent oral and written communication skills
- Specific expertise and experience in delivering multi-disciplinary skill training.
- Experience in producing high quality deliverables within the specified timeframes

6 Application Procedure

Qualified and interested candidates are requested to submit their applications, via email (info@grujatekgruja.org) until 30th of September 2022 under the subject "Training on Cyber Violence".

For any questions, please contact Ms. Atila Uligaj, WtW project coordinator in Albania atila.uligaj@grujatekgruja.org.

The application should contain:

- **Cover letter** explaining why you are the most suitable candidate for the advertised position.
- **Resume**
- **Financial Proposal** - specifying the daily rate and other costs (for travel, per diems, and any other possible costs) for the tasks specified in this announcement.